



SAFEGUARDING POLICY

Middlesex County Cricket Club
Middlesex in the Community

Document Owner: County Safeguarding Officer and Board Safeguarding Leads

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1. PRELIMINARY

1.1 Purpose

The purpose of the Safeguarding Policy (the **Policy**) is to demonstrate the commitment of Middlesex County Cricket Club to safeguarding children and adults, and to ensure that everyone involved in Middlesex County Cricket Club is aware of:

- the legislation, policy and procedures for safeguarding children and adults;
- their role and responsibilities for safeguarding children and adults; and
- what to do or who to speak to if they have a concern relating to the welfare or wellbeing of a child or adult within Middlesex County Cricket Club.

1.2 Objectives

The objectives of this Policy are to:

- stop abuse, harm, neglect and poor practice wherever possible;
- prevent harm and reduce the risk of abuse, harm and/or neglect to children and adults;
- raise awareness so that cricket communities, alongside professionals, play their part in identifying and preventing abuse, harm and/or neglect;
- facilitate reporting of any safeguarding concerns;
- promote a safeguarding culture where consideration for the welfare of children and adults is embedded into all decision-making, resulting in an enjoyable and safe environment;
- develop a positive and proactive culture where concerns are reported without hesitation, including self-reporting; and
- promote high standards and demonstrate our ambition to become industry leaders in safeguarding children and adults.

1.3 Scope

This Policy applies to all Middlesex County Cricket Club (MCCC) and Middlesex in the Community (MITC) employees, players, contractors, volunteers, and all persons engaged to undertake work, represent, or provide services for or on behalf of MCCC or MITC. This Policy is not limited to the workplace, match days or working hours, and will include all work-related events and activities that occur outside of work including online activities.

We expect our partner organisations, including for example, suppliers and sponsors, to adopt and demonstrate their commitment to the principles and practice set out in this Policy and associated procedures.

This Policy covers the welfare and safeguarding of children and adults. General complaints and concerns will be redirected in accordance with the relevant policy.

2 DEFINITIONS

<p>Adult</p>	<p>for the purposes of this Policy, the term adult encompasses <i>adults at risk</i> and adults more generally. It is important to note that any adult can become vulnerable at any time and for any reason, including our professional cricketers:</p> <p>1. Adult at Risk, an individual who:</p> <p>(a) has needs for care and support (whether or not the local authority is meeting any of those needs) and;</p> <p>(b) is experiencing, or at risk of, abuse or neglect, and;</p> <p>(c) 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.</p> <p style="text-align: right;"><i>(Care Act 2014)</i></p>
<p>Board of Directors</p>	<p>refers to the Non-Executive Directors of the Middlesex County Cricket Club, and the Trustees of Middlesex in the Community.</p>
<p>Child/Children</p>	<p>refers to persons under the age of 18; also referred to as Young People.</p> <p style="text-align: right;"><i>(The Children’s Act 1989 & 2004)</i></p>
<p>ECB</p>	<p>refers to the England and Wales Cricket Board, which encompasses the <i>Cricket Regulator</i>.</p>
<p>Protected Characteristics</p>	<p>refers to the nine personal traits that are legally protected from discrimination: age, disability, gender/sex, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, and sexual orientation.</p> <p style="text-align: right;"><i>(Equality Act, 2010)</i></p>
<p>Regulated Activity</p>	<p>refers to certain roles that involve working with vulnerable groups, including children or adults at risk. Anyone who is on the Disclosure and Barring Service (DBS) barred lists cannot work in these roles; whether a role is deemed regulated activity depends on the nature of the activity and associated time period.</p>
<p>Safeguarding</p>	<p>is defined as:</p> <ul style="list-style-type: none"> - providing help and support to meet the needs of children as soon as problems emerge; - protecting children from maltreatment, whether that is within or outside the home, including online; - preventing impairment of children’s mental and physical health or development; - ensuring that children grow up in circumstances consistent with the provision of safe and effective care; - promoting the upbringing of children with their birth parents, or otherwise their family network through a kinship care arrangement, whenever possible and where this is in the best interests of the children; and - taking action to enable all children to have the best outcomes in line with the outcomes set out in the Children’s Social Care National Framework. <p style="text-align: right;"><i>(Working Together to Safeguard Children, 2023)</i></p>

Safe Hands	Refers to the ECB’s ‘Safe Hands’ Safeguarding Policy and Safeguarding Adults Policy Statement. <i>(ECB 2026)</i>
Middlesex Cricket	for the purposes of this Policy, Middlesex Cricket refers to the Middlesex County Cricket Club, Middlesex in the Community.

