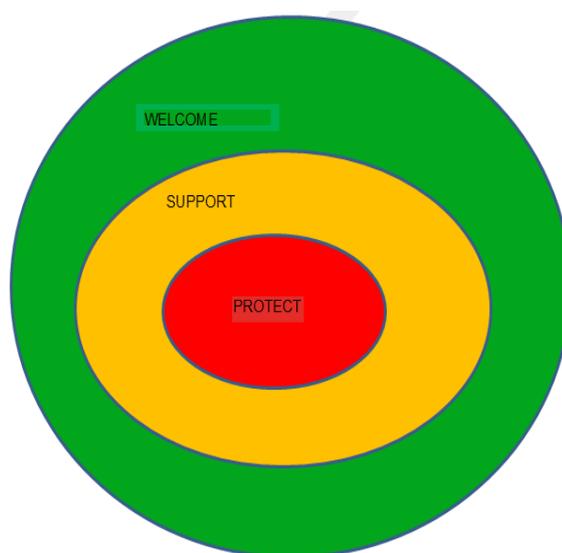


# ECB Safeguarding Adults Policy

creating a safe and welcoming  
environment in cricket

recognising and responding to concerns



OPERATIONAL GUIDANCE FEBRUARY 2015

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# Contents

1	Policy Statement – Safeguarding ‘adults at risk’	3
2	Overview: Welcome, Support, Protect	5
3	Protect - Different Types of Abuse	9
4	Recognising Signs of Abuse	14
5	Responding to Concerns	16
6	Self-reporting of concerns	18
7	Version Control	19

# 1. Policy Statement – Safeguarding ‘adults at risk’

The England and Wales Cricket Board (ECB) is the National Governing Body for cricket in England and Wales. This Policy relates to all people operating under the auspices of the ECB.

It is a fundamental human right to be safe from harm and abuse, and the ECB believe it is important to raise awareness of individuals in cricket who may be at risk. The ECB will not tolerate abuse.

The ECB is committed to providing a welcoming environment, activity and interest to all members of the community who wish to take part. One Game, the ECB Inclusion and Diversity Strategy expresses our commitment to inclusion and to the celebration of diversity in our game. Cricket can play an important part in the lives of adults, including adults who are considered ‘vulnerable’ or ‘at risk’.

As well as welcoming different people into the game, the ECB is committed to supporting people’s involvement, making reasonable adaptations where necessary and working in as flexible manner as possible. Some individuals may also need to be protected at some times – this Adult Safeguarding policy therefore sits within a framework of ‘welcome, support and protection’ for adults in cricket.

The provision of a safe and welcoming environment for all, where people of all backgrounds, abilities and needs are welcomed, and reasonable adaptations are made to allow them to take part, will create a culture where poor practice will be apparent to all, and where abusive behaviours would be unacceptable to all.

The ECB will not tolerate the abuse of ‘adults at risk’ in any of its forms. This policy and procedure provides the framework for taking action when abuse may be taking place, whether this is within cricket or outside of the game.

The ECB is committed to:

welcoming people into the sport and providing a positive experience that is genuinely inclusive

making adaptations in a flexible manner to allow people of different ability, disability and/or impairment to have positive experiences of cricket

taking action to protect adults involved in cricket that may be at risk

seeking ways to improve the safety and well-being of all ‘adults at risk’ who take part in cricket

emphasising that everyone in cricket has a responsibility to ensure the safety and well-being of all ‘adults at risk’ who take part

recognising that ability and disability can change over time, such that some adults may be additionally vulnerable to abuse, for example those who have a dependency on others or have different communication needs;

recognising that a disabled adult may or may not be identified as an 'adult at risk';

improving outcomes for 'adults at risk' by adhering to current legislation that supports the safeguarding of adults and

providing support and advice to everyone involved in cricket at all levels

The ECB will:

- Manage its services in a way which minimises the risk of abuse occurring
- Support 'adults at risk' who are experiencing or have experienced abuse
- Work with 'adults at risk' and other agencies to tackle any abuse that may occur
- continually seeks ways to improve the safety and well-being of all 'adults at risk' who take part in cricket.

