



**Safe
Hands**

Safeguarding Strategy 2022-2024



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Our Purpose

Is to create a sport which inspires a generation to play, to do this we need to ensure children feel safe to do so while simultaneously supporting adults with additional vulnerabilities.

This strategy is intended to inform and guide players, parents, volunteers and stakeholders of all the steps we are taking to embed a culture of safeguarding across the game.

These aims, commitments and outcomes are designed to support the game-wide wide strategic plan *Inspiring Generations*.

Safeguarding is a range of actions aimed at upholding a child's and/or adult's human right to be safe and free from abuse.

This document outlines the work currently being undertaken, as well as our future actions and ambitions. This strategy sits as our

strategic plan and will be supported in detail by our day to day operational plans

Everybody has the right to be safe from abuse and protected from harm, no matter who they are or what their circumstances.

Safe Hands is about protecting people from harm from abuse, neglect and exploitation, all of which undermines people's relationships and self-belief.

Safeguarding is everyone's responsibility but it's our responsibility as the national governing body for cricket to meet the current demands and plan for the ever-changing environment.



Message From The Board

Safeguarding is everybody's responsibility. Everyone involved in cricket, from All Stars to the England teams, should understand the importance of keeping people safe within our game. We are committed to ensuring a safe environment for everybody. It is essential that children can play the game in an environment where they have fun, feel relaxed and can thrive.

To support the vision of *Inspiring Generations*, we need to be an organisation committed to embedding safeguarding in everything we do, delivering cricket to a safe and consistent standard, where everyone understands their personal and organisational safeguarding responsibilities.

ECB

A culture of safeguarding doesn't simply evolve. It requires commitment from everyone involved to take responsibility to understand their personal and organisational responsibility for safeguarding.

We know that some children face additional challenges This could be due to their immediate environment, access to opportunity or

additional vulnerabilities. Our *Safeguarding Strategy* aims to embed a healthy culture of safeguarding across cricket in a targeted way, focusing on the three principles of engagement, delivery and culture.

Child Protection in Sport Unit (CPSU)

All young people have the right to participate in their sport in a safe and enjoyable environment. Everyone involved in delivering cricket has a role to play in creating the best experience for them.

The NSPCC Child Protection in Sport Unit welcomes the ECB *Safeguarding Strategy*, which demonstrates a commitment to safeguarding being embedded across the sport.



Scene Setting

This strategy is written in line with *Inspiring Generations*, the ECB's 2019-2024 strategy, where safeguarding is embedded within 'engaging children'. It sets out how we will develop safeguarding to promote safe spaces for children. This document outlines how we plan to do this in conjunction with our network and clearly sets out our aims, our desired outcomes and examples of our work.

For us to truly embrace the message of cricket being a sport which unites communities, we need to fully support our volunteers, paid staff, and delivery partners to mitigate against risk. This strategy sets out how the ECB will look to develop both external and internal processes, as well as deliver products for the game. As the national governing body for cricket, it is our duty to look further into the future and protect the game for years to come.

This *Safeguarding Strategy* is aligned to the safeguarding policy for cricket, *Safe Hands*. It links our aims, and how we deliver against our strategic outcomes, alongside our guidance and policy. Our *Safe Hands* policy demonstrates our commitment to working with safeguarding partners to investigate concerns and make proportionate decisions. Cricket is a sport enjoyed by over 1.3 million people across England and Wales, from those as young as five

playing All Stars cricket through to people in their 70s and 80s. With this dynamic, each access point to the game presents a unique set of potential safeguarding challenges.

The traditional formats of the game are played every week at cricket clubs, with children regularly playing in open age cricket. As we grow the game and engage communities across England and Wales, non-traditional locations present different challenges and require new approaches to risk management.

This document sets out how we will endeavour to embed safeguarding across all areas of our business, providing volunteers and staff with the confidence to deliver their roles.

It also sets out how we will give confidence to parents and carers that appropriate measures are in place, and allow children to feel empowered to contribute to the future of the game.



Safeguarding In Cricket

Across England and Wales, safeguarding occurs day in, day out.

The ECB has a team of safeguarding professionals, working alongside other ECB departments to ensure safeguarding is embedded in all ECB business, events and programmes.

This might be supporting colleagues with delivering a safe and successful event at The Hundred, providing safeguarding insight to future digital requirements or delivering bespoke safeguarding training to colleagues working in diverse communities.