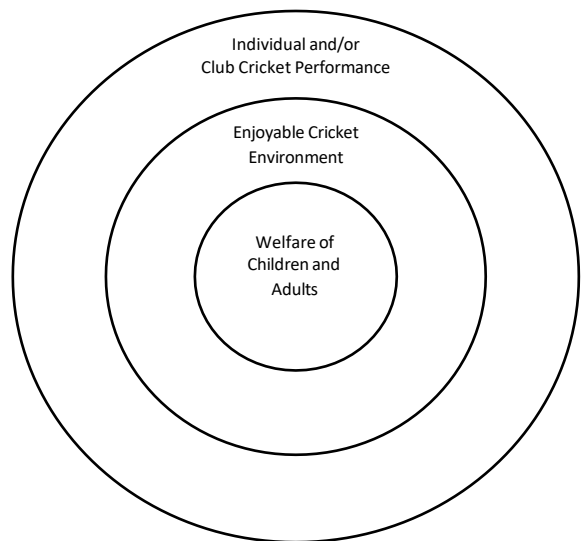
3 POLICY

3.1 Policy Statement

Middlesex Cricket acknowledges its duty of care to safeguard and promote the welfare of children and adults. We are committed to educating those working at Middlesex Cricket in how to recognise the signs of abuse, how to report any concerns, and how to proactively mitigate the risks associated with our cricketing activities. We are committed to ensuring safeguarding practice reflects statutory responsibilities and government guidance, and endeavour to become industry leaders whilst supporting the England and Wales Cricket Board (ECB) requirements as documented in their Safeguarding Policy (**Safe Hands**).

3.2 Our Principles

Middlesex Cricket is clear that cricket should be a game for everyone. We are dedicated to ensuring that all children and adults within cricket - regardless of ability, protected characteristics, or socio-economic background - have the right to enjoy the game in an environment safe from abuse and harm of any kind. We firmly believe that a positive cricket experience is essential to the success of the game, and we prioritise developing the right environment for all those involved ahead of individual and/or club performance. Middlesex Cricket will deliver on its safeguarding responsibility by putting the welfare of children and adults at the centre of decision-making, whilst empowering adults to make decisions for themselves with support from others, where appropriate.



3.3 Our Commitments

Middlesex Cricket is committed to working with the ECB and statutory agencies to:

- ensure the safeguarding and welfare of children and adults remains paramount;
- address the additional vulnerabilities of some of our participants may face, including but not limited to looked-after children, children in care, individuals with poor mental health, individuals with a disability, individuals under a social care service and talented/professional cricketers;
- ensure the right people are in place to safeguard children and adults through adopting safer recruitment practices, implementing policy and procedure, issuing codes of conduct defined by the ECB and Middlesex Cricket, and providing high quality education and training;

- ensure everyone within Middlesex Cricket understands their role and responsibilities in respect of safeguarding;
- ensure that reporting processes are made clear and easy, to ensure timely and effective reporting, and that key contact points are identified and communicated (refer to **Appendix 2 Key Safeguarding Contacts at Middlesex Cricket**);
- ensure all disclosures, incidents and concerns are taken seriously and are investigated thoroughly in a timely manner in consultation with the Cricket Regulator and statutory agencies;
- ensure safeguarding concerns are properly recorded and proactively tracked, monitored and analysed to inform continuous improvement through lessons learned; and
- report, when appropriate, to the Disclosure and Barring Service (DBS) anybody working in a Regulated Activity role for Middlesex Cricket who is believed to present a risk of harm to children; where Middlesex Cricket terminates the engagement of an individual working in a regulated activity, they will also be reported to the DBS.