In achieving these aims the organisation will:

- Ensure that relevant staff and volunteers have access to and are familiar with this Safeguarding Adult policy and procedure and their responsibilities within it
- Ensure concerns or allegations of abuse are always taken seriously
- Ensure that referrals are made to the appropriate authorities in a timely manner
- Ensure appropriate guidance and training in relation to safeguarding adults is made available to staff and volunteers.
- Ensure that participants in cricket, their relatives and/or informal carers have access to information about how to report concerns or allegations of abuse.
- Ensure that the ECB Safeguarding Team and the Inclusion and Diversity team provide support and advice.
- Ensure there is a named lead person to promote safeguarding awareness and practice within the organisation (The ECB Safeguarding Manager: contact [safeguarding@ecb.co.uk](mailto:safeguarding@ecb.co.uk) or telephone 0207 432 1200)

## 2. Overview

This section describes our approach to safeguarding adults in cricket, based on welcoming people into the game, supporting them to participate and taking action to protect particular individuals.

The ECB aims to grow and sustain the sport and is committed to providing opportunities for people to take part in cricket, and helping them to achieve their potential. One Game, the ECB Inclusion and Diversity Strategy works to achieve this by encouraging all who may be interested to take part in cricket, in whatever way may interest them – as player, coach, umpire, scorer, volunteer, or simply as a club member .

As well as increasing the total number of people playing, the ECB is working to encourage broader participation in the game, including adults who may have additional vulnerabilities, including physical and learning disabilities. We have made great developments in the fields of Visually Impaired Cricket and Deaf Cricket.

The Safeguarding Adults policy has been developed to ensure that procedures are in place to protect adults, including those at risk, so that they are safe from harm and have an enjoyable cricket experience. It provides information about ways to successfully engage adults in cricket. It confirms that the abuse of anyone will not be tolerated in cricket, and where possible abuse involves an ‘adult at risk’, this policy and procedure provides the framework for action. This policy states that it is everyone’s responsibility to ensure the safety and well-being of all participants.

Who is an ‘adult at risk’?

By ‘adults at risk’ we are referring to

people aged 18 or over who have health or social care needs\* (irrespective of whether or not these needs are being met by health or social care services) and are unable to safeguard themselves as a result

*who may be at risk of harm.*

*\*‘social care needs’ may relate to the specific circumstances the person is in – for example, 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)*

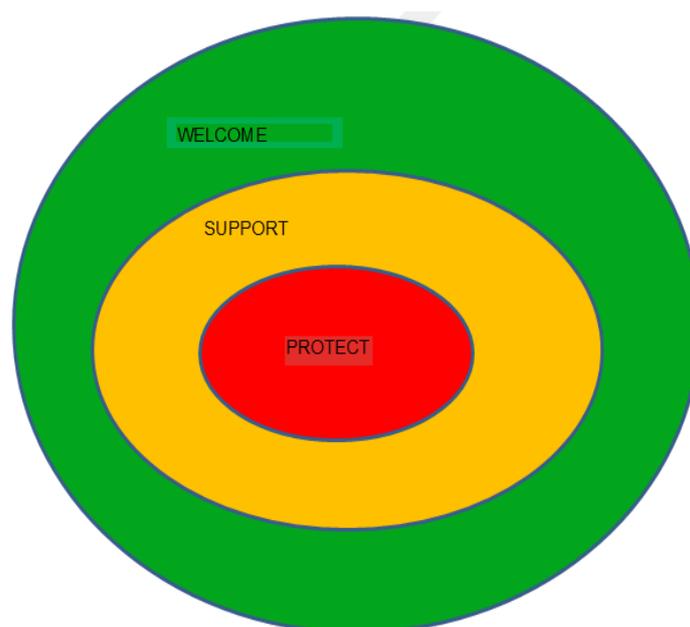
This definition is taken from the 2011 Law Commission review and has been adopted by the ECB in association with a number of Sport Governing Bodies and the Sport and Recreation Alliance.

In cricket, the following examples may cause concern that an adult may be 'at risk':

- A member of a learning disability squad being financially exploited by another member of the squad
- A young woman confiding in her coach about a forthcoming holiday where she fears she will be married against her will
- A coach who regularly neglects the individual needs of disabled participants when training
- A player being 'groomed' for sexual abuse by his or her coach
- A player who frequently has unexplained bruises and injuries, and who will not change with their team-mates.

