



Established 1929

# **WEST BRIDGFORDIANS CRICKET CLUB**

## **CHILD PROTECTION**

**POLICY AND PROCEDURES  
FOR ALL ADULTS INVOLVED IN COACHING AND  
MANAGING CHILDREN AND YOUNG PEOPLE  
(UP TO THE AGE OF 18)**

This document is derived from and is consistent with the English Cricket Board (ECB) Child Protection Policy. A copy of which may be viewed on request to the Club Secretary

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# **WEST BRIDGFORDIANS CRICKET CLUB**

## **CHILD PROTECTION POLICY**

West Bridgfordians Cricket Club embraces the Code of Ethics and Conduct promoted by the English Cricket Board (ECB), the National Coaching Foundation and the National Association of Sports Coaches. This policy is derived from the principles enunciated in their published policies.

### **Statement of Principles**

- The welfare of the child is paramount.
- All children, whatever their age, cultural background, disability, gender, language, racial origin, religious belief or sexual identity have the right to protection from abuse.
- All allegations of abuse will be taken seriously and will be investigated and responded to swiftly and appropriately.
- All children have the right to safety and to be treated with dignity and respect.

### **Policy Statement**

- West Bridgfordians Cricket Club and its Officers are committed to preventing child abuse by ensuring that all children who are members of the club are kept safe from harm.
- The Club will ensure that all adult members involved in the care of children will be given all necessary training and information as to the appropriate procedure to follow if there are concerns about child abuse.
- Managers and coaches should be sensitive to any concerns about any allegations of child abuse and should ensure that such concerns are reported to the named person at the earliest opportunity. Officers of the Club will afford appropriate support to any adult member of the Club involved in such an allegation. During the investigation period, the member will be suspended from club activities.

### **Recruitment of Staff/Volunteers**

All reasonable steps will be taken to ensure that all people involved at the Club will be suitable to perform their duties. Those undertaking coaching, scoring, umpiring, head groundsman or managing duties (including team captains), will be asked to provide an ECB approved CRB Disclosure. Others involved in the management and running of the Club including all Committee members, team secretaries, volunteers, assistant coaches, assistant groundsman, website administrator, bar manager will be required to complete a Self Declaration form that will include a statement to be signed by the applicant, that they have no child abuse criminal convictions and to provide two references as to their character. This will be administered by the Club's Child Welfare Officer.

## INTRODUCTION

The Cricket Coach (any adult involved in grassroots cricket) plays a crucial role in inspiring youngsters, and in developing both their talent for and love of the game. This will be done most effectively in a safe and caring environment in which the children's welfare is always paramount.

Children and young people are the future of cricket, it is more important for coaches to know about how children develop than to know about the game of cricket. An environment of care, patience, understanding and encouragement gives the best possible start to the young cricketer. The coach is also responsible for protecting children from all forms of abuse and discrimination and to ensure that they receive equal treatment regardless of age, sex, race, culture, religion, language or ability.

Coaches and anyone else involved with cricket for children and young people have a responsibility to recognise it and what steps to take to prevent it. This booklet is designed to introduce coaches and other adults to these basic issues and to provide help in how to prevent, recognise and respond to child abuse.

## WHAT IS CHILD ABUSE?

It is tempting to look upon cricket as a special place of safety and high ethical standards. Unfortunately, for a variety of reasons, not all adults conform to these standards in their relationships with children and young people.

Child abuse is the term used to describe ways in which children are harmed, usually by adults who they know and trust.

Men make up by far the greatest proportion of offenders - around 95% - but women are sometimes involved, especially in emotional abuse and neglect. Almost half of the reported children abuse occurs to children below five years old (44%). Slightly more boys suffer abuse below the age of ten and slightly more girls above this age. Boys feature more in reported cases of physical abuse and girls more in reported sexual abuse.

## THE MAIN FORMS OF ABUSE

There are four main forms of abuse, but an individual child may suffer from more than one.

