



Greenfield Cricket & Social Club
Children's Safeguarding Policy (updated)
2024 – 2025

Policy Signature

Signed: J Taylor

Jason Taylor - Club

Chair Date: 01/03/2024

Signed: Cath Knowles - Club Safeguarding

Officer Date: 01/03/2024

Next policy review date is 01/03/2025

Catherine Knowles



Greenfield Cricket & Social Club Safeguarding Policy Statement

2024 – 2025

Statement of Intent:

Greenfield Cricket & Social Club (GCSC) are committed to ensuring that all Children* participating in cricket have a safe, rewarding, and positive experience.

(*The word “Children” should be taken to mean all persons under the age of 18).

The aim of this policy is:

- To provide protection for the children and young people who come into contact with GCSC, our players, families, and friends, including the children of adult members and users.
- To provide members and volunteers with guidance on procedures they should adopt in the event that they suspect a child or young person may be experiencing, or be at risk of, harm.
- This policy applies to all members, including committee members, players, coaches, volunteers and sessional workers, agency members, students or anyone working on behalf of GCSC.



GCSC Safeguarding Policy Statement

Greenfield Cricket & Social Club (GCSC) is committed to ensuring all Children* participating in cricket have a safe, rewarding, and positive experience.

(* The word “Children” should be taken to mean all persons under the age of 18).

We will do this by:

- Recognising all children participating in cricket (regardless of age, gender, race, religion, sexual orientation, ability, or disability) have the right to have fun and be protected from harm in a safe environment.
- Ensuring individuals working within cricket at, or for, our club provide a welcoming, safe, positive and fun experience for children.
- Adopting and implementing the England and Wales Cricket Board (ECB) “Safe Hands – Cricket’s Policy for Safeguarding Children” and any future versions of that Policy.
- Appointing a Qualified Social Work England (SWE) registered Child Protection Social Worker to undertake the role of Safeguarding Officer, “Designated Child Protection” person & Data Protection Officer for and/on behalf of the “Committee (Senior & Junior), Staff, Volunteers, Coaches/Managers and Team Captains.
- In addition, the Designated Safeguarding Officer (DSO) will provide where needed, inhouse safeguarding training workshops, advice, and support to the ‘small, appointed safeguarding team’ that will be made up of volunteer welfare officers (s). In addition, the safeguarding officer will ensure an opportunity for welfare officers (s) to attend/undertake online, any current and future training modules available through the ECB in partnership with the NSPCC, enabling them to have the skills to undertake their role effectively, as part of their support role to the DSO
- Ensuring all people who work in cricket at, or for, our club (such as members, officials, volunteers,) have a responsibility for safeguarding children, and understand how the “Safe Hands Policy” applies to them.
- Ensuring all coaches who work on behalf and/or for the club, have the appropriate up to date coaching qualifications, is registered with a recognised cricket coaching professional body, completed, and renewed (every 3 years) their safeguarding training in line with their coach’s qualification and have an up to-date DBS.
- Ensuring all individuals working within cricket at, or for, the club are recruited and appointed in accordance with ECB guidelines and relevant legislation.
- Ensuring all individuals working within cricket at, or for, Greenfield Cricket & Social Club 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 GCSC
- Ensuring the name and contact details of the safeguarding officer is available as:
 - 1) A first point of contact for parents, children, and volunteers/members within the Greenfield Cricket & Social Club.
 - 2) A local source of procedural advice for the club, its committee, and members.

3) A main point of contact within Greenfield Cricket & Social Club for the ECB County Welfare Officer and the ECB Safeguarding Team.

4) A main point of contact within Greenfield Cricket & Social Club for relevant external agencies in connection with child safeguarding.

- Ensuring correct and comprehensive reporting procedures exist for raising and managing child safeguarding concerns.
- Providing an environment where the views of children, parents and volunteers are sought and welcomed on a range of issues. This will help us create an environment where people have the opportunity to voice any concerns (about possible suspected child abuse/neglect, and/or about poor practice) to the Club's Safeguarding Officer/Welfare Officer (s) *(*Details of the County Welfare Officer will be made available, in case the Club Safeguarding team is unavailable, or the concern relates to a Children's Safeguarding Officer/ a Club Welfare officer (s).)*
- Ensuring all suspicions concerns and allegations are taken seriously and dealt with swiftly and appropriately.
- Ensuring access to confidential information relating to child safeguarding matters is restricted to those who need to know in order to safeguard children – including the Club's Safeguarding Officer and the appropriate external authorities, such as the Local Authority Designated Officer (LADO), as specified within ECB child safeguarding Procedures.



Greenfield Cricket & Social Club (GCSC) Safeguarding Policy

GCSC recognise that:

- The welfare of the child/young person is paramount
- All children, regardless of age, disability, gender, racial heritage, religious belief, sexual orientation, or identity, have the right to equal protection from all types of harm or abuse
- Working in partnership with children, young people, their parents, carers, and their agencies is essential in promoting young people's welfare.

The purpose of this policy is:

- To provide protection for the children and young people who come into contact with GCSC, our players, families, and friends, including the children of adult members and users.
- To provide members and volunteers with guidance on procedures they should adopt in the event that they suspect a child or young person may be experiencing, or be at risk of, harm.

This policy applies to all members, including committee members, players, coaches, volunteers and sessional workers, agency members, students or anyone working on behalf of GCC.

We will seek to safeguard children and young people by:

- Valuing them, listening to, and respecting them
- Adopting the Designated Local Authority child protection guidelines through procedures for members and volunteers
- Recruiting members and volunteers safely, ensuring all necessary checks are made and new members and volunteers have read and understood this policy
- Sharing information about child protection and good practice with children, parents, members, and volunteers
- Sharing information about concerns with agencies who need to know, and involving parents and children appropriately
- Providing effective management for members and volunteers through supervision, support, and training

We are also committed to reviewing our policy and good practice annually

Definitions and Signs of Abuse

Definition of Abuse

For the purpose of our policy an abused child is any boy or girl, under 18 years of age, who has suffered from, or is believed likely to be, at risk of significant risk of physical injury, neglect, emotional abuse or sexual abuse.

