



Gloucestershire Cricket Foundation

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Gloucestershire Cricket Foundation (GCF) Safeguarding Adults at Risk Policy

The GCF Safeguarding Policy encompasses all aspects of Gloucestershire Cricket, including the Performance Pathway (Zonal), Gloucestershire County Disability Squads, Gloucestershire Women's and Girls' Cricket and Community Programmes.

The GCF believes cricket should provide a welcoming environment, activity, and interest to all members of the community for whom it is an interest. Cricket can provide an important part in the lives of adults, including adults who are considered 'vulnerable' or 'at risk'. Cricket is a sport that can be played and enjoyed by people of all abilities and age.

The ECB is currently finalising their Adult Safeguarding Policy and the GCF is committed to abide by it and adopt the principles within it.

The GCF fully accept their legal and moral obligations to provide a duty of care, to protect all adults at risk of abuse, and safeguard their welfare, irrespective of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation.

Definition of an Adult at Risk (Care Act 2014)

- An adult aged 18 or over who:
 - o Has needs for care and support* (whether the local authority is meeting any of those needs) and
 - o Is experiencing, or at risk of, abuse or neglect, and
 - o as a result of those care and support needs is unable to protect themselves from either the risk of, or the experience of abuse or neglect

*These needs may relate to a physical condition, a disability, a mental health issue, or may relate to the specific circumstances the person is in. eg someone living with domestic violence or abuse, someone experiencing or at risk of sexual or commercial exploitation, someone at risk of, or in a forced marriage. (This is not an exhaustive list). There are 10 types of abuse relating to adults at risk.

Types of Abuse – including examples

- Physical Abuse - includes hitting, slapping, pushing, misuse of medication, restraint, or inappropriate physical sanctions
- Domestic Violence and coercive control – include all forms of abuse in the domestic setting and 'honour based' violence.

- Sexual Abuse – includes rape, indecent exposure, sexual harassment, inappropriate looking or touching, sexual teasing or innuendo, sexual photography, subjection to pornography or witnessing sexual acts, indecent exposure and sexual assault or sexual acts to which the adult has not consented or was pressured into consenting
- Emotional or Psychological Abuse – includes threats of harm or abandonment, deprivation of contact, humiliation, blaming, controlling, intimidation, coercion, harassment, verbal abuse, isolation or unreasonable and unjustified withdrawal of services or support networks
- Financial or material abuse – includes theft, fraud, coercion in relation to an adult's financial affairs or arrangements, misuse or misappropriation of property, possessions, or benefits.
- Modern slavery - encompasses slavery, human trafficking, forced labour and domestic servitude
- Discriminatory abuse – includes all forms of harassment, slurs, or similar treatment; due to race, gender, or disability or any of the protected characteristics of the Equality Act 2010.
- Organisational abuse – including neglect and poor care practice within a hospital or care home
- Neglect and acts of omission – including ignoring medical, emotional, or physical care needs, failure to provide access to appropriate health, care and support, or adequate nutrition or heating
- Self-neglect – covers a wide range of behaviour neglecting to care for one's personal hygiene, health, or surroundings.

Not included in the Care Act 2014 but also relevant:

- Cyber bullying – when someone repeatedly makes fun of another person online, or repeatedly picks on another person through e mails, text messages etc, or uses online forums with the intention of harming, damaging, humiliating, or isolating another person. It can be used to carry out many different types of bullying (such as racist, homophobic, or bullying related to special educational needs and disabilities) but instead of the perpetrator carrying out the bullying face-to-face, they use technology to do it
- Forced Marriage – a term used to describe a marriage in which one or both of the parties are married without their consent or against their will. This differs from an Arranged marriage, in which both parties' consent to the assistance of a 3rd party in identifying a spouse.
- Mate Crime – when vulnerable people are befriended by members of the community who go on to exploit and take advantage of them. It may not be illegal, but it has a negative impact on the individual.
- Radicalisation – the aim of radicalisation is to attract people to their reasoning, inspire new recruits and embed their extreme views and persuade vulnerable individuals of the legitimacy of their cause. This may be direct through a relationship or through social media.

Signs and indicators of abuse and neglect

Abuse can take place in any context and by all manner of perpetrator. Abuse may be inflicted by anyone within cricket that the person encounters. County or club members, workers, volunteers, or coaches may suspect that a player is being abused or neglected outside of the cricket setting. There are many signs and indicators that may suggest someone is being abused or neglected, these include but are not limited to:

- Unexplained bruises or injuries – or lack of medical attention when an injury is present.
- Person has belongings or money going missing.
- Person is not attending / no longer enjoying their sessions. You may notice that a participant in a team has been missing from practice sessions and is not responding to reminders from team members or coaches.
- Someone losing or gaining weight / an unkempt appearance. This could be a player whose appearance becomes unkempt, does not wear suitable sports kit and deterioration in hygiene.

- A change in the behaviour or confidence of a person. For example, a participant may be looking quiet and withdrawn when their brother comes to collect them from sessions, in contrast to their personal assistant whom they greet with a smile.
- They may self-harm.
- They may have a fear of a particular group or individual.
- They may tell you / another person they are being abused – i.e., a disclosure.
- Harassing of a club member because they are or are perceived to have protected characteristics.
- Not meeting the needs of the participant. E.g., this could be training without a necessary break.
- A coach intentionally striking a player.
- A fellow athlete who sends unwanted sexually explicit text messages to a learning-disabled adult they are training alongside.
- A player threatening another player with physical harm and persistently blaming them for poor performance.