- **Physical**
- **Sexual**
- **Neglect**
- **Emotional**

We should remember that children can abuse other children, by bullying, name-calling and so on, and that we should be diligent in eradicating this type of practice. We should also ensure that our own and others' language and behaviour does not discriminate against children or young people from different genders or class, religious, race or ethnic backgrounds.

## **PHYSICAL ABUSE**

Physical abuse occurs whether or not an actual injury is caused when striking, hitting, shaking, squeezing, biting, burning or exerting excess force on a child. Condoning or giving a child access to substances such as alcohol, tobacco, medicines, drugs, glue and so on is also a form of abuse.

In cricket contexts, physical abuse also occurs if the nature and intensity of training disregards the capacity of the child's immature or growing body or makes the child predisposed to injury resulting from fatigue or over use. The use of drugs to enhance performance in any way should be treated as abuse.

In many sports, including cricket, the more talented the player the more they are asked to train and play. To prevent injury and encourage safe practice, the number and duration of games and training sessions held each year should be limited.

The following recommendations are extracted from the ECB's Fast Bowling Directives and illustrates the ECB's policy to young players:

A fast bowler should be defined as a bowler to whom a wicket keeper, in normal circumstances, would stand back to take the ball.

| <b>Level</b> | <b>Match Directives</b>           | <b>Practice Directives</b> |
|--------------|-----------------------------------|----------------------------|
| Up to U13    | 2 Spells of up to 4 overs/spell   | 2/week – 30 balls/session  |
| U15          | 2 Spells of up to 5 overs/spell   | 2/week – 36 balls/session  |
| U17          | 3 Spells of up to 5-6 overs/spell | 3/week – 36 balls/session  |
| U19          | 3 Spells of up to 6-7 overs/spell | 3/week – 42 balls/session  |

**These figures are based on:-**

- **One match and two practice sessions per week for Under 13 and Under 15 levels**
- **One match and three practices per week for Under 17 and Under 19 levels**

**Substitute one practice for each additional match in a week to a maximum of three matches at Under 13 and Under 15 and four at Under 17 and at Under 19 level.**

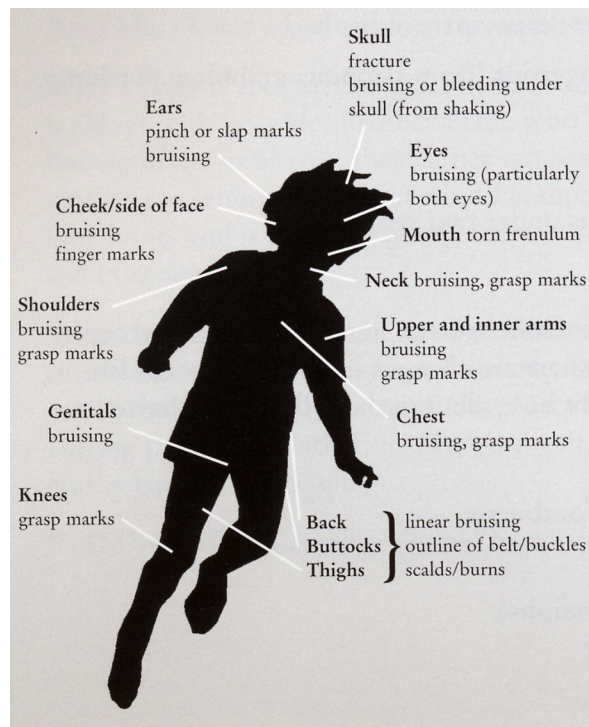
**PLAYERS WHO EXCEED THESE DIRECTIVES WILL BE EXPOSED TO A HIGHER RISK OF INJURY.**

In some instances, the implementation of these directives will generate an increased work for other bowlers, particularly the spin bowlers. However, wrist spin bowlers should be carefully monitored as they can become predisposed to shoulder problems if they are bowled excessively.

The amount of overs a young fast bowler bowls must be carefully rationalised, and their summer programme prioritised.