Sexual Abuse Definition - Actual or likely sexual abuse / exploitation of a child or young person. Sexual abuse involves forcing or enticing a child or young person to take part in sexual activities, whether or not the child is aware of what is happening. The activities may involve physical contact, including penetrative (e.g., rape or buggery) and non-penetrative acts.

They may include non-contact activities such as involving children in looking at, or in the production of, pornographic material or watching sexual activities, or encouraging children to behave in sexually inappropriate ways.

Child Sexual Exploitation (CSE): CSE is a type of sexual abuse and anyone under 18 years old, whatever their background can be vulnerable. Children/young people may not even realise they are being exploited, but if they are being given presents or money for performing sexual activities or others performing sexual activities on them then this is sexual exploitation.

Sexual Exploitation can include a range of activities, from seemingly 'consensual' relationships and informal exchanges of sex for attention, accommodation, gifts or cigarettes, through to very serious organised crime.

Grooming: Children and young people can be groomed online or in the real world, by a stranger or by someone they know - for example a family member, friend or professional. Grooming is when someone builds an emotional connection with a child to gain their trust for the purposes of sexual abuse or exploitation. Groomers may be male or female. They could be any age.

Signs of sexual abuse: Although these signs do not necessarily indicate that a child has been abused, they may help adults recognise that something is wrong. The possibility of abuse should be investigated if a child shows a number of these symptoms, or any of them to a marked degree:

- Being overly affectionate or knowledgeable in a sexual way inappropriate to the child's age
- Medical problems such as chronic itching, pain in the genitals, venereal diseases
- Other extreme reactions, such as depression, self-mutilation, suicide attempts, running away, overdoses, anorexia
- Personality changes such as becoming insecure or clinging
- Regressing to younger behaviour patterns such as thumb sucking or bringing out discarded cuddly toys
- Sudden loss of appetite or compulsive eating
- Being isolated or withdrawn
- Inability to concentrate
- Lack of trust or fear of someone they know well, such as not wanting to be alone with a babysitter or child minder
- Starting to wet again, day or night/nightmares
- Become worried about clothing being removed
- Suddenly drawing sexually explicit pictures
- Trying to be 'ultra-good' or perfect; overreacting to criticism

CSE/Grooming Signs:

- Being Secretive about who they are talking to and where they are going
- Often returning home late or staying out all night
- Sudden changes in their appearances and wearing more revealing clothes

- Becoming involved with drugs or alcohol, particularly if you suspect they are being supplied by older men or women
- Becoming emotionally volatile (mood swings are common in all young people, but more severe changes could indicate something is wrong)
- Using sexual language that you wouldn't expect them to know
- Engaging less with their usual friends
- Appearing controlled by their phone
- Switching to a new screen when you come near the computer/phone.

Physical Abuse Definition - Actual or likely physical injury to a child, or failure to prevent physical injury (or suffering), to a child. Physical abuse may involve hitting, shaking, throwing, poisoning, burning, or scalding, drowning, suffocating, spitting or otherwise causing physical harm to a child. Factitious Illness may also constitute physical abuse

Signs - Although these signs do not necessarily indicate that a child has been abused, they may help adults recognise that something is wrong. The possibility of abuse should be investigated if a child shows a number of these symptoms, or any of them to a marked degree:

- Unexplained recurrent injuries or burns
- Improbable excuses or refusal to explain injuries
- Wearing clothes to cover injuries, even in hot weather
- Refusal to undress for gym
- Bald patches
- Chronic running away
- Fear of medical help or examination
- Self-destructive tendencies
- Aggression towards others
- Fear of physical contact - shrinking back if touched
- Admitting that they are punished, but the punishment is excessive (such as a child being beaten every night to 'make him study')
- Fear of suspected abuser being contacted

Emotional Abuse Definition - The persistent emotional ill treatment of a child such as to cause severe and persistent adverse effects on the child's emotional development. It may involve conveying to children that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person.

It may involve causing children frequently to feel frightened or in danger, or the exploitation or corruption of children. Some level of emotional damage is involved in all types of ill-treatment of a child, though emotional abuse may occur alone.

Signs - Although these signs do not necessarily indicate that a child has been abused, they may help adults recognise that something is wrong. The possibility of abuse should be investigated if a child shows a number of these symptoms, or any of them to a marked degree:

- Physical, mental, and emotional development delay
- Sudden speech disorders
- Continual self-depreciation ('I'm stupid, ugly, worthless, etc')
- Overreaction to mistakes
- Extreme fear of any new situation
- Inappropriate response to pain ('I deserve this')
- Neurotic behaviour (rocking, hair twisting, self-mutilation)
- Extremes of passivity or aggression

Neglect Definition - The persistent failure to meet a child's basic physical and or psychological needs, likely to result in the serious impairment of the child's health or development. Neglect may occur during pregnancy as a result of parent or carer failing to provide adequate food and clothing, shelter including exclusion from home or abandonment, failing to protect a child from physical and emotional harm or danger, failure to ensure adequate supervision including the use of inadequate caretakers, or the failure to ensure access to appropriate medical care or treatment. It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

Signs - Although these signs do not necessarily indicate that a child has been abused, they may help adults recognise that something is wrong. The possibility of abuse should be investigated if a child shows a number of these symptoms, or any of them to a marked degree:

- Constant hunger
- Poor personal hygiene
- Constant tiredness
- Poor state of clothing
- Emaciation
- Untreated medical problems
- No social relationships
- Compulsive scavenging
- Destructive tendencies

Note: A child may be subjected to a combination of different kinds of abuse. It is also possible that a child may show no outward signs and hide what is happening from everyone.

