



Fonthill Park Cricket Club - Welfare Policy

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Fonthill Park Cricket Club exists to provide an environment where players and spectators, regardless of their age, gender, ability, size, ethnicity, faith or sexual identity can enjoy the benefits of coming together to play cricket in an environment which is safe, welcoming, healthy, attractive, inclusive, mutually respectful and supportive.

There are 3 key areas of this policy:

- 1) **General Health and Safety**
- 2) **Code of Conduct**
- 3) **Safeguarding Policy Statement**

A Club Safeguarding and Welfare Officer shall be appointed by the Management Committee at its first meeting following the Annual General Meeting. The name and contact details of the Club Safeguarding and Welfare Officer shall be displayed in the fixture card and changing room and on the website (<https://www.fonthillparkcricketclub.co.uk/contact>). (See page 3). The Club will cover the cost of necessary and suitable training courses for the Club Safeguarding and Welfare Officer when required.

The Welfare Policy shall be updated and adopted by the Management Committee at the start of each season and then circulated to all members and displayed in the pavilion. The committee will review the safeguarding and well-being procedures annually, with a standing agenda item at committee meetings to allow for any safeguarding / welfare updates or issues to be raised.

1) General Health and Safety

- The Club will provide personal protective equipment (pads, gloves, helmets) for players who do not have their own.
- Juniors (i.e. those under 18) must wear protective gloves, pads and helmet when batting using a hard ball or wicket-keeping close to the bat. Juniors must not be permitted to field closer than half-a-pitch-length from the bat in front of the wicket. Captains must ensure that the restrictions on junior “fast” bowlers (i.e. those to whom the wicket-keeper, in their own age group cricket, would “stand back”) are observed. (U13’s should bowl in spells no longer than 5 overs, u15’s spells ≤6 overs, u19’s spells ≤7 overs). Both captains and umpires should be made aware if juniors are playing. For all under-18s, parents will be asked to sign a form giving their Parental Consent to play “open age competitive cricket”.
- A first aid kit shall be kept in a clearly-labelled cupboard under the counter in the pavilion.
- There are fire extinguishers in the changing rooms, bar area and boiler room, checked annually by the Estate.
- Members’ personal contact information will only be shared and used for the purpose of running the cricket club. Consent to hold and use this data may be withdrawn at any time by informing the Club Secretary.
- Members will be asked to inform the Club Secretary of an emergency contact telephone number and any medical information they would like the Club to be aware of (e.g. diabetes, epilepsy, allergies). There is no obligation to do this and such information will be kept in a folder in the bar lock-up cupboard and only be referred to in the event of emergency.
- In the event of serious injury, members will co-operate to ensure that the injured casualty does not have to drive him/herself to get medical attention. In the event of a very serious injury, including serious head injuries, an ambulance should be called immediately. The Club should try to use the emergency contact details provided to inform a spouse, parent, partner or friend.
- In the event that a child is seriously injured whilst under the care of the Club, a relevant person working for the Club or officially representing it should contact the parent, carer or guardian immediately. In the event that a minor injury has occurred, the parent, carer or guardian should be informed of this at the point when the child is passed back in to their care.
- The postcode and what3words location of the premises will be displayed in changing rooms and the social area in the pavilion to assist in giving clear directions if an emergency ambulance needs to be called.
- Ear defenders and a protective helmet will be made available in the equipment shed for those using loud machinery when maintaining the grounds.
- Ground maintenance machinery should only be used by competent persons after basic instruction.
- The Club’s insurance policy includes “Gold” cover (the highest level available) for serious injury to players, volunteers and employees, including under 16’s.
- The Club will regularly review and update its Risk Assessment concerning its ground and activities.



2) Code of Conduct

All Members and Guests* of Fonthill Park Cricket Club will:

- Respect the rights, dignity and worth of every person within the context of cricket, including players, umpires, guests, spectators and those serving behind the counter.
- Treat everyone equally and not discriminate on the grounds of age, gender, ability, ethnic origin, nationality, colour, parental or marital status, religious belief, class or social background, size, sexual preference or political belief.
- Not condone, or allow to go unchallenged, any form of discrimination if witnessed. The Club has adopted and will enforce the ECB Anti-Discrimination Code and comply with the obligations and disciplinary process set out under the ECB General Conduct Regulations for Recreational Cricket.
- Be mindful of their language and gestures when other people are present and refrain from any (including “banter” and joke-telling) which may make another person feel uncomfortable.
- Display high standards of behaviour on and off the field.
- Promote the positive aspects of cricket, for example fair play, in accordance with the Spirit of Cricket.
- Encourage all participants to learn the Laws and rules and play within them, always respecting the decisions of match officials.
- Actively discourage unfair play, rule violations and arguing with match officials.
- Recognise good performance not just match results.
- Place the well-being and safety of children above the development of performance.
- Ensure activities are appropriate for the age, maturity, experience and ability of the individual.
- Respect children’s opinions when making decisions about their participation in cricket.
- Not smoke, drink or use banned substances while coaching or working with children in the Club. Illegal drugs must not be used on the premises.
- Not provide under 18’s with alcohol when they are under the care of the Club.
- Take responsibility for the behaviour and safety of their children by appropriate supervision
- Follow ECB guidelines set out in the “Safe Hands – Cricket’s Policy for Safeguarding Children” and any other relevant guidelines issued. (This includes not using a changing room at the same time as under-18s, and not using mobile phones in changing rooms).
- Report any concerns in relation to a child, following reporting procedures laid down in the Club’s Safeguarding Policy (see Section 3).
- Take responsibility for the behaviour of pet animals brought onto the premises, including removal of faeces.
- Respect and support the authority of the captains.
- Contribute to making the facilities ready for play and clearing up afterwards, including removal of their own litter.