Are people with disabilities 'at risk'?

- Not all disabled adults are considered at risk. However, some disabled adults will have additional vulnerabilities and some adults who are not considered an 'adult at risk' at one particular time, may be so at another point.
- Welcome, Support, Protect
- The ECB has a three-tiered approach to safeguarding adults: Welcome: Support: Protect
- Advice and guidance on each area is available



## Welcome

### One Game and Cricket's commitment to inclusion and diversity

We want everyone who may enjoy cricket or benefit from taking part, to do so. Our One Game strategy commits us to increasing the participation of non-traditional cricketing communities, and to welcoming people who may be slightly nervous about becoming involved.

In particular, we want to welcome more women into the game and more people with disabilities. We celebrate our nation's diversity and we recognise the love of the game that is held by others, and in particular by our South Asian communities.

Everyone in cricket has the responsibility to be open and welcoming, and to reach out to the communities where our clubs are based.

Good practice in welcoming people includes making sure the club, team or squad explicitly states that new people are welcome, and that everyone is welcome.

There are already some examples of great practice where cricket has welcomed and embraced different communities – the rise in women, girls and disability cricket is testimony to this. In addition, specific cricket programmes for people with mental health issues are beginning to emerge showing that the reach of cricket is now far and wide. We want to ensure that this welcome is extended to all communities, whatever their background.

## Support

Some individuals will be able to participate in cricket, in the way that they wish, with the minimum of support and adaptations required. Others will require a different approach that takes particular account of their needs and makes specific provision for these. A simple example of good practice is where a player with a learning disability has a playing 'buddy', a person who they can turn to for support, or if they have any questions about the session or game.

The ECB produces guidance and resources to help people in cricket to support people with particular needs. These are available at [www.ecb/clubsupport](http://www.ecb/clubsupport)

Advice can be obtained by emailing [disabilitycricket@ecb.co.uk](mailto:disabilitycricket@ecb.co.uk)

## Protect

Occasionally an individual may need protecting.

If an 'adult at risk' may require the protection of either the Police or Social Care Safeguarding Services, either because of something happening inside or outside of cricket, the ECB Safeguarding Team should be informed immediately.

An example of good practice in passing concerns to the ECB Safeguarding Team would be where an 'adult at risk' has informed somebody that they are receiving text messages from another player that are sexually explicit and unwelcome.

If it is unclear whether or not the individual would meet the definition of 'at risk', the information should be shared with the ECB Safeguarding Team, who will help make the decision.

Where an adult does not meet the definition of 'at risk', either because they do not have a health or social care need, or it does not prevent them protecting themselves, then the matter can be dealt with as a complaint, but with appropriate levels of support provided depending on the adult's particular needs. The ECB Safeguarding Team, in liaison with the Inclusion and Diversity team, can advise on what sort of support may be appropriate.

Where a potential offence has been committed (as in the texting example above), the complainant should always be advised of their right to contact the police in the first instance, and advice sought from the ECB Safeguarding Team

In any case and in all situations, if it is thought that a crime may be currently being committed, or in an Emergency situation, dial 999 and inform the police.

Any individual becoming aware that an adult may be suffering abuse, whether or not they meet the definition of 'adult at risk' has a responsibility to raise their concern with somebody: a relevant officer at the club / team / squad, with the ECB Safeguarding Team, with the Police or with local Social Services.

### 3 Protect - Different Types of Abuse of adults

This section provides information about different types of abuse and gives examples of how they may occur in cricket

The majority of adults, including 'adults at risk' live a life free from harm and abuse; however, some do suffer abuse. This is usually carried out by a family member, close family friend or person in a position of trust.

Everyone involved in cricket is encouraged to be vigilant to such abuse.

Any or all of the different types of abuse may be perpetrated as the result of deliberate intent, negligence or ignorance.

