



Middlesex Cricket - Safeguarding Adults with Intellectual Disabilities

Middlesex Cricket provides cricket opportunities across Middlesex Cricket Region to Adults with intellectual disabilities will hereafter for the purpose of this policy be referred AWID.

Middlesex Cricket is fully committed to safeguarding the wellbeing and protection of all AWID in its care. Middlesex CRICKET recognises the responsibility to promote safe practice and to protect AWID from harm, abuse and exploitation.

Cricket has a positive influence on people, especially AWID. Not only can Cricket provide opportunities for enjoyment, develop skills, increase confidence, increase self-esteem, health/wellbeing and achievement it can also nurture safe positive activities for all, regardless of disability, age, gender, gender reassignment, race, religion or belief, sex and sexual orientation or socio-economic status and reinforce that everyone has the right to protection from all forms of harm and abuse. Protecting AWID from abuse and harm of any kind is a high priority for everyone involved in any capacity

This policy sets out how all staff (paid or unpaid), volunteers, AWID and unified partners should recognise and respond to allegations or concerns of abuse, exploitation, or neglect of AWID in Middlesex Cricket.

Everyone at Middlesex CRICKET has a role to play in protecting AWID from harm.

Policy Statement

Middlesex Cricket will:

- Promote the health and wellbeing of AWID by providing opportunities for them to take part in sport safely.
- Respect and promote the rights, wishes and feelings of AWID.
- Provide, promote and implement appropriate procedures to safeguard the wellbeing of AWID and protect them from abuse.
- Follow safer recruitment practice when employing staff and volunteers, such as DBS checks, obtaining at least two references and checking gaps in work history for relevant roles.
- Provide a mandatory safeguarding training pathway for all staff/volunteers and support and supervise staff and volunteers effectively in all safeguarding issues. This will ensure staff and volunteers understand their responsibilities within safeguarding. Staff and volunteers will be able to identify AWID that maybe at risk of harm, take action to prevent abuse, protect AWID from abuse and reduce the risk of abuse to others.
- Provide training materials for club specific safeguarding inductions which will be delivered to all volunteers by Middlesex CRICKET Safeguarding Officer and ECB.

- Provide learning opportunities and resources on safeguarding awareness to AWID and their families. This will be communicated through newsletters, social media, online events and face to face sessions. These will include themes such as online safety, healthy minds, mental health, drug awareness, exploitation, hate crime, etc. and information on local and national trends in safeguarding.
- Require employees and volunteers to adopt and abide by this Safeguarding and Welfare Policy and all associated procedures.
- Respond to any allegations of misconduct or abuse of AWID in line with this Policy and these procedures as well as implementing, where appropriate, the relevant disciplinary and appeals procedures.
- Observe and adhere to relevant legislation guidelines issued by local safeguarding Committees/partnerships and the Charity Commission.
- To maintain a robust recording system for any safeguarding concern and the storage of information.
- Regularly monitor and evaluate the implementation of this Policy and all associated procedures.
- Ensure all volunteers, contractors, stakeholders, partners working with or for Middlesex CRICKET will be required to operate within the ethos and parameters of the safeguarding policy and its procedures.

Recognising Abuse

To ensure that all AWID are protected from harm, staff and volunteers at Middlesex CRICKET need to understand what types of behaviour constitute abuse and neglect. Abuse may be committed by adult men or women or by other AWID recognises that abuse can take many different forms and staff and volunteers will receive training and information in regard to safeguarding issues and procedures.

Abuse in Sport

Abuse of Children and adults at risk can occur in any environment, including the home, at school or in a sports club although, children and adults at risk are more likely to be abused by people they know and trust. Sport is Middlesex CRICKET acknowledges that it provides access to people and AWIDs which can present opportunities for individuals who want to harm them. Therefore, it is vital that those who have regular contact with an AWID to recognise the signs and indicators that they may be being abused and know the appropriate steps to take to report these concerns. Coaches and instructors may be best placed to help in identifying concerns, and indicators of possible abuse or neglect at an early stage and referring those concerns to their Safeguarding Officer and the appropriate statutory organisation.

Abuse can take many forms including:

Child and Adult Types of Abuse

Sexual Abuse - involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level of violence, whether or not the child is aware of what is happening. The activities may involve physical contact, including assault by penetration (for example rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing, and touching outside of clothing.

This can also be non-physical, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse. Sexual abuse can take place online, and technology can be used to facilitate offline abuse.

Emotional/Psychological Abuse – the persistent emotional maltreatment of a child or adult at risk such as to cause severe and adverse effects on the person’s emotional development. It may involve conveying to the person that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person.

Neglect – this is the persistent failure to meet a person’s basic physical and/or psychological needs, likely to result in the serious impairment of the athlete’s health or development. Neglect may involve a parent or carer failing to: provide adequate food, clothing and shelter (including exclusion from home or abandonment); protect a person from physical and emotional harm or danger; ensure adequate supervision, or ensure access to appropriate medical care or treatment.

Physical Abuse – a form of abuse which involves hitting, shaking, throwing, poisoning, burning, or scalding, drowning, suffocating or otherwise causing physical harm to a child or adult at risk.

Adult Specific Types of Abuse

Financial or Material Abuse - Which includes taking another person’s money or possessions - for example, having money or property stolen, being pressured into giving people money or changing a will, misuse of benefits, not being allowed access to money.

Organisational Abuse - Not offering flexibility and choice for AWID having poor standards of care, lack of inadequate procedures. Poor record keeping or lack of management overview and support. Insufficient staffing, abusive or disrespectful attitudes towards AWIDs. Not offering choice or promoting independence, misuse of medication. Failure to respond to abuse properly.