The ECB encourages the principle of 'fast tracking' talented youngsters, but it should be noted that a fast bowler who has been selected at a higher age group should only be allowed to bowl the APPROPRIATE NUMBER OF OVERS FOR HIS/HER ACTUAL AGE which would include senior cricket.

## COMMON SITES FOR **NON-ACCIDENTAL** INJURY



### **Bruises** likely to be:

- frequent, patterned (eg. finger and thumb mark)
- old and new in the same place (note colour)
- in unusual position (see chart).

### Consider:

- development level of the child and their activities
- may be more difficult to see on darker skins.

### **Burns and scalds** likely to have:

- clear outline
- splash marks around burn area
- unusual position (eg. back of hand)
- indicative shapes (eg. cigarette burns, bar of electric fire).

### Injuries suspicious if:

- bite marks
- fingernail marks
- large and deep scratches
- incisions (eg. razor blades).

### **Fractures** likely to be:

- numerous – healed at different times.

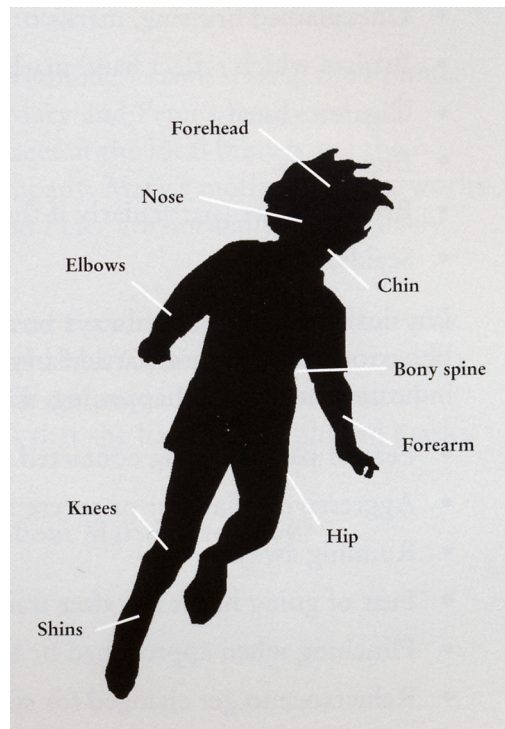
### Consider:

- age of child, always suspicious in babies' under two years old, delay in seeking treatment.

### **Sexual abuse** may result in:

- unexplained soreness
- bleeding or injury in genital or anal area
- sexually transmitted diseases (eg. warts or gonorrhoea).

## COMMON SITES FOR ACCIDENTAL INJURY



### **Bruises likely to be:**

- few but scattered
- no pattern
- same colour and age.

### **Consider:**

- age and activity of child (eg. learning to walk)
- may be confused with birthmarks or other skin conditions.

### **Bruises and scalds like to be:**

- treated
- easily explained
- may be confused with other conditions (eg. impetigo, nappy rash).

### **Injuries likely to be:**

- minor or superficial,
- treated
- easily explained.

### **Fractures likely to be:**

- of arms and legs
- seldom on ribs, except for road accident
- rare in very young children
- may rarely be due to brittle bone syndrome.

### **Genital area:**

- injury may be accidental (see expert opinion)
- soreness may be nappy rash or irritation (eg. From bubble bath)
- anal soreness may be due to constipation or threadworm infestation.

## **SEXUAL ABUSE**

Sexual abuse occurs when adults seek their own sexual gratification from boys or girls. This type of abuse includes exposing a child to pornographic videos, books and magazines or telling stories or jokes of a sexually explicit nature, through to full sexual intercourse, masturbation, oral sex, anal intercourse and fondling.

Sexual abuse can have very damaging and enduring effects and a child can often require expert counselling to minimise the trauma. A child who has been the victim of sexual abuse may become an abuser themselves in later years.