Bullying- Bullying may be defined as deliberately hurtful behaviour, usually repeated over a period of time, where it is difficult for those bullied to defend themselves. It can take many forms; the three main types are:

- 1) Physical (for example, hitting, kicking, theft)
- 2) Verbal (for example, racist or homophobic remarks, threats, name calling)
- 3) Emotional (for example, isolating an individual from the activities and social acceptance of their peer group)

The competitive nature of sport makes it an ideal environment for the bully, bullying in sport could be:

- A parent who pushes their child too hard,
- A coach who shouts at, or humiliates children, or a child that actively seeks to play sports a difficult or unhappy experience for others.

In line with ECB's policies and procedures Greenfield Cricket & Social Club will not tolerate bullies at any level of the game, the club has therefore adopted the ECB policy based on the Kidscape model

This includes procedures on dealing with bullying. (Kidscape is a national anti-bullying charity and provides support and training on bullying and prevention.)

Harassment is closely associated with aspects of bullying and occurs when an individual feels that they are subject to behaviour from others that is unacceptable to them.

Peer on peer abuse (child on child)

All coaches, volunteers, captains, and committee members should be aware that children can abuse other children (often referred to as peer-on-peer abuse) And it can happen both inside and outside of the club and online. It is important that we all recognise the indicators and signs of peer-on-peer abuse and know how to identify it and respond to reports. It is important that should anyone have any concerns regarding peer on peer abuse they should speak to the club safeguarding officer.

It is essential that we understand the importance of challenging inappropriate behaviours between peers, many of which are listed below, that are actually abusive in nature. Downplaying certain behaviours, for example dismissing sexual harassment as "just banter", 'just having a laugh', "part of growing up", can lead to a culture of unacceptable behaviours, an unsafe environment for children and in the worst-case scenarios a culture that normalises abuse leading to children accepting it as normal and not coming forward to report.

Peer on peer abuse is most likely to include, but may not be limited to:

- Bullying (including cyberbullying, prejudice-based and discriminatory bullying).
- Abuse in intimate personal relationships between peers
- Physical abusing such as hitting, kicking, shaking, spitting, biting, hair pulling, or otherwise causing physical harm (this may include an online element which facilitates, threatens and/or encourages physical abuse).
- Sexual violence, such as rape, assault by penetration and sexual assault; (this may include an online element which facilitates, threatens and/or encourages sexual violence).
- Sexual harassment, such as sexual comments, remarks, jokes, and online sexual harassment, which may be standalone or part of a broader pattern of abuse.
- Causing someone to engage in sexual activity without consent, such as forcing someone to strip, touch themselves sexually, or to engage in sexual activity with a third party.
- Consensual and non-consensual sharing of nude and semi-nude images and/or videos. (Also known as sexting or youth produced sexual imagery).

- Up skirting, which typically involves taking a picture under a person's clothing without their permission, with the intention of viewing their genitals or buttocks to obtain sexual gratification or cause the victim humiliation, distress, or alarm, and
- Initiation/hazing type violence and rituals (this could include activities involving harassment,

abuse or humiliation used as a way of initiating a person into a group and may also include an online element

Domestic Abuse - During lockdown the risk along with other forms of harm, to children and vulnerable adults has likely increased, particularly domestic abuse is a real risk. Domestic abuse is a pattern of coercive, controlling behavior that is a pervasive life-threatening crime affecting people in all our communities regardless of gender, age, sexual orientation, race, ethnicity, religion, social standing, and immigration status. Abuse is not love. It is one person in a relationship having power and control over the other person. Domestic violence takes many forms: physical; emotional; economic; stalking and harassment; and sexual.

Domestic abuse always has an impact on children. Being exposed to domestic abuse in childhood is child abuse. Children may experience domestic abuse directly, but they can also experience it indirectly by:

- hearing the abuse from another room
- seeing someone they care about being injured and/or distressed
- finding damage to their home environment like broken furniture
- being hurt from being caught up in or trying to stop the abuse
- not getting the care and support they need from their parents or carers because of the abuse (Holt, Buckley, and Whelan, 2008).

Designated Child Safeguarding Officer

The designated person is responsible for acting as a source of advice, guidance, and support on child protection/safeguarding matters, for coordinating action within the club and for liaising with Police, Health, Children's services, and other agencies about suspected or actual cases of child abuse. They are responsible for implementing and/or promoting online ECB approved safeguarding training within the club.

The designated person/s within clubs should be aware of the Oldham Safeguarding Children's Partnership, The Oldham Strategic Safeguarding Partnership has been developed by Oldham Council, Greater Manchester Police, and the Integrated Care Board (ICB) to ensure that all children and young people in the area get the safeguarding and protection they need in order to help them to thrive. The partnership will provide leadership and accountability for the promotion of children and young peoples' well-being and the prevention and protection from harm. The partnership will promote a child-centred approach to safeguarding, listening to children, empowering families and, where needed, providing services that are professional, evidenced-based, and effective. The partners will continuously strive to improve and challenge each other to learn the lessons from daily practice.

Safeguarding is everyone's business and the Oldham safeguarding partnership will provide lead responsibility in demonstrating what this means for all people and professionals living and working in the local community.

The Children and Social Work Act 2017 requires the three lead statutory agencies (local authority, police, and health) to put in place revised safeguarding multiagency arrangements by September 2019. These arrangements need to engage all relevant local agencies for the purpose of safeguarding and promoting the welfare of children in the area.

For many years the partner agencies in Oldham have coordinated their preventative and protective roles and responsibilities via the Oldham Safeguarding Children's Board. This Board has, over time, delivered effective and efficient safeguarding strategies and responses, many of which have been innovative and commanded the attention of national audiences. The record of the Board can be seen in its annual reports which are available on the website (www.olscb.org) and the strategic aims of the Oldham partners will transcend the transformation of governance responsibilities for safeguarding.