Within the team the proactive safeguarding resource supports county cricket boards and first-class cricket clubs to deliver the requirements outlined in the *County Partnership Agreement* safeguarding standards. These standards provide a framework for how safeguarding should be embedded and delivered across the recreational game, including our 6,500 clubs across England and Wales. Counties report their progress against required standards

to their county safeguarding advisor, who supports and monitors progress.

The proactive team takes responsibility for creating risk-mitigating resources and ensuring safeguarding messages are delivered across all levels of the game. For example, it puts in place measures such as policy, learning and development, as well as resources to support the wider network of dedicated county and club safeguarding officers.

The ECB's safeguarding case management team manages referrals, intelligence and reported concerns. These safeguarding staff have significant experience in conducting safeguarding risk assessments and investigations through a mixture of social work and policing backgrounds. Their role requires them to work closely with external safeguarding organisations and statutory agencies to understand and assess risk of individuals who may pose a risk of harm to

children in cricket. They implement safeguarding risk management decisions, which can include suspensions or disqualifications from the game where necessary.

The safeguarding team also works with many safeguarding partners, which are documented [here](#), to support in the delivery of safeguarding. It looks to engage with these partners in creating a proactive safeguarding effort alongside a reactive response if required.



Vision, Values and Mission

ECB Vision and Values

A generation inspired to say “cricket is a game for me”.

Stronger As One Team – We are stronger together. We allow for individual strengths and beliefs, but head in the same direction. We respect, support and really listen to each other along the way.

Push New Boundaries – We are bold, brave and curious. We challenge and don’t settle. We forge the future while remembering our roots.

Be The Best In the Game – On and off the pitch. – We train hard. We strive to be our best to help the team be the best. We celebrate our victories and learn from our letdowns.

Passion For Play – We are here to inspire and be inspired. We are serious about what we do, but don’t take ourselves seriously. We enjoy the journey and have fun.

Safeguarding Mission

We want everyone involved in the game to feel inspired to say “cricket is a game for me”.

We will continue to create an environment where children and adults can safely access and engage in cricket throughout England and Wales, and ensure the robust and professional management of safeguarding concerns.

The England and Wales Cricket Board has a legal duty to safeguard children and adults at risk. We recognise these groups have additional vulnerabilities that require a safeguarding framework to support them.



Our Key Principles of Safeguarding Strategy



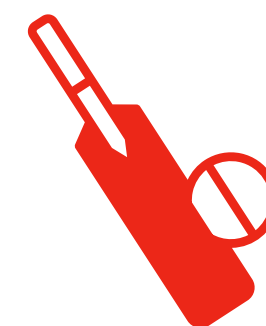
Culture

- Leadership
- Governance
- Learning and Development



Environment

- Collaboration
- Resources
- Empowerment
- Communication
- Events



Deliver

- Policies
- Managing Concerns
- Safer Recruitment
- Digital Transformation
- Quality Assurance



Our Culture

We will create a safe culture across cricket which engages children and adults through effective leadership, values and learning. We commit to supporting all those involved in the game to understand their personal and organisational responsibilities.

We commit to creating a culture that allows those that enjoy the game of cricket to do so in a safe environment. Everyone that participates in or watches our game, should do so safe in the knowledge that we see our responsibility to keep them safe and protected as our paramount consideration.

We commit to supporting the development of a workforce for the game to ensure we deliver our ambition to inspire a generation to say “cricket is a game for me”.



Leadership

Our Aims

To develop a network of strategic leads for safeguarding across all areas of the game.

To support and promote the development of global safeguarding standards in cricket.

To support the development of a national framework for safeguarding standards in sport.

To ensure safeguarding requirements are embedded within business planning across the cricket network.

Our Commitments

- Recruit and train strategic leads.
- Lead and participate in Safeguarding in Sport consultation group.
- Enable external partners to scrutinise our work.
- Ensure safeguarding is embedded in business processes and reflected in routine risk planning.

Our Outcome

A large, light grey graphic consisting of two stylized, overlapping lowercase 'f' characters is positioned behind the 'Our Outcome' text.

We have a strategic network of individuals embedding safeguarding provision across the game and supporting and promoting safeguarding across England, Wales, and the rest of the world. The ECB has structures established to ensure safeguarding is embedded across all our business planning, guaranteeing it is of paramount consideration when developing and growing the game.