The cricket coach is a significant person to a young person and should be aware of how easily/readily they exert influence. A child may also become emotionally confused and misguided if adults they look up to breach their expectations. Close relationships should never be allowed to spill over into an improper relationship.

## **NEGLECT**

Neglect arises when an adult fails to meet the basic needs of a child or young person with regard to food, warmth, hygiene, clothing or medical care. Failure to provide proper supervision and care and attention also constitutes abuse. Cricket often involves long periods of inactivity or waiting, or journeys away from home - at these times it is important that children are properly and fully supervised.

## **EMOTIONAL ABUSE**

Emotional abuse can involve a combination of the other types. It occurs especially where a child is threatened, taunted, shouted at or berated or where effort of progress is ignored. It may be caused by a coach who shows favouritism to others, behaves inconsistently or who violates confidences. All of these things may undermine the self-confidence and self-esteem of the child.

Coaches should remember that the welfare of the child is always more important than the result of the match.



## **HOW TO RESPOND TO INDICATORS OR DISCLOSURES OF CHILD ABUSE**

Being a victim of child abuse can be devastating. For some children and young people it can take years of counselling to recover and in some instances, the effects are lifelong. The sooner action is taken to prevent further abuse, the better.

The decision to react to allegations of, or suspicions about, abuse can be a very difficult one.

Remember – a **cricket coach is not responsible for determining whether or not abuse has taken place, but is responsible for protecting the child.** Referral to appropriate agencies is vital so that they can make inquiries and take the appropriate action.

Reporting such matters should never be delayed. All information about your concerns must be made immediately and directly to any of the following:

**Your local Social Services Department**  
**ChildLine UK Tel: 0800 1111 (24 hour FREEPHONE)**  
**The Police**  
**NSPCC – Tel 0808 800 5000**

*Please see detailed listing on page 13*

**ALL INFORMATION SHOULD BE TREATED CONFIDENTIALLY**

# **GOOD PRACTICE IN THE CARE OF CHILDREN AND YOUNG PEOPLE**

## **Supervision**

Managers should be sensitive to any concerns about abuse and act on them at an early stage. They should also offer appropriate support to those who report concerns.

## **Complaints**

The Management Committee of the Club will ensure that there is a well-established complaints procedure in operation and that parents and children have the relevant information to allow easy access to this procedure.

## **Good Practice in the Care of Children**

It is possible to reduce situations for the abuse of children and help to protect staff/volunteers by promoting good practice. The following are more specific examples of care which should be taken when working within a sports context:

- **Always be publicly open when working with children. Avoid situations where a teacher/coach and an individual child are working completely unobserved.**
- **If any form of manual support is required, it should be provided openly and according to guidelines provided by the ECB Technical Department. Care is needed as it is difficult to maintain hand positions when the child is constantly moving. Some parents are becoming increasingly sensitive about manual support and their views should always be carefully considered.**
- **Where possible, parents should take on responsibility for their children in the changing rooms. If groups have to be supervised in the changing rooms, always ensure that teachers/coaches work in pairs. Encourage an open environment (ie. no secrets).**
- **Where staff are mixed teams away from home, a male and female member of staff should always accompany them.**

Everyone should be aware that as a general rule, it does not make sense to:

- **Spend excessive amounts of time alone with children away from others.**
- **Take children alone on car journeys, however short.**
- **Take children to your home where they will be alone with you.**

If cases arise where situations are unavoidable, they should only occur with the full knowledge and consent of someone in charge in the organisation or an adult with parental responsibility.

You should never:

- **Engage in rough, physical or sexually provocative games, including horseplay.**
- **Share a room with a child.**

- **Allow or engage in any form of inappropriate touching.**
- **Allow children to use inappropriate language unchallenged.**
- **Make sexually suggestive comments to a child, even in fun.**
- **Allow allegations made by a child to go unchallenged, unrecorded or not acted on.**
- **Do things of a personal nature for children they can do for themselves.**
- **Invite or allow children to stay with you at your home supervised.**

It may sometimes for staff or volunteers to do things of a personal nature for children, particularly if they are young or have disabilities. The tasks should only be carried out with the full understanding and consent of adults with parental responsibilities and children involved. There is a need to be responsive to a child's reactions – if a child is fully dependent upon you, talk with him/her about what you are doing and give choices where possible. This is particularly so if you are involved in any dressing or undressing of outer clothing or where there is physical contact or lifting or assisting a child to carry out particular activities.