The Oldham Safeguarding Partnership was introduced on 29 June 2019 followed by an implementation period of three months. The Oldham Safeguarding Children Board ceased to operate on 29 September 2019.

The vision and aims of the Oldham Safeguarding Partnership are those currently stated in the Oldham Strategic Safeguarding Plan 2018/2021. While this plan was originally developed and signed off by local safeguarding partners under the Local Safeguarding Children's Board (LSCB) arrangements, the local partners continue to be committed to this vision and aims, demonstrating the continuity of their commitment to the safeguarding partnership, irrespective of change to governance structures

The vision of the partnership is:

"For everyone to work together to ensure that all children and young people are safe and feel safe within their homes, schools and communities," Over the period to March 2021 the strategic aims, of the Partnership is to ensure:

- Excellent practice is the norm across all practitioners in Oldham
- Partner agencies hold one another to account effectively
- There is early identification of new safeguarding issues
- Learning is promoted and embedded
- Information is shared effectively
- The public feel confident that children are protected

We need to ensure that all relevant parties continue to effectively participate in the new partnership arrangements and sustain their commitment to keeping the children and young people of Oldham safe and their contribution to enabling them to thrive.

The person designated for Greenfield Cricket & Social Club is Catherine Knowles, a qualified Social Work England (SWE) professionally registered experienced children's social worker, who is knowledgeable about child protection/safeguarding and has undergone any relevant training considered necessary to keep them updated on new developments.

The role of the designated person is to:

- Establish contact with those responsible for child protection/safeguarding in the club's catchment area. This should be a first step before an incident occurs.
- Provide information and advice on child protection policy and procedures are implemented and followed and particularly to inform social work/health board of relevant concerns about individuals children.
- Be aware of the Oldham Children's Safeguarding Partnership Policies and Procedures.
- Ensure that appropriate information is available at the time of referral and that the referral is confirmed in writing, under confidential cover as quickly as possible (e.g., within 24 hours).
- Liaise with children's service authorities and other agencies, as appropriate
- Keep relevant people within the club, particularly the Chair of the club, informed about any action taken and any further action required, for example, disciplinary action against a member/s of members.

- Ensure that an individual case record is maintained of the action taken by the club, the liaison with other agencies and the outcome
- Advise the club of child protection training needs and undertake workshop training regarding child protection/safeguarding, where applicable.
- Deal with the aftermath of incident in the club

Child Protection/Safeguarding Procedures

What to do if you suspect a child is being abused

If any member of Greenfield Cricket & Social Club suspects that a child is being abused, they will seek advice from the designated Child Safeguarding Officer, or in their absence one of the designated Child Welfare Officers who will help decide what further actions should be taken.

All members of Greenfield Cricket & Social Club should be aware of the Designated Child Safeguarding Officer, and/or Child Welfare Officers, if not they must be able to find direction to the designated person through other committee members.

Knowing how damaging abuse is to children, it is up to the committee and members to take responsibility for stopping it.

[See diagrams at the end of this policy.](#)

What we would do if a child engaging with Greenfield Cricket & Social Club tells us about abuse

- We will aim to stay calm and be reassuring
- Find a quiet place to talk
- Believe in what we are being told
- Listen, but do not press for information
- Inform the child that we are glad that they have told you, but we will have to share this information with other professionals who will help to keep the child safe and the information confidential
- Inform the designated child safeguarding officer in the club.
- The designated Child Safeguarding Officer, will contact the County Safeguarding Officer and/or Child Protection Social Work Team/Police if it was felt child is in immediate danger
- Seek medical advice if required – (e.g., allegation of physical abuse and child has an injury)
- Complete reporting allegations or suspicions of abuse form (see appendix A & B)

What to do if you have witnessed a child being abused

- Inform your designated child safeguarding officer and/or one of the designated welfare officers
- Contact Oldham MASH Team and/or seek medical advice if required

- Complete reporting allegations or suspicions of abuse form (see appendix C and D)

Remember: It is important that everyone in the club is aware that the person who first encounters a case of alleged or suspected abuse is not responsible for deciding whether or not abuse has occurred. That is the task for the professional child protection agencies following a referral to them of concern about a child

Good practice

Before any activity starts, the designated person shall ensure that adequate child protection procedures are in place, as follows.

- Each parent must fill out a consent form for each child/young person attending activities run by Greenfield Cricket & Social Club.
- **A register must be kept** of all children/young people attending Greenfield Cricket & Social Club activities, including information about arrival and departure times.
- A register should be kept for all coaches on the premises.
- Team members will record any unusual events on the accident/incident form or in the daily diary, unless this includes anything confidential.
- Where possible, members/coaches and volunteers should not be alone with a child/young person, although it is recognised that there may be times when this may be necessary or helpful.
- Greenfield Cricket & Social Club recognises that physical touch between adults and children/young people can be healthy and acceptable in public places. However, members/volunteers will be discouraged from this in circumstances where an adult and child/young person are alone together.
- All team members should treat all children/young people with dignity and respect in their attitude, language and actions.

Good practice guidelines

All personnel should be encouraged to demonstrate exemplary behaviour in order to protect themselves from false allegations. The following are common sense examples of how to create a positive culture and climate.