<p><u>Physical abuse</u></p>	<p>This may include hitting, slapping, shaking, throwing, pushing, kicking, biting, or otherwise causing physical harm to an individual. Physical harm may also be caused by the misuse of medication, inappropriate restraint, or inappropriate sanctions;</p> <p>Cricket: examples would be incidents of violence such as the shoving and jostling of opponents, or where the nature and intensity of training or matches does not take account of an individual's needs, circumstances or health, to the point where they experience harm or distress.</p>
<p><u>Emotional abuse</u></p>	<p>This may include bullying, threats of harm or abandonment, deprivation of contact, humiliation, blaming, controlling, intimidation, coercion, harassment, verbal abuse, isolation or withdrawal from services or supportive networks;</p> <p>Cricket: emotional abuse may occur if people are subjected to undue or repeated criticism, name-calling, bullying, humiliation, threats, blame, sarcasm, or any discriminatory abuse, or because of unrealistic pressure to perform to expectations that are beyond their potential.</p>

<u>Sexual abuse</u>	<p>This may involve forcing or enticing an individual to take part in sexual activities (directly or indirectly) to which the individual has not consented, or could not consent or was pressured into consenting.</p> <p>This can include compelling ‘adults at risk’ to listen to or take part in talk of a sexual nature.</p> <p>Sexual abuse can occur through social media activity</p> <p>Cricket: examples would range from the sharing of inappropriate jokes to the discomfort of individuals, through to activities of a criminal nature</p>
<u>Financial abuse</u>	<p>includes theft, fraud, exploitation, pressure in connection with wills, property or inheritance or financial transactions, or the misuse or misappropriation of property, possessions or benefits;</p> <p>Cricket: an example in cricket would be an individual with a learning disability who is always expected to buy drinks for his ‘mates’, (see mate-crime) or exploited by being expected to host after match get-togethers at his/her house at his/her expense</p>
<u>‘Mate Crime’</u>	<p>‘Mate Crime’ is the phenomenon of people with disabilities being groomed by those who pretend to be their friends before being exploited by them financially, physically or sexually.</p> <p>Cricket: an ‘adult at risk’ might be exploited by his or her peer group by being asked always to pay for after match drinks or always asked to do things on behalf of the group – which others are not e.g. pack the kit bags of other players after a game</p>

<p><u>Social media, electronic communication and online abuse</u></p>	<p>Abuse can occur through social media; this may be difficult to detect. It is important to remember that the type of abuse that can occur through social media always includes emotional and psychological abuse and can include sexual and financial abuse. Some examples of abuse that can occur through social media include:</p> <ul style="list-style-type: none"> <li>• Unwanted sexual text messages (sexual abuse);</li> <li>• Unwanted communication (emotional abuse);</li> <li>• Inappropriate messaging; (emotional and sexual abuse);</li> <li>• Requests for money (financial abuse);</li> <li>• Harassment (emotional abuse);</li> <li>• Intimidation (emotional abuse);</li> <li>• Sexual coercion (sexual abuse);</li> <li>• Stalking (emotional abuse); and</li> <li>• Cyber-bullying (emotional abuse)</li> </ul>
<p><u>Neglect and acts of omission</u></p>	<p>includes ignoring medical or physical care needs, failure to provide access to appropriate health, social care or educational services, the withholding of necessities such as medication, adequate nutrition and heating</p> <p>Cricket: neglect may be either intentional or unintentional. It could include situations such as officials not giving players appropriate breaks on hot days or coaches not taking a player's injury seriously and asking them to continue playing.</p>