If you accidentally hurt a child, he/she seems distressed in any manner, appears to be sexually aroused by your actions or misunderstands or misinterprets something that you have done, report any such incident as soon as possible to another colleague and make a brief written note about it. Parents or carers should be informed of the incident.

## **RECOGNISING ABUSE**

Typical indicators of abuse include the following but the list is not exhaustive:

- **Injuries that are inconsistent with normal play or sports injuries, of an unusual type or in an unusual location on the body.**
- **Inconsistent or unreasonable explanations of injury by a child, parent or carer.**
- **Inconsistent or inappropriate behaviour such as sexually suggestive remarks or actions, mood swings, uncharacteristic quietness/aggression or severe tantrums.**
- **Social isolation.**
- **Over or under-eating, weight gain or loss.**
- **Inappropriate, unkempt or dirty clothing.**
- **Self-inflicting injury.**
- **Open distrust of, or discomfort with a parent/carer or coach.**
- **Delayed social development, poor language or speech.**
- **Excessively nervous behaviour, such as rocking or twisting hair.**
- **Low self-esteem.**

Additional indicators, which may also signal sexual abuse, include:

- **Recurring abdominal pain.**
- **Reluctance to go home.**
- **Recurring headaches.**
- **Flinching when approached or touched.**

## **LISTENING TO THE CHILD**

The first responses to child abuse are crucial, regardless of how knowledge of the abuse rises.

Often a child will be frightened, confused and feeling vulnerable.

Listen carefully to the child. He/She should be reassured in a calm manner that they are safe, and have done the right thing by telling.

### **DO...**

- **Keep calm, reassure the child whoever discloses**
- **Listen carefully to any disclosures**
- **Emphasise that claims are being taken seriously**
- **Say that it will be necessary to involve someone else to ensure that abuse stops**
- **Take accurate, factual notes (names, times, dates and places, details of any visible injuries and a description of the allegation)**
- **Report to a designated person in your organisation OR to one of the organisations listed in the next page**

### **DON'T...**

- **Panic**
- **Make judgements**
- **Agree to keep secrets**
- **Approach the alleged abuser**

## **LOCAL PROFESSIONAL CONTACTS LIST**

### **The Police Unit with responsibility for Child Protection:**

Police Child Abuse Investigation Unit  
428 Century House  
Carlton Road  
Nottingham  
Tel: **0115 967 0999**

### **The nearest Police Station with responsibility for general enquiries:**

West Bridgford Police Station  
Bridgford Road, West Bridgford  
Nottingham  
Tel: **0115 945 5999**

### **The Social Security Department with Child Protection responsibility:**

Rushcliffe Social Services  
The Hall, Bridgford Road  
West Bridgford  
Nottingham  
Tel: **0115 914 1500**

### **Nottinghamshire C C C - Cricket Development Office:**

Nottinghamshire County Cricket Club  
Trent Bridge, Nottingham  
Tel: **0115 9823000** or Tel: **0115 9823008**