Good practice means:

- always working in an open environment (for example, avoiding private or unobserved situations and encouraging open communication with no secrets)
- treating all children/young people equally, and with respect and dignity
- always putting the welfare of each child/young person first
- maintaining a safe and appropriate distance with children/young people (for example, it is not appropriate for members/volunteers to have an intimate relationship with a child/young person or to share a room with them)
- building balanced relationships based on mutual trust, empowering children/young people to share in the decision-making process
- making club activities fun, enjoyable and safe
- keeping up to date with technical skills, qualifications, and insurance
- involving parents/carers wherever possible
- ensuring that parents/carers, members/volunteers, coaches, or officials work in pairs, if groups have to be supervised in changing rooms
- ensuring that, when mixed groups are taken away, they are always accompanied where possible by a male and a female member of members/volunteer (but remember that same-gender abuse can also occur)

- ensuring that, at tournaments or residential events, adults do not enter children's/young people's rooms or invite children/young people into their rooms
- being an excellent role model, including not smoking or drinking alcohol in the company of children/young people
- giving enthusiastic and constructive feedback rather than negative criticism
- recognising the developmental needs and capacity of children/young people and not pushing them against their will
- securing written consent from parents/carers for members to act in loco parentis, if the need arises to administer emergency first aid and/or other medical treatment
- keeping a written record of any injury that occurs, along with the details of any treatment given
- requesting written consent from parents/carers, if it is necessary for members/volunteers to transport children/young people in their cars.

Practices to be avoided

The following should be avoided except in emergencies. If cases arise where these situations are unavoidable, it should be with the full knowledge and consent of the person in charge in the club or of the child/young person's parents – for example, if a child/young person sustains an injury and needs to go to hospital, or if a parent/carer fails to arrive to pick up a child/young person at the end of a session.

Outings and trips, especially away matches

- All vehicles hired for outings must be insured, roadworthy and fitted with seatbelts.
- All drivers should travel with at least one escort. Drivers and escorts should have up-to-date DBS checks and should have been subject to appropriate recruitment procedures. All drivers and escorts should agree to abide by these guidelines.
- For groups greater than 6 in number, a roll call will be taken at the start of a journey and again before beginning the return journey; if the group is travelling in more than one vehicle, children/young people will be encouraged to travel in the same vehicle there and back.
- Members/volunteers accompanying trips will carry the contact numbers for the home club and emergency services in the event of an alert being necessary.
- If a child/young person goes missing while on a trip, members/volunteers should instigate an immediate search. If the child/young person cannot be found within half an hour, the appropriate security members/volunteers and the police should be notified.
- If, having notified security members/volunteers and the police, the child/young person cannot be found, the parents/carers of the child/young person must be notified immediately. The care of the remaining children/young people is paramount. It is imperative that they return to the home site as quickly as possible, while a senior members/volunteers member remains at the visit site to co-ordinate contact between security members/volunteers and the child's/young person's parents/carers.

Use of premises by other clubs

In the event of a room or rooms on the premises being used by other clubs, the letting agreement should ensure that the hiring club works to approved child protection procedures and/or that those hiring the room(s) read and agree to abide by these guidelines.

Achieving Positive Behaviour - Punishment: Discipline or Abuse?

One of the risk factors identified for abuse is the belief in and use of physical punishment as a form of discipline. Forms of 'punishment' occur in family, community, and educational settings. Learning from punishments and sanctions are an important part of development as it teaches us not to do the things that threaten our wellbeing or disrupt the balance of society, such as having a detention for not completing homework. Systems of rewards and punishments are often used by many to effectively teach and strengthen acceptable behaviour. However, in some cases the punishment can be taken a step further and may become abusive.

The danger often arises when the punishment is physical. Physical punishment includes:

- Spanking, slapping, smacking with the hand
- Striking with an object (e.g., belt, shoe, ruler, stick)
- Forcing a child to kneel on hard objects (e.g., floor, pencils)
- Forcing a child to hold an uncomfortable position (e.g., standing motionless)

Research has found that physical punishment can lead to child aggression, delinquency, and poor mental health. Physical punishment does not effectively deter the repetition of the undesirable behaviour; rather, it teaches children that violence pays, and may lead to aggressive, anti-social behaviour in later child/adulthood. Therefore, it is suggested that positive, non-violent discipline is the key to better-behaved children, and by consequences, a better-behaved society. Frequently, physical abuse has been identified as a consequence of action taken by parents / carers to discipline a child. Thus, once adults give in to the use of physical punishment in their attempts to discipline a child, the likelihood of physical abuse occurring becomes very real.

Alongside physical punishment is the use of emotional punishment to 'teach them a lesson'. Threatening language, belittling, ridiculing, insulting and humiliating a child for getting something wrong, verbal abuse and other such forms of emotional cruelty can be equally harmful for the development of the child, and equally developing emotional stability, by hindering mental, spiritual, moral and social development. Physical punishment has the same damaging, negative impacts as physical abuse.

The use of excessive physical/emotional punishment in educational setting in particular causes the child to become disaffected with the system, and anything related to it. The child does not gain any positives from the experience, and abandons any actions and behaviour associated with the experience as soon as the possibility arises. This disaffection can last into adulthood.

Studies have also found that the consequences of abusive punishment have wider ramifications. Parents who have experienced physical / emotional methods of punishment are more likely to deal with their own children in the same way. Using excessive punishment as a disciplinary tool leads to the same psychological and behavioural maladjustment, and overt physical harm as abuse itself.