In addition, Captains and Officers will aim to ensure that all players representing the Club have a positive experience on match days, through their selection and tactical decisions, so that all players feel valued and included.

* Members and guests include all members and officers of the cricket club and all guests of those members and officers, as well as all individuals who watch/attend/participate/ officiate in matches hosted by the Club in whatever capacity.

Safeguarding the welfare of children and young people is everyone’s responsibility. Fonthill Park Cricket Club wants everyone participating in cricket activities to have a safe and positive experience.

3) Fonthill Park Cricket Club – Safeguarding Policy Statement

Fonthill Park Cricket Club is committed to ensuring all children (i.e. all persons under the age of 18) participating in cricket have a safe and positive experience. We will do this by:

- Recognising all children participating in cricket (regardless of age, gender, race, ability or disability, religion or sexual orientation) 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, and fun experience for children.
- Adopting and implementing the England and Wales Cricket Board (ECB) “Safe Hands – Cricket’s Policy for Safeguarding Children”.
- Appointing a Club Safeguarding and Welfare Officer and ensuring he/she attends training modules required by the ECB.
- Ensuring all members and people who work in cricket at, or for, our club (such as staff, officials, volunteers, team captains, coaches etc.) understand how the “Safe Hands Policy” applies to them.
- Ensuring everyone working within cricket at or for the Club is provided with support, through education and training, so they are aware of and can adhere to good practice and the Code of Conduct guidelines.
- Ensuring all members are aware that safeguarding is everyone’s responsibility, of their need to be vigilant and of who to contact and what actions to take (“Respond, Record, Report”) if they have any concerns.
- Ensuring the name and contact details of the Club Safeguarding and Welfare Officer are available:
 - As the first point of contact for parents, children and volunteers/staff within the Club;
 - As a local source of procedural advice and leadership for the Club, its committee and members;
 - As the main point of contact within the Club for the ECB County Safeguarding / Welfare Officer and the ECB Safeguarding Team, and
 - As the main point of contact within the Club for relevant external agencies in connection with child safeguarding.
- Ensuring correct and comprehensive reporting procedures exist for raising and managing child safeguarding concerns.
 - If a member has a concern about child safeguarding, he/she should “Respond, Record and Report” and approach the Club Safeguarding and Welfare Officer confidentially, or nominated deputy. *
 - It is then the responsibility of the CSWO to Respond, Record and Report. This may be done with support, advice and guidance from the County S/WO and, if necessary, referral can be made using the ECB Safeguarding form. Information will only be shared in the interests of child safety. A copy of the referral may be retained by the Club but this must be done securely - either locked away or by electronic password-protection. Confidentiality is of paramount importance. If cases involve outside agencies the CSWO will support the ECB Safeguarding team and/or other agencies (e.g. Police, LADO, Social Care) with any procedures. At the resolution of the case, retention and/or deletion of the file will be undertaken on advice from the ECB Safeguarding Team.
- Ensuring all suspicions, concerns and allegations are taken seriously and dealt with swiftly and appropriately.
- 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 (including about possible suspected child abuse/neglect, and/or about poor practice) to the Club Safeguarding and Welfare Officer*.
- 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 Safeguarding and Welfare Officer and the appropriate external authorities, such as the Local Authority Designated Officer (LADO), as specified within ECB child safeguarding procedures.

* If the Club Safeguarding and Welfare Officer is unavailable, or the concern relates to the Club Safeguarding and Welfare Officer, details of the County Safeguarding / Welfare Officer are available on the Wiltshire Cricket website: <https://www.wiltshirecricket.co.uk/safeguarding.html>

The Club Safeguarding and Welfare Officer 2023-24 is Andy Bazen andybazen@btinternet.com 07837 500648

Addendum 10 April 2023

Wherever possible, the following guidelines should be observed:

Changing Rooms

- Junior players (i.e. under 18s) should arrive changed. Captains should remind parents of this expectation in their pre-match team sheet and on *Pitchero*.
- If adults and children need to share the same changing room, they must do so at different times.
- Adults must not change, or shower, at the same time (when using the same facility) as children; if the same changing room is used then they must have different times. Players should remember, and be reminded by captains, not to enter the changing rooms when juniors are padding up for instance. Juniors should therefore be prepared sometimes to wait and also try to change as quickly as possible.
- Mixed gender teams must have access to separate male and female changing rooms. To facilitate this, female players should be asked to come changed and use the (newly designated) Women's Toilet and Changing Room.
- Due to the risks of inappropriate photography or filming, mobile phones must not be used in changing rooms.

Mobile Phones and Emails

- When a captain or the Club needs to communicate with Junior players, this should be done through the child's parent/s.
- Parents should take responsibility for entering their child's availability on the *Pitchero* website.

Transport

- Parents should take responsibility for transporting their child to and from matches.
- Players should not transport other people's children to away matches unless there is a second adult in the car.