<p><u>Discriminatory abuse</u></p>	<p>includes abuse or ill-treatment based on a person's 'protected characteristics' under the Equality Act 2010.</p> <p>Cricket: In cricket this type of abuse is often difficult to detect and it may not always be clear as to who is the perpetrator. Discrimination can be based on age, disability, ethnicity, gender, gender reassignment, HIV status, marital or civil partnership status, pregnancy or maternity, religion or sexual orientation, all of which are 'protected characteristics' under the Equality Act 2010</p> <p>Examples of discrimination in cricket can include:</p> <ul style="list-style-type: none"> <li>• Officials refusing to officiate in female matches;</li> <li>• Female players not being given fair access to training and playing facilities;</li> <li>• Male players using language such as 'you hit like a girl', or</li> <li>• Language such as 'that was gay'.</li> <li>• The use of racist language or behaviour</li> </ul> <p>Discrimination that takes the form of harassment is a criminal offence and needs to be reported to the police.</p> <p>'Adults at risk' may also be seen to discriminate against each other, for example, using their disability as a joke with other disabled players. It is important to remember that the emotional impact of this type of joking or 'banter' on the other player is not always evident and may constitute emotional abuse. It also sets a level of expectation amongst others who may hear or see this behaviour, as being an acceptable way to address someone with a disability.</p> <p>This is not acceptable in cricket and needs to be addressed straight away.</p>
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<p><u>Institutional abuse</u></p>	<p>This mainly refers to neglect and poor professional practice. This may take the form of isolated incidents of poor or unsatisfactory professional practice, through to pervasive ill treatment or gross misconduct. Repeated instances of poor care may be an indication of more serious problems.</p> <p>Cricket: Institutional abuse could occur due to poor management or practice causing harm. Within cricket an example might be where management put the success of a team before, and without due care and attention for, the health and well-being of individual players. This could happen at any level of the game.</p>
<p><u>Other issues outside cricket</u></p>	<p>Other issues outside cricket may be relevant. These may include:</p> <ul style="list-style-type: none"> <li>• Self-neglect or self-harm</li> <li>• Hate crime</li> <li>• Harassment and Intimidation</li> <li>• Domestic abuse (including ...forced marriage and honour-based crime)</li> <li>• Human trafficking</li> <li>• Abuse by another 'adult at risk'</li> <li>• Abuse by children</li> <li>• Exploitation by people who promote violence</li> </ul>

## 4 Protect: Recognising Signs of Abuse

This section provides information about some signs of abuse, when to report concerns, and what to do when someone doesn't want you to tell anyone else;

Why don't 'adults at risk' always report abuse?

Often adults feel disempowered and unable to speak about abuse that may be occurring to them. This is often due to fear about what people will say, or upset at not being able to resolve the situation for themselves.

What are the signs of abuse?

Signs of abuse may include, but is not limited to:

- Unexplained or concerning injuries (cuts / bruises / stomach upsets);
- Inconsistent explanation for injury;
- Unexplained change in behaviour;
- Change in physical appearance (weight loss / weight gain / untidy);
- Change in behaviour (withdrawn / extroverted / tearful);
- Sudden financial difficulties; and
- Change in performance.

What are my responsibilities? When should I report a risk?

You are not required to make assessments of whether someone is at immediate risk of harm or is likely to suffer harm. This is something for statutory agencies such as Police and Social Care to assess.

Your responsibility is to report any concerns you may have and to report anything you may have witnessed.

If you fail to respond and report a concern, an 'adult at risk' may continue to suffer harm. We all have a duty of care when it comes to reporting concerns.

What should I do if I have a concern?

If you think anyone may be in danger, or that a crime may have been committed, do not hesitate to tell the police.

If your team, club or squad has an identified Adult Welfare Officer, share your concerns with them. If they do not, please contact the ECB's lead officer for Safeguarding: email [safeguarding@ecb.co.uk](mailto:safeguarding@ecb.co.uk) for an initial discussion

When reporting any information, it is important to do so with sensitivity for the people involved and the person who may have raised the concern.

Recording

Make a written record of relevant information as it happens. This should include the date, venue, your concerns, the date and times of any conversations, who was involved, and what was said. Record actions taken

What should I do if they don't want me to tell anyone else or I don't have consent to report a problem?

Please consider the following:

1. Is the adult placing themselves at further risk of harm?
2. Is someone else likely to get hurt?
3. Has a criminal offence occurred? This includes: theft or burglary of items, physical abuse, sexual abuse, (financial abuse) or harassment.
4. Is there suspicion that a crime has occurred?

If the answer to any of the questions above is 'yes' - then you can share without consent and need to share the information with the ECB Safeguarding Team and Police or Social Care. If in doubt you should always share the information with the ECB Safeguarding Team who will make the decision about whether it is appropriate to share the information with statutory services.

Please remember: If somebody is in a position where they may be at risk of immediate harm, always contact the Police or Social Care.