4 FAILURE TO COMPLY

Not complying with this Policy can have serious consequences for you, Middlesex Cricket and, critically, those who are subject to abuse, harm and/or neglect. Failure to comply with this Policy and related procedures may constitute misconduct and will be addressed without delay. If you fail to comply with this Policy, you may face consequences up to and including:

- termination of your employment;
- ending of your engagement or relationship with Middlesex Cricket; and/or
- legal action.

5 ROLES AND RESPONSIBILITIES

Everyone plays a role in the safeguarding of children and adults and has a responsibility to report any safeguarding concerns. At Middlesex Cricket, key roles have been determined to ensure safeguarding remains paramount in decision making and daily operations.

5.1 Board of Directors / Board Safeguarding Lead

All members of the Board of Directors have completed their mandatory safeguarding training and have committed to adopting Safe Hands for Middlesex Cricket. The Board of Directors have appointed experienced Board Safeguarding Leads across Middlesex Cricket to:

- promote the principles and commitments outlined in this Policy at the highest levels of Middlesex Cricket;
- ensure Middlesex Cricket always acts in keeping with this Policy, legislation, statutory guidance, Safe Hands and the County Partnership Agreement (**CPA**) *Safeguarding Standards*;
- ensure that safeguarding is embedded as a key business responsibility in operating plans and structures, as well as having oversight of the safeguarding operational risk register;
- work closely with the County Safeguarding Officer to undertake appropriate check and challenge of safeguarding data and practices to ensure proactive and preventative actions are implemented in the safeguarding of children and adults at Middlesex Cricket;
- ensure risk mitigation measures remain aligned to corporate risk profiles and appetite; and

- ensure the Board of Directors remain up-to-date and informed of safeguarding areas of work, risks and challenges.
- Review this policy at least every three years to ensure it is up to date and reflects current legislation.

5.2 Chief Executive Officer (CEO) / Lead Officer

For the purpose of the information below, 'the CEO' refers to the Chief Executive Officer of Middlesex County Cricket Club (MCCC). 'The Lead Officer' refers to the Lead Officer of Middlesex in the Community (MITC).

The CEO / Lead Officer is responsible for:

- Leading and promoting the principles and commitments outlined in this Policy amongst the executive team and leadership of Middlesex Cricket;
- ensuring adequate resource to support safeguarding compliance across Middlesex Cricket in line with this Policy, legislation, statutory guidance, Safe Hands and the CPA *Safeguarding Standards*;
- appointing suitably trained and experienced professionals to lead on safeguarding across Middlesex Cricket; and
- provide effective day-to-day management of the Safeguarding Team to ensure effective and efficient allocation of resources across Middlesex Cricket in consideration of allocated budgets;
- Working collaboratively with the County Safeguarding Officer to ensure the executive team remain up-to-date and informed on safeguarding areas of work, risks and challenges.

During periods of absence the responsibilities of the CEO/Lead Officer may be delegated to the Chief Financial Officer/External Relations Director. The CEO/Lead Officer will ensure that the individual undertaking the role in their absence is properly trained and supported if required to take on any additional responsibilities.

If the CEO/Lead Officer is to be absent from their role for a period of 2 weeks or more, the Board of Directors will decide which person in the organisation will take on these responsibilities. In periods of extensive absence e.g. over six weeks, the Board of Directors may appoint an interim CEO/Lead Officer to undertake these duties.