What to do if you have a concern or someone raises concerns with you

- It is not your responsibility to decide whether or not an adult has been abused. It is however everyone's responsibility to respond to and report concerns.
- If you are concerned someone is in immediate danger, contact the police on 999 straight away. Where you suspect that a crime is being committed, you must involve the police.
- If you have concerns or you are told about possible or alleged abuse, poor practice, or wider welfare issues you must report this to the Club Welfare Officer or County Safeguarding Officer.
- When raising your concern with the Club Welfare Officer or to the County Welfare Officer, remember Making Safeguarding Personal. It is good practice to seek the adult's views on what they would like to happen next and to inform the adult you will be passing on your concern and
- It is important when considering your concern that you also ensure you keep the person informed about any decisions and action taken about them and always consider their needs and wishes.

How to respond to a concern

- Make a note of your concerns.
- Make a note of what the person has said using his or her own words as soon as practicable. Complete an Incident Form and submit to the Club Welfare Officer or to the County Safeguarding Officer for County programmes.
- Remember to make safeguarding personal. Discuss your safeguarding concerns with the adult, obtain their view of what they would like to happen, but inform them it's your duty to pass on your concerns to your welfare officer.
- Describe the circumstances in which the disclosure came about.
- Take care to distinguish between fact, observation, allegation, and opinion. It is important that the information you have is accurate.
- Be mindful of the need to be always confidential, this information must only be shared with your Club Safeguarding Officer or County Safeguarding Officer, and others on a need-to-know basis.
- If the matter is urgent and relates to the immediate safety of an adult at risk then contact the emergency services immediately.

Dealing with Concerns, Suspicions or Disclosures

- Do you have concerns about an adult?
- Safeguarding is everyone's responsibility.
- If you have concerns about an adult's safety and or wellbeing you must act on these.

- It is not your responsibility to decide whether or not an adult has been abused. It is however your responsibility to act on any concerns.
- Always share the information with your Club Safeguarding Officer or County Safeguarding Officer.

The GCF believes:

- Everyone has the right to live their life free from violence, fear, and abuse
- All adults have the right to be protected from harm and exploitation
- All adults have the right to independence which involves a degree of risk.

We will do this by:

- Ensuring individuals working within cricket at, or for, the GCF provide a safe, positive and enjoyable cricketing experience for adults
- Adopting and implementing the England and Wales Cricket Board (ECB) Adult Safeguarding Policy (when it is produced)
- Appointing a County Safeguarding Officer and ensuring they attend all current and future training modules required by the ECB, so they have the necessary skills to undertake their role effectively
- Accepting that abuse can happen within our sport, and outside our sport but we still have a duty of care to act appropriately and, where applicable, make a referral
- Ensuring appropriate guidance and training in relation to safeguarding adults is made available to staff and volunteers
- Ensuring all those working at Clubs, Areas and for the County and the Professional game, know about responding, recording, and reporting procedures
- Ensuring concerns or allegations of abuse are always taken seriously
- Ensuring that referrals are made to the appropriate authorities in a timely manner
- Ensuring all people who work in cricket at, or for, the GCF (such as staff, officials, volunteers, team managers, coaches etc) understand their duty of care
- Ensuring all individuals working within cricket at, or for, the GCF are recruited and appointed in accordance with ECB guidelines and relevant legislation
- Ensuring all individuals working within cricket at, or for, the GCF are provided with support, through education and training, so they are aware of, and can adhere to, good practice and code of conduct guidelines defined by the ECB, and the GCF
- Ensuring the name and contact details of the County Safeguarding Officer are available:
 - o as the first point of contact for GCF staff and volunteers
 - o as the first point of contact for adult members of the GCF
 - o as the first point of contact for parents and children including the Gloucestershire disability squad members.

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 - o as the first point of contact for GCF staff and volunteers
 - o as the first point of contact for parents and children including the Gloucestershire disability squad member.
 - o as the first point of contact for all Club Safeguarding Officers and Safeguarding Officers working in the Areas
 - o as a local source of procedural advice for the GCF, its committee and affiliated Clubs and Areas
 - o as the main point of contact within the GCF for the ECB Child Protection Team, and o as the main point of contact within the GCF for relevant external agencies in connection with protecting Adults at Risk and safeguarding
- Ensuring correct and comprehensive reporting procedures exist for raising and managing adult safeguarding concerns within the County. These procedures recognise the responsibility of the statutory agencies and are in accordance with predefined adult safeguarding procedures as set down by the ECB, Statutory Agencies and Local Safeguarding Adult Board (LSAB) guidelines and policies
- Providing everyone connected with the GCF (including children, parents, staff, volunteers, and Clubs) with the opportunity to voice any concerns they have, about possible suspected cases of abuse, and/or about poor practice, to the County Welfare Officer
- Ensuring all suspicions, concerns and allegations are taken seriously and dealt with swiftly and appropriately
- Ensuring access to confidential information relating to adult safeguarding matters is restricted to the County Safeguarding Officer, his/her deputy, the ECB Safeguarding team and the appropriate external authorities, such as the Police or Adults Social Care Services, as specified within ECB adult safeguarding procedures (when produced) and in line with the Data Protection Act (2018).

Policy Review Date- 30th September 2023