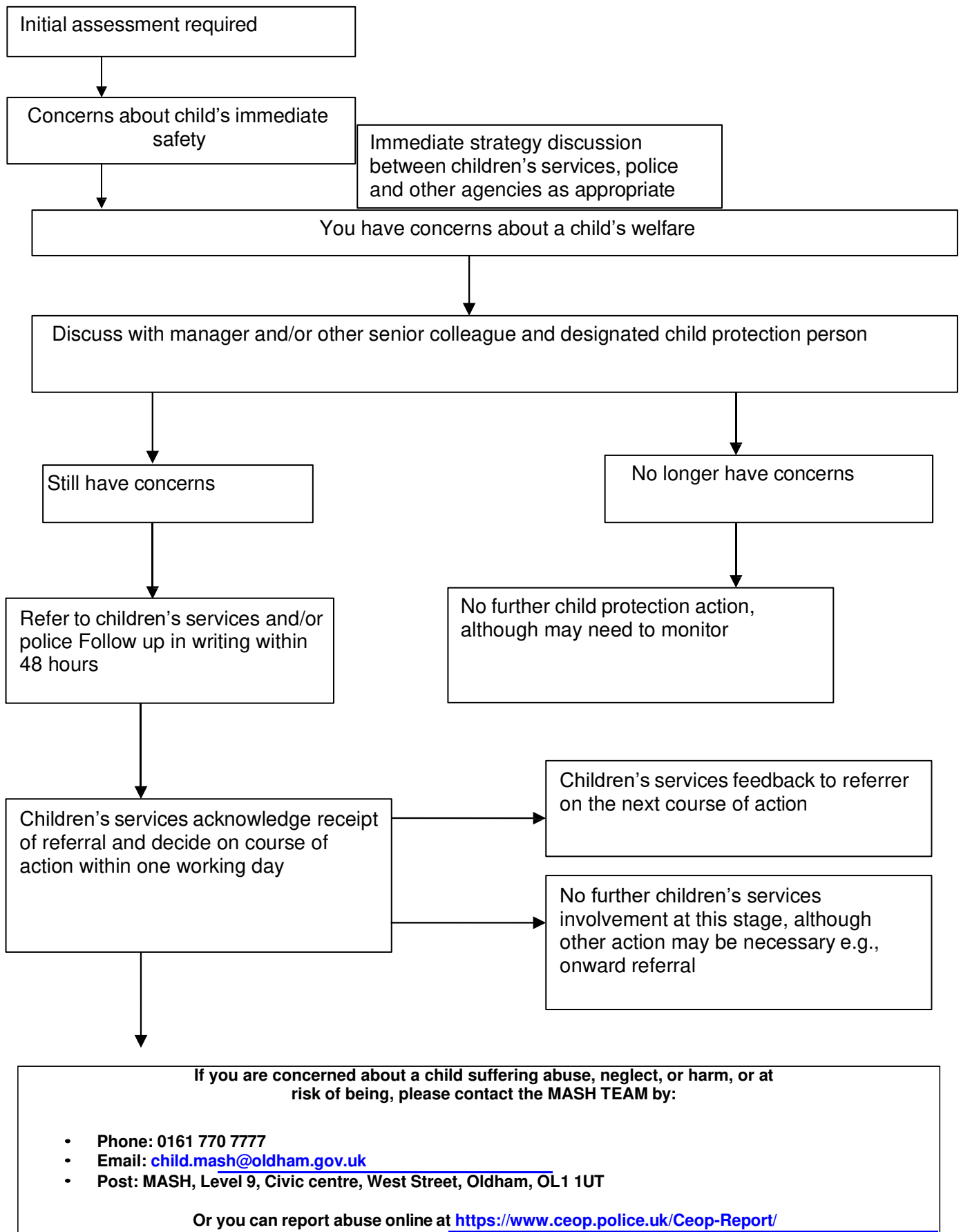
The only way to avoid the danger of physical / emotional punishment turning into abuse is to explore more constructive, alternative approaches to discipline. Studies have found that punishment does not effectively deter undesirable behaviour; rather, alternative reinforcement methods are more effective. In other words, it works better to reward good behaviour and thus encourage its repetition than to punish wrong behaviour.

Greenfield Cricket & Social Club will not under any circumstances tolerate physical or emotional abuse.

We achieve positive behaviour by:

- Creating an environment which encourages and reinforces good behaviour
- Showing respect and consideration to each child and promoting responsibility and honesty
- Promoting self-esteem, positive relationships, and self-discipline
- Responding consistently to both positive and inappropriate behaviour
- Rewarding good behaviour and praise as often as possible
- Being consistent
- Using positive language at all times

