Gloucestershire County Cricket Club - Safeguarding Adults Policy

This Policy encompasses all aspects of Gloucestershire Cricket, including the Professional teams, Academy and Performance Pathway (Zonal) and Community Programmes.

We believe cricket can play an important role in the lives of adults, including adults who are considered vulnerable or at increased risk of harm or abuse due to their physical or mental capacity. Cricket is a sport that can be played and enjoyed by people of all abilities and age.

Gloucestershire Cricket is committed to adopt and abide by the principles within the ECB Safeguarding Adults Policy. AAR-Policy-Statement-June-2022.pdf (ecb.co.uk)

Gloucestershire Cricket fully accept their legal and moral obligations and duty of care to protect all adults from risk of abuse, 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:
- Has needs for care and support* regardless of whether the local authority is meeting any of those needs, and
- Is experiencing, or at risk of, abuse or neglect, and
- 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 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.

The GCCC 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 the following:

- Ensure individuals working within cricket at, or for, the GCCC provide a safe, positive and enjoyable cricketing experience for adults.

- Adopt and implement the England and Wales Cricket Board (ECB) Adult Safeguarding Policy. AAR-Policy-Statement-June-2022.pdf (ecb.co.uk)

- Have a Safeguarding Officer in post and ensure they attend all current and future training required by the ECB, so they have the necessary skills to undertake their role effectively

- We accept that abuse can happen within and outside our sport, so we have a duty of care to act appropriately and, where applicable, make a referral to the ECB safeguarding team.

- Ensure appropriate guidance and training in relation to safeguarding adults is made available to staff and volunteers

- Ensure all those working in the Professional game know about responding, recording, and reporting procedures.

- Ensure concerns or allegations are always taken seriously

- Ensure that referrals are made to the appropriate authorities in a timely manner.

- Ensure all individuals working within cricket at or for the GCCC are recruited and appointed in accordance with ECB guidelines and relevant legislation

- Ensure all individuals working within cricket at or for the GCCC 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 GCCC

- Ensure the name and contact details of the Safeguarding Officer are available:

    - as the first point of contact for staff and volunteers
    - as the first point of contact for adult members.
    - as the first point of contact for parents and children, including the Gloucestershire disability squad members.

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, sexual acts to which the adult has not or cannot consent 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, disability or any of the protected characteristics of the Equality Act 2010.

- Organisational abuse – including neglect and poor care practice within a hospital, care home or other institution.

- 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.

Also relevant:

- Cyber/online abuse or harassment – 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, inspire new recruits, encourage and embed extreme views and persuade vulnerable individuals of the legitimacy of a damaging, illegal or criminal 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

- If you are concerned someone is in immediate danger, contact the police on 999 straight away. Also if you suspect that a crime is being or has been committed, you must involve the police.

- Make detailed/factual notes of your concerns. EG what you say, hear or experienced yourself. What, where, when, who etc. Take care to distinguish between fact, observation, allegation, and opinion. It is important that the information you have is accurate.

- If the information is second hard, make a note of what someone has said using their own words and as soon as practicable.

- 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 any concerns to the appropriate person within the organisation as they arise. You must report this to the Club Safeguarding Officer or the ECB Safeguarding Team as soon as possible. You do not need to have definitive proof to make a report.

- Wherever possible you should involve the vulnerable adult the concerns are about. Obtain their view on the concerns and ask what they would like to happen. You should always tell them it's your duty to pass on your concerns to the Safeguarding Team and you cannot keep information to yourself.

- Be mindful of the need for confidentiality, this information must only be shared with your Safeguarding Officer and others on a need-to-know basis. EG CEO, HR, Police, Carers

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