5.3 County Safeguarding Officer

The County Safeguarding Officer is appointed to:

- lead on the development of safeguarding strategy, policy, guidance and procedures that ensure compliance across Middlesex Cricket with legislation, statutory guidance, Safe Hands and the CPA *Safeguarding Standards*, all of which underpins a safer culture;
- collaborate with the People and Culture team in the development and implementation of Safer Recruitment practices;
- work closely with the Board Safeguarding Leads to undertake appropriate check and challenge of safeguarding data and practices to ensure proactive and preventative actions are implemented in the safeguarding of children and adults at Middlesex Cricket;
- act as the key contact with the ECB, leading and coordinating all ECB and other external safeguarding audits on behalf of Middlesex Cricket;

- lead the development of an effective safeguarding training and education programme across the different departments of Middlesex Cricket;
- be accountable for the day-to-day case management of new and ongoing safeguarding concerns, including investigation works with external safeguarding partnerships, the Disclosure and Barring Service (DBS) and Local Authority Designated Officers (LADOs);
- lead on, or supervise, all complex safeguarding case management in accordance with policies, industry guidance and relevant legislation including undertaking investigations and liaison with relevant stakeholders.

During periods of absence the responsibilities of the County Safeguarding Officer may be delegated to the Lead Officer. The County Safeguarding Officer will ensure that the Lead Officer is properly trained and supported if required to take on any additional responsibilities.

5.4 All Staff

Safeguarding is everyone's responsibility: All staff, volunteers, contractors, and anyone associated and/or affiliated with Middlesex Cricket:

- have a responsibility to provide a safe and inclusive environment;
- have a responsibility to maintain their own safeguarding compliance (safeguarding training, appropriate DBS and CPD);
- have a responsibility to take appropriate action and report safeguarding concerns within 24 hours of the concern emerging; and
- are expected to uphold and adhere to the commitments outlined in this Policy.
- Failure to comply with, or reply to, safeguarding requests or uphold the above standards will result in potential disciplinary action should Middlesex Cricket deem this to have a moral, reputational, or legal implications for the organisation.

APPENDIX ONE: External Safeguarding Governance



APPENDIX TWO: Key Safeguarding Contacts and reporting procedures at Middlesex Cricket

Central Inbox	safeguarding@middlesexccc.com		
Online Report Form	<p style="text-align: center;">Reporting</p> <p style="text-align: center;">https://www.middlesexccc.com/page/safeguarding-reporting</p>		
Marilyn Toft, BSL (MCCC/MITC)	marilyn.toft@middlesexccc.com		
Lisa Whybrow, BSL (MCCC)	lisa.whybrow@middlesexccc.com		
Amber Wright	County Safeguarding Officer	amber.wright@middlesexccc.com	07561853999
Johan De Silva (MITC)	Lead Officer	jds@middlesexccc.com	07481622191

APPENDIX THREE: Key Contacts: External Agencies

Cricket Regulator Safeguarding Team	safeguarding@cricketregulator.co.uk
Police	101 or 999 in an emergency
National Anti-terrorist Report Line	0800 789 321
For Children and Adult Social Care contacts - please contact your local council	
NSPCC 24-hour Helpline	0808 800 5000 help@nspcc.org.uk
Child Protection in Sport Unit (CPSU)	0116 234 7278 cpsu@nspcc.org.uk
CEOP (Child Exploitation and Online Protection)	https://www.ceop.police.uk/ceop-reporting/
Young Minds: Parents' Helpline	0808 802 5544
Childline	0800 1111
National Domestic Abuse Helpline	0808 200 0247
Respect Men's Advice Line	0808 801 0327
Ann Craft Trust	0115 951 5400
Samaritans (UK wide)	116 123
Text SHOUT (UK wide)	85258

Policy Title	Safeguarding Policy
Prepared by	County Safeguarding Officer
Approved by	Board of Directors
Date approved	
Commencement Date	
Version	
Review Date	
Relevant legislation / codes	<p>The Human Rights Act 1998 The Data Protection Act 2018 General Data Protection Regulations 2018 The Care Act 2014 Mental Capacity Act 2005 Working Together to Safeguard Children 2026 Keeping Children Safe in Education 2025</p>
Related policies / documents	<p>MCCC Code of Conduct MCCC Complaints Policy and MCCC Procedure Data Protection Policy ECB 'Safe Hands' Safeguarding Policy ECB Safeguarding Adults Policy Statement ECB's Equality, Diversity, and Inclusion Policy Recruitment and Selection Guidelines Safeguarding Report Management Procedure Safer Recruitment Guidance Whistleblowing Policy</p>