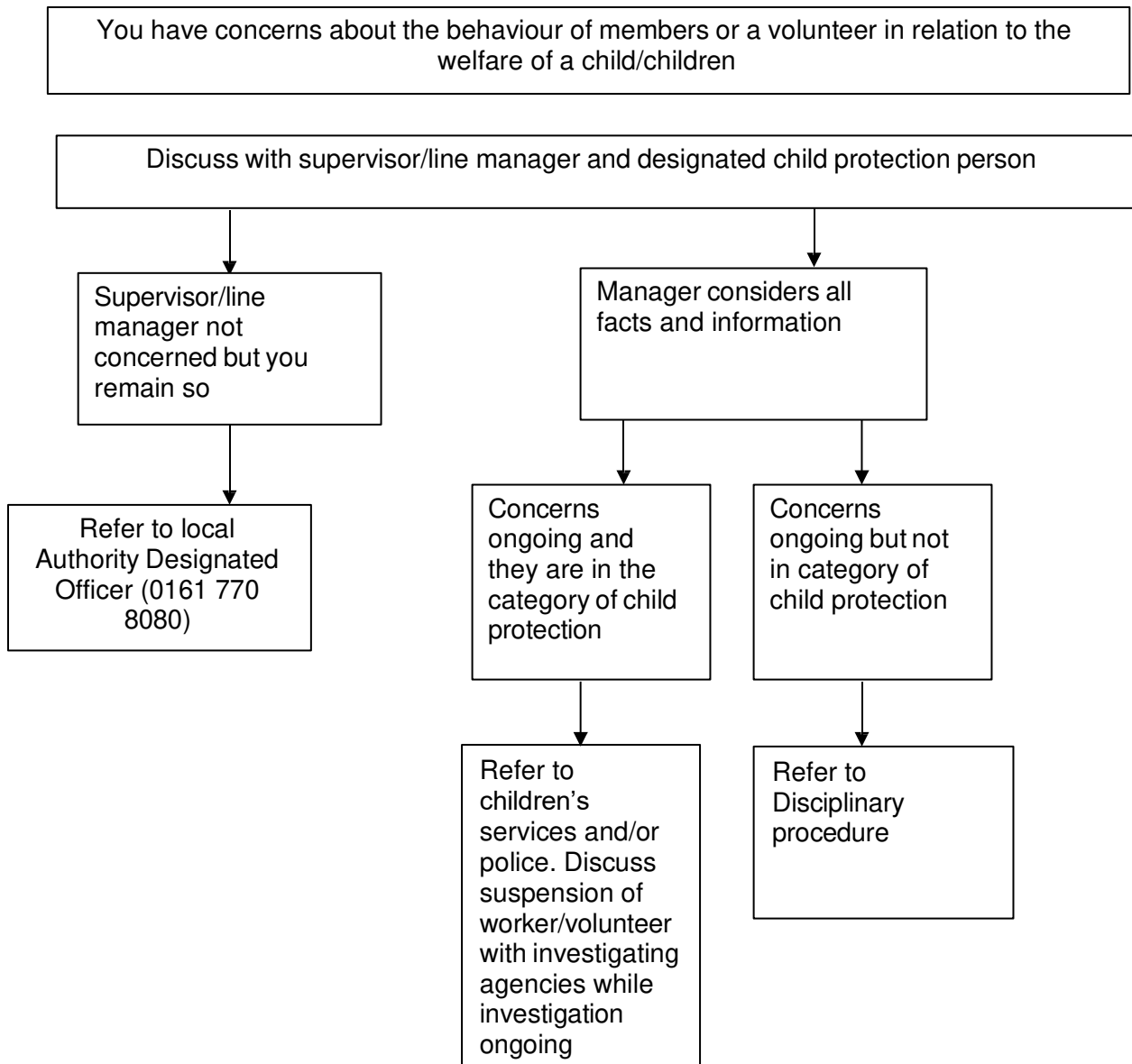




If a child is in immediate danger phone 999 and speak to police

Reporting Child Protection concerns in relation to members and volunteers

Appendix B



If you are concerned about a child suffering abuse, neglect or harm, or at risk of being, please contact the MASH TEAM by:

- Phone: 0161 770 7777
- Email: child.mash@oldham.gov.uk
- Post: MASH, Level 9, Civic centre, West Street, Oldham, OL1 1UT

Or you can report abuse online at <https://www.ceop.police.uk/Ceop-Report/>

If a child is in immediate danger phone 999 and speak to the police

Appendix C

Responding 2: Reporting allegations or suspicions of abuse

Greenfield Cricket & Social Club takes the safeguarding and protection of children and young people attending the club seriously, as such the club has developed a small safeguarding team led by the Designated Child Protection Safeguarding Officer.

Everyone in your club should be aware of the designated safeguarding person within the club who should immediately always be informed of any concerns about a child being abused:

Details of:

Child Protection Safeguarding Officer

Name: Catherine Knowles

Job/Role/Title: Social Work England Registered Qualified Children's Social Worker

Email address: ck1consultant@sky.com

Telephone No: **07837 514844 or 01457 873681**

Greenfield Cricket & Social Club – Safeguarding Support Team Members

1) Name: Jacqui Bicknell

Job/Role/Title: Deputy Designated Safeguarding Officer (Children's) (Social Member Lead/Deputy Bar

Manager Email Address: Jacquibicknell@aol.com

Telephone **07837 106487**

2) Name: Simon Alcock

Job/Role/Title: Deputy Welfare Officer (SEN Lead)

Email Address: simon.alcock@redwood-school.com

Telephone No **07748 399483**

3) Name Anthony Knowles

Job/Role/Title: Deputy Welfare Officer – (Designated Premises License Holder/Bar Manager/Social

Member Lead) Email Address knowlesy87@hotmail.com

Telephone No **07912 876582**

And of appropriate contacts outside the club:

1) OLDHAM METROPOLITAN BOROUGH COUNCIL

Children's social services - Office hours

8.40am - 5.00pm, Monday to Friday.

Level 9,
Civic Centre
Oldham, OL1 1UT
Tel 0161 770 7777
Fax 0161 770 1576
Email: child.mash@oldham.gov.uk

Out-of-hours emergencies

for adults and children.

Social work service for people in crisis to meet their urgent needs out of office hours.

5.00pm - 9.00am, Monday to Friday:

24 hours at weekends and Bank Holidays.

The Emergency Duty Team
Phone: 0161 770 6936
Minicom: 0161 770 8302
Fax: 0161 770 8502

The service is provided by an experienced social worker

2) GREATER MANCHESTER POLICE

Oldham Police Station
Barn Street,
Oldham
OL1 1LR

Telephone no: 0161 872 5050

3) NSPCC:

a)



b) **Child Protection Helpline 0808 800 5000**



Appendix D

Checklist for reporting suspected abuse - Logging a concern about a child's safety and welfare

Child's Name:	Date of Birth:
Date and Time of Incident:	Date and Time (of writing):
Name:	
Print	Signature
Title:	
Record the following factually: What are you worried about? Who? What (if recording a verbal disclosure by a child use their words)? Where? When (date and time of incident)? Any witnesses?	
What is the child's account/perspective (if known)?	
Opinion where relevant.	
Any other relevant information (distinguish between fact and opinion). Previous concerns etc.	
Note actions, including names of anyone to whom your information was passed and when.	