Recording

Make a written record of relevant information as it happens. This should include the date, venue, your concerns, the date and times of any conversations, who was involved, and what was said. Record actions taken

## 5 Protect: Responding to Concerns

In this section we tell you what to do if you have a concern about the safety or well-being of an adult who may be an 'adult at risk'

### What do we mean by an 'adult at risk'?

By 'adults at risk' we are referring to

"people aged 18 or over who have health or social care needs\* (irrespective of whether or not these needs are being met by health or social care services) and are unable to safeguard themselves as a result"

*who may be at risk of harm.*

*\*social care needs may relate to the specific circumstances the person is in – for example, 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. (not an exhaustive list)*

This definition is taken from the 2011 Law Commission review and has been adopted by the ECB in association with a number of Sport Governing Bodies and the Sport and Recreation Alliance.

### What should I do if I am worried about an adult in cricket who may be an 'adult at risk'?

It is good to share your concerns with someone you trust. If your club, team or squad has a designated Adult Welfare Officer, share your worries with them and agree a course of action. If there is nobody at the club you feel comfortable sharing your worries with, please contact the Safeguarding manager at the ECB: [safeguarding@ecb.co.uk](mailto:safeguarding@ecb.co.uk)

Somebody needs to talk to the person concerned, to let them know you are worried and ask them if they would like to talk to you or to someone else. (They have the right to say 'no')

### What should I do if I am worried about the safety of an adult who may be an 'adult at risk'?

Someone needs to speak with the adult you are worried about and let them know that you are worried and want to get some support for them. If you need advice about how to do this, contact the ECB Safeguarding Manager.

*What if they don't want help?*

If they are at immediate risk of harm then tell them that you will be contacting Social Care and/or the Police anyway and then inform the ECB Safeguarding Team of your actions. In an emergency, do not hesitate to dial 999.

If you do not think they are at immediate risk of harm, you need to respect their right, as an adult, not to seek or accept help, unless you think they may not have the mental capacity to make this decision (see below).

*What should I do if I have a concern about the well-being of an adult who may be an 'adult at risk'?*

Somebody needs to talk to them. Difficulties can often be easily resolved at this level. If you do not feel confident to do this, please contact the Adult Welfare Officer, if one is appointed, or the ECB Safeguarding Team who will be able to offer advice.

*What if I do not think they are able to make sensible decisions about receiving help?*

If you think the adult may not have the mental capacity to make appropriate decisions about their situation you should seek the advice of local Social Care services or discuss the matter with the ECB Safeguarding Team, or where appointed, the Adult Welfare Officer.

*What about adults who are not deemed 'at risk' ?*

Where an adult does not meet the definition of 'at risk', either because they do not have a health or social care need, or it does not prevent them protecting themselves, then the matter should be dealt with as a complaint, but with appropriate levels of support provided depending on the adult's particular needs. The ECB Safeguarding Team, in liaison with the Inclusion and Diversity team, can advise on what sort of support may be appropriate.

*Are all disabled people 'adults at risk' ?*

No. Many disabled people live independently and do not need the help of others, nor do they need Community Care services. Just because an adult has a disability does not necessarily mean they are 'at risk.'

*What should I write down?*

Make a written record of relevant information as it happens. This should include the date, venue, your concerns, the date and times of any conversations, who was involved, and what was said. Record actions taken.

## 6 Self-reporting of concerns

If you are an adult involved in cricket and you feel that you may have been abused, may still be being abused, or are otherwise unhappy about your treatment, it is important that you try to speak to someone.

If the club, team or squad has an Adult Welfare Officer, please talk to them.

If not, please talk to someone you trust, or the local Social Care Department, or the Police.

### Recording

Make a written record of relevant information as it happens. This should include the date, venue, your concerns, the date and times of any conversations, who was involved, and what was said. Record actions taken.

You may contact the ECB Safeguarding Team on 0207 342 1200 or email [safeguarding@ecb.co.uk](mailto:safeguarding@ecb.co.uk)

## 7 Version Control

10<sup>th</sup> October 2014 Version 1 for consultation and comment

21<sup>st</sup> October 2014 Version 2 with amends

23<sup>rd</sup> January 2015 Version 3 with amends and comments KK, BAO, MH, RD

5<sup>th</sup> February 2015 Version 4 – re-ordered and slimmed

6<sup>th</sup> February 2015 Version 5 – edited

19<sup>th</sup> February 2015 Version 6 – amended

24<sup>th</sup> February 2015 Version 7 – amended

24<sup>th</sup> February 2015 Version 7 for use as operational guidance