Governance

Our Aims

To provide safeguarding regulations that meet the needs of all participants in cricket.

To ensure all organisations that deliver cricket across the England and Wales Cricket Board are discharging their safeguarding responsibilities.

To establish a mechanism of peer-to-peer best-practice sharing across the cricket network.

Our Commitments

- Review and enforce all regulations.
- Complete an audit of organisations that deliver safeguarding across cricket.
- Share peer-to-peer learning shared.

Our Outcome

A large, light grey graphic consisting of two stylized, overlapping lowercase 'f' characters. The first 'f' is on the left and the second is on the right, partially overlapping the first.

The game is governed with clear regulations which support participation.

The game ensures its partners and members discharge their safeguarding responsibilities while sharing best practice across all areas of the game.

Learning and development

Our Aims

To establish a safeguarding learning and development program across the ECB.

To build a network of safeguarding professionals working collaboratively across the cricket network.

Our Commitments

- Ensure the safeguarding learning and development is accessible to all volunteers.
- Guarantee safeguarding learning and development is available for all staff, and bespoke resources are available for those roles with additional contact with children.
- Embed a Safeguarding framework for officers across all areas of the game

Our Outcome

In cricket, the ECB provides a network of volunteers and paid staff with support and skills to deliver a safer game for everyone involved. The professional network engages and develops an extended volunteer network, ensuring learning opportunities are granted.



Our Delivery

We will develop and support a consistent safeguarding standard throughout the cricket network.

Across the game, we have a duty of care to ensure that those who play the game and those who volunteer in the game know and abide by clearly defined safeguarding standards.

We must ensure we deliver and discharge our safeguarding responsibilities, as well as listen to concerns from across the game. The system which supports safeguarding must be accessible and support the paid and volunteer workforce across the sport.

Policies

Our Aims

To establish an externally verified and endorsed ECB safeguarding policy.

To publish a young person's Young Person vision of what safeguarding means to them.

To ensure every club has an accessible and embedded safeguarding policy statement in place across the game.

Our Commitments

- Design a safeguarding policy that is accessible to the whole game.
- Ensure a policy document created by a young person is accessible to all children in the game.
- Develop a mechanism for the ECB to check policies are adopted.

Our Outcome

Cricket has clearly defined policies which are supported by the NSPCC and across the sport. Children have access to a policy written in a way that is most accessible to them, and every club can clearly show that they have adopted the Safe Hands policy for clubs.

Managing Concerns

Our Aims

To build a consistent approach to managing concerns aided by an effective digital system which supports intelligence, information sharing, triage and data collection and appropriate outcomes

To establish a digital mechanism to manage referrals from across cricket.

Our Commitments

- Implement a digital solution for managing concerns across the network.
- Embed consistent approaches to the reporting and investigation of concerns across the cricket network.
- Ensure the continued implementation of a robust safeguarding procedure that embeds independent oversight of investigations undertaken by the ECB safeguarding team.

Our Outcome

We deliver a consistent and effective safeguarding response which mitigates risk to children and adults at risk. The decisions we take to manage risk are proportionate and evidence-based. We have an effective case management system which allows us to record low-level concerns and allegations across our network, ensuring we create a clear picture of participant behaviour. We, alongside our network, encourage the reporting of concerns.

Safer Recruitment

Our Aims

To develop and implement robust safer recruitment process within the ECB and the cricket network.

Our Commitments

- Identify key staff and provide them with the skills to confidently and consistently apply a safer recruitment approach across the organisation.
- Support the embedding of safer recruitment as a sustainable practice across the organisation by delivering a rolling programme of training.

Our Outcome

Our staff are given the skills to make recruitment decisions which are underpinned by safer recruitment practices. When making recruitment decisions, we embed safeguarding across the process by working closely with our internal partners.

Digital Transformation

Our Aims

To establish an integrated digital solution for participant registration which supports effective risk management and facilitates the implementation of Safeguarding Panel decisions.

Our Commitments

- Use digital systems to provide clear information about where someone is participating in the game.

Our Outcome

Across the game, we have a clear picture of who is participating in our sport at any given time. This provides an accurate profile of participation, protecting the future of our game, and ensuring we can effectively manage participation in line with assessed risk.

Quality Assurance

Our Aims

To build a continuous improvement framework for the ECB safeguarding team and county safeguarding officers, which constantly reflects developing best practice in safeguarding.