**Check to make sure your report is clear to someone else reading it.
Please pass this form to the Clubs Designated Safeguarding Lead/Welfare Officer**

<p>Time and date information received, and from whom.</p>	
<p>Any advice sought – if required (date, time, name, role, organisation, and advice given).</p>	
<p><u>Action taken</u> (referral to children’s social care/monitoring advice given to appropriate staff/CAF etc.) with reasons.</p> <p>Note time, date, names, who information shared with and when etc.</p>	
<p><u>Parent’s informed?</u> Y/N and reasons.</p>	
<p>Signed</p>	
<p>Printed Name</p>	

Appendix E

USEFUL CONTACTS

Oldham Local Safeguarding Children Board Child Protection
Procedures
www.oldham.gov.uk

Disclosure and Barring Service
DBS Communications - PO Box 110, Liverpool, L69 3EF, United Kingdom
www.gov.uk/dbs

Multi Agency Safeguarding Hub (MASH)
0161 770 7777

NSPCC Child Protection Helpline
0808 800 5000
0800 056 0566 – deaf or hard of hearing
0800 096 7719 – Asian Child Protection Helpline
help@nspcc.org.uk

Kidscape – Protecting children from abuse and bullying 2 Grosvenor
Gardens, London SW1W 0DH
020 7730 3300
www.kidscape.org.uk
Helpline 0845 120 5204

The Churches' Child Protection Advisory Service, Part of PCCA
Christian Child Care PO Box 133, Swanley, Kent BR8 7UQ
www.ccpas.co.uk
www.pcca.co.uk

The Muslim Parliament of Great Britain, 109, Fulham Palace Road,
London W6 8JA.
www.muslimparliament.org.uk

The Voluntary Sector Children's Hub, Action Together, Unit 12 Manchester Chambers, West Street,
Oldham, OL1 1LF
adele.thomson@actiontogether.org.uk

Keeping Our Girls Safe (KOGS)
www.kogs.org.uk

Appendix F

GUIDANCE FOR SAFER RECRUITMENT & SELECTION INTRODUCTION

Safe employment processes go beyond recruitment to include a club's ethos about safeguarding children.

A safe employment process will help promote a safe culture generally, and complement other 'safety' elements such as health and safety and security issues, such as access to buildings.

Recruiting the best volunteers to your club not only helps to reduce the risk to children and young people, it also helps to raise standards overall. It ensures that even more care is taken amongst those working in an environment which brings members into contact with children and young people

Our club recognises the importance of Safeguarding when we recruit and select members and volunteers, we do this by:

Developing Procedures for Safe Employment – The beginning to end process

Role Description

We consider the role of the volunteer / member, the skills and qualities which will be necessary to become a volunteer / member of our club and what kind of person is most suited to the post to support the safeguarding agenda. We ascertain what level of contact the volunteer / members will have with either children/vulnerable adults.

When considering taking on coaches, volunteers and contractors we think about some specific behaviours, attitudes and values regarding safeguarding children and young people. All coaches are DBS checked.

Advertisement / Recruitment Publicity

The words and messages used in any recruitment campaigns, our club's literature, and the expectations of our volunteers and members, we recognise do a lot to make safeguarding a reality. We recognise people who want to do harm are more likely to operate in places where it is made easy for them. We promote our commitment to safeguarding by:

- Providing a safe and secure environment for children and young people
- Ensuring the wellbeing of children and young people is a high priority for the club
- Explaining to volunteers that safeguarding controls are in place
- Ensuring that a CRB check is required for coaches and regular volunteers
- Ad hoc volunteers are always supervised by a DBS checked coach or member.
- Reinforce the safeguarding message to parents
- Annually monitor our commitment to safeguarding

DBS enhanced check

- All coaches and club captains are required to have an up to date DBS certificate.
- In addition, the club adopt and implement the England and Wales Cricket Board (ECB) “Safe Hands – Cricket’s Policy for Safeguarding Children” and any future versions of this Policy.
- We also ensure all people who work in cricket at, or for, our club (such as members, officials, volunteers, team managers, coaches and so on) have a responsibility for safeguarding children, and understand how the “Safe Hands Policy” applies to them.

Supervision

All volunteers who are non-DBS checked are supervised at all times by a DBS checked member.

Monitoring and Evaluating the Process.

The club recognises that Oldham’s Children’s Safeguarding Partnership has developed a Compact which has a self-evaluation toolkit attached, and that all voluntary groups can sign up to and use to evaluate their club/agency/group annually.



Appendix G – Contact Details

Designated Child Safeguarding Officer

The designated person is: **Catherine Knowles**

Contact details are: ck1consultant@sky.com; or telephone 07837 514844

In the absence of the designated person, the matter should be brought to the attention of the second designated person.

The social care number for the area is:

OLDHAM METROPOLITAN BOROUGH COUNCIL - Children's Social Care

Office hours

8.40am - 5.00pm, Monday to Friday.

Level 9,
Civic Centre
Oldham, OL1 1UT
Tel 0161 770 7777
Fax 0161 770 1576
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The service is provided by an experienced social worker

GREATER MANCHESTER POLICE

Oldham Police Station
Barn Street,
Oldham
OL1 1LR

Telephone no: 0161 872 5050

Appendix H - Level 1 Child Protection Training

Name	Club Role	Qualification	E-learning Module/ Other	Date qualified/training
Catherine Knowles	Child Protection & Data Protection Officer	Social Work England Registered Qualified Children's Social Worker	Diploma in Social Work (DIPSW). Expert Child Care Advisor for National Crime Agency (NCA) NNEB CSE Trainer Basic and Intermediate Level Team Teach Trainer (March 2022) ECB online safeguarding courses 2023	1997 continuous CPD to meet Social Work England registration requirements
Simon Alcock	SEN lead, Welfare Officer and Junior Committee Member	Teacher (SEN)	ECB Online safeguarding course	Work Related Child Protection & Safeguarding Training. On site Safeguarding Training provided by Cath Knowles
Jacqui Bicknell	Deputy Bar Manager	Academic Support Manager	ECB Online safeguarding course	Work related Child Protection/Safeguarding Training.
Anthony Knowles	Premises License Holder/Bar Manager	Level 1 coach,	ECB Online safeguarding course	Designated premises license training, level 1 safe hands 2016.



SAFEGUARDING
Children in Sport
making sport safe for all

Document Type	Whistleblowing Policy
Policy Owner	Greenfield Cricket & Social Club
Department	Safeguarding
Policy Author	Cath Knowles
Effective Date	March 2024
Recommended Review Date	March 2025

Change History			
Version No	Author	Changes	Date
6.1	Cath Knowles	Reviewed & updated	1 March 2024