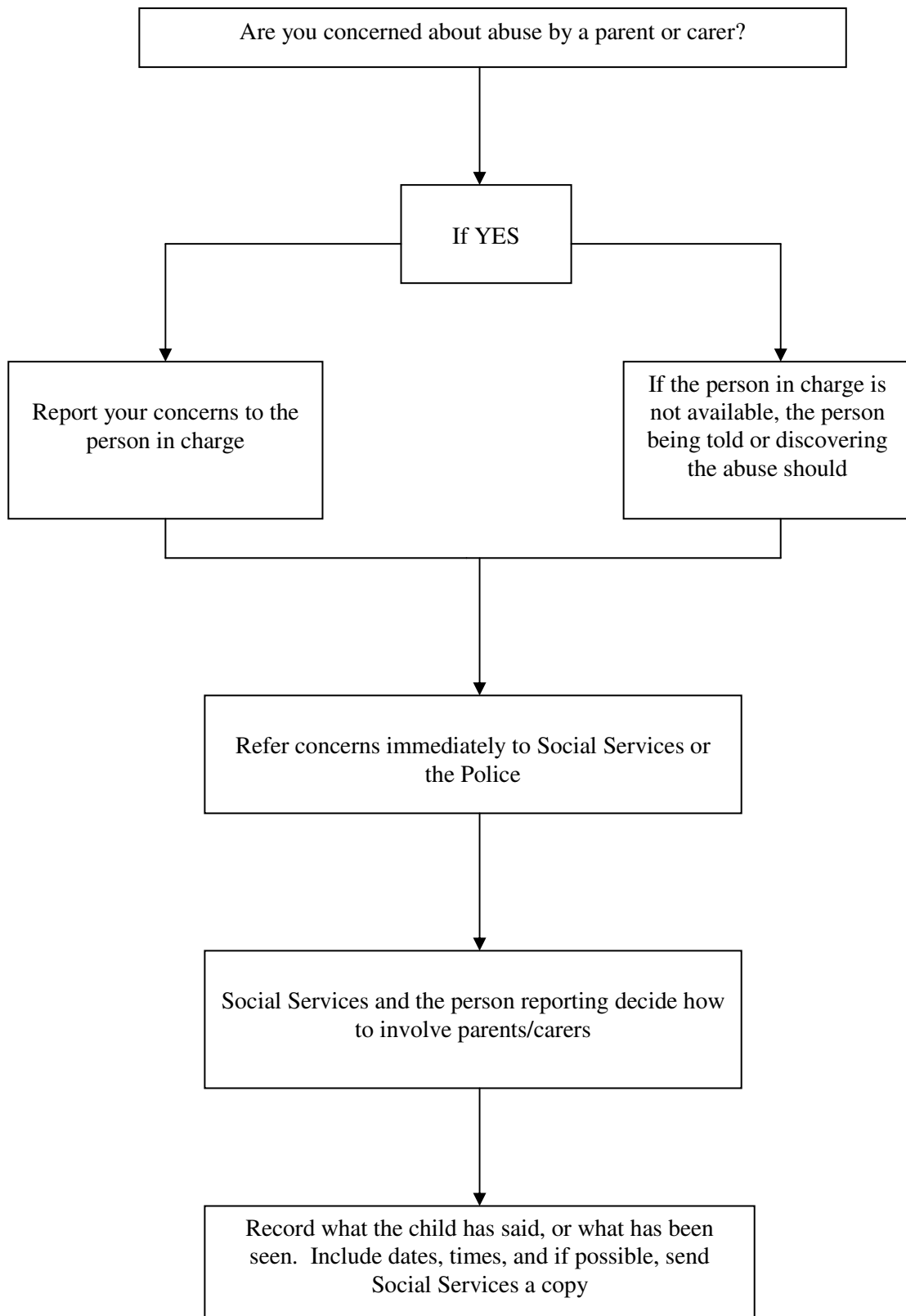
Notts Cricket Board Welfare Officer  
John Leafe Tel: **07947 783545**

### **Other Contacts**

NSPCC Helpline – Tel: **0808 800 5000**  
Childline UK – Tel: **0800 1111**

***REMEMBER:*** you are **NOT** responsible for deciding whether child abuse has occurred, but you **ARE** responsible for protecting the child.

# WHAT TO DO IF YOU ARE CONCERNED ABOUT ABUSE BY A PARENT OR CARER



# WHAT TO DO IF YOU ARE CONCERNED ABOUT ABUSE BY A COACH OR VOLUNTEER