To have clearly-defined measures of success for safeguarding understood and adopted across the recreational game, including men's, women's and disability pathways.

Our Commitments

- Utilise our digital systems to access insight into our current and future risk. We will then take an analytical approach to our proactive safeguarding measures.
- Support all pathway staff to ensure consistent safeguarding provision across all performance environments.

Our Outcome

The ECB is able to objectively demonstrate ongoing self-reflection in response to incidents or emerging safeguarding issues across the game. We have a clear expectation of the highest standards of safeguarding from staff supporting our talent pathways, where we know players can be additionally vulnerable. We provide staff with the appropriate training and support to deliver safeguarding in a high-performance environment.

Our Environment

We will develop relationships which inform and support our safeguarding work.

We commit to creating the best environments possible for children to engage with and enjoy the game and become the future of cricket.

We will continuously strive to understand the developing cricket environment, supporting delivery partners, communicating expectations and then building safeguards in the provision of everything we do.

We will listen to, share and act on the views of children. We will use the opportunity to learn from those that experience the game at every level and reflect on their experiences.



Collaboration

Our Aims

To establish partnerships with recognised external safeguarding experts, who support ECB to understand current best practice.

To build a safeguarding working/focus group across the cricket network, that supports the development and implementation of a strategy and action plan which reflects the diverse needs of the cricket network.

Our Commitments

- Engage with third-party providers and experts in safeguarding children in sport.
- Create a working group that supports the shaping and implementation of safeguarding standards across the game.

Our Outcome

We deliver safeguarding in partnership across the game, as well as working alongside other national governing bodies of sport. We work with specialist bodies and charities to ensure we embed the best processes, putting children and adults at risk at the heart of what we do. We consult with our network of counties and delivery partners to ensure safeguarding continuously evolves to reflect the changing cricket environment.

Resources


Our Aims

To provide bespoke safeguarding resources to engage parents and carers.

Our Commitments

- Provide resources which allow parents to understand what they should expect from the game and encourages the cricket network to engage positively with parents and carers in promoting good safeguarding practice.
- Clear reporting pathways with options to allow parents to raise concerns in the most appropriate way for them.
- Ensure concerns raised by parents across the cricket network receive appropriate responses and feedback.

Our Outcome

A large, light blue graphic of a speech bubble or quote icon is positioned behind the text.

As a parent, I know what my club or organisation should have in place and I am confident to share a concern if I need to.

Empowerment

Our Aims

To establish a youth forum, which supports development of the strategy and action plan.

To deliver safeguarding education for children participating in talent pathways.

To engage and listen directly with those with lived experiences to shape and develop safeguarding in cricket.

Our Commitments

- Develop young person's forum which provides feedback and challenges to the governing body.

- Ensure each of the players in the elite pathways has access to safeguarding education.

- Increase representation of young people on decision-making forums across the cricket network.

- Young people who have raised concerns receive appropriate support and feedback during the investigation and resolution of their concern.

Our Outcome

Children and young people are consulted with and share ideas on the game, and that we take action on those views.

That children and young people feel confident and valued to share their thoughts and any concerns which occur, and that they know their rights and hold those that deliver to them accountable.

Communication

Our Aims

To create a communication strategy for safeguarding to ensure it is embedded across the ECB.

To design and deliver a communication plan to direct all those involved in cricket, including parents and families, towards information and advice on safeguarding best practice.

Our Commitments

- Publish a communication plan that both reacts to trends which occur and promotes safeguarding messages.
- Create clear communication channels between clubs, counties, volunteers and the ECB.

Our Outcome

Safeguarding messages are shared across our sport, promoting the work of the ECB safeguarding team and safeguarding officers in counties and clubs.

All participants, parents and families are aware of where to access safeguarding information and guidance on supporting children and adults at risk in the game.

Events

Our Aims

To deliver world-class events safely.

To provide festivals which deliver safe opportunities for children to play.

To deliver international tours safely.

Our Commitments

- Introduce event safeguarding officers at identified events.
- Ensure festivals are continually reviewed and quality assessed to which meet young people's needs.
- Ensure international travel is continually reviewed, with clear pre-tour risk assessments in place.

Our Outcome

Our events including match days, festivals and tours are assessed, supported and then delivered ensuring the best possible environments are created for children and those adults with additional vulnerabilities.