Self-Neglect - ‘Self-neglect’ is the inability (intentional or non-intentional) to maintain a socially and culturally accepted standard of self-care with the potential for serious consequences to the health and well-being of the individual and potentially to their neighbours and the community.

Discriminatory Abuse - Discriminating abuse includes any type of abuse aimed at a child or adult at risk because of disability, age, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership and pregnancy and maternity. For example, ignoring spiritual or religious beliefs,

comments or jokes about a person's disability, age, race, sexual orientation, or gender/gender identity, ignoring cultural needs, for example diet or clothing.

Modern Slavery - Modern slavery, which encompasses: slavery; human trafficking; forced labour; domestic servitude; and where traffickers and slave masters use whatever means they have at their disposal to coerce, deceive and force individuals into a life of abuse, servitude and inhumane treatment.

Domestic Abuse/Domestic Violence

Domestic Abuse/Domestic Violence - Any incident or pattern of incidents of controlling, coercive or threatening behaviour, violence, or abuse between those aged 16 or over who are or have been intimate partners or family members regardless of gender or sexuality. This can encompass but is not limited to the following types of abuse: psychological; physical, sexual, financial, and emotional.

Prevent

Middlesex CRICKET staff and volunteers need to be aware of the Governments Prevent Agenda: The Prevent Agenda counter-terrorism strategy called CONTEST. It is a UK-wide strategy that aims to stop people becoming terrorists or supporting terrorism.

The strategy's three objectives are:

- To challenge the ideology that supports terrorism.
- To protect vulnerable people.
- To support sectors and institutions where there are risks of radicalisation.
- Increased vulnerabilities of children
- Children can be identified as having increased vulnerability in a variety of settings and under a number of
- different circumstances, as follows:
- Disabled children (physical, emotional, intellectual disabilities etc)
- Sick children in a hospital setting, hospice or a children's home
- Children in families where domestic abuse/violence is present
- Children in families where drug/alcohol use is affecting parenting
- Children in families where parents/guardians/carers have mental health issues/learning
- difficulties/disabilities causing problems coping with parenthood
- Children growing up with parents in prison
- Children in families where the child is a "young carer" for a parent/guardian/carer who is
- physically/mentally ill or disabled
- Children who are primary carers of younger children
- Looked after children
- Children living in un-registered private fostering arrangements
- Children who are bullied
- Children of young/unsupported parents
- Children living in poverty/poor housing

Online safety

- The online world provides everyone with many opportunities; however, it can also present risks and challenges
- We have a duty to ensure that all (AWID) involved in Middlesex Cricket are protected from potential harm online
- We have a responsibility to help keep (AWID) safe online
- Providing support and training for all staff and volunteers on dealing with all forms of abuse, including
- bullying/cyberbullying, emotional abuse, sexting, sexual abuse and sexual exploitation

Responding to Concerns

Set procedure for responding to a safeguarding and welfare concern about AWID makes sure that everyone is clear on what action to take in the event of a concern being raised. The procedure is based on where the concern about an individual's wellbeing suggests that they are in need of protection, the information must be passed on to Safeguarding Officer police/social care with or without the individuals consent for the purposes of their protection. Allegations of abuse must always be taken seriously.

Club volunteers and staff may be informed in different ways with regards to details of a concern. This may be:

- A direct disclosure by an individual
- Through observation of an individual, demonstrated by a change in their behaviour, appearance or nature
- Information that is shared from another individual or organisation

Responding to a Disclosure/concern

When there is an allegation or suspicion of abuse, everyone must be clear about their role. All staff and volunteers (paid or unpaid) need to act impartially, not as "friends" of the (AWID) or if applicable, their parents. It is essential that all staff and volunteers follow these procedures.

- Ensure the immediate safety of the (AWID) and any others (Where appropriate, call 999 for emergency services if there is a medical emergency, other danger to life or risk of imminent injury, or if a crime is in progress).
- Take steps to preserve any physical evidence if a crime may have been committed.
- React calmly so as not to frighten the individual.
- Consider what requirements an individual may need to communicate effectively (e.g. what support needs do they have, what is the nature of their intellectual disability, do they use sign language, is English their first language etc.)

- Listen to the individual and take what they say seriously. Do not show disbelief. Reassure them that they are not to blame and were right to tell someone.
- Avoid asking any questions. If necessary, only ask enough questions to gain basic information to
- establish the possibility that abuse may have occurred. Only use open-ended, non-leading questions *e.g. Who? What? Where? When?*
- It is important to explain to the individual who you may need to share information with and why. Do not promise to keep information a secret.
- Do not introduce personal information from either your own experiences or those of others.
- Pass on the information to the Middlesex Cricket Safeguarding Officer /ECB safeguarding staff or social work services or the police without delay.

RECORD

Make a written record of the information as soon as possible using the Middlesex Cricket / ECB Safeguarding Incident Report Form, completing as much of the form as possible.

Sharing Concerns with Parents/Carers

Where there are concerns that the parents/carers may be responsible for, or have knowledge of, the abuse, sharing concerns with the parents/carers may place the individual at further risk. In such cases advice must always firstly be sought from the local Safeguarding and Welfare Officer, National Office, police, or social care services as to when and who should inform the parents/carers. through their work, Middlesex Cricket and ECB will seek advice from the (LADO) for the most appropriate course of action.

Suspension of a member of staff or volunteer is a neutral act and is not the default option; alternatives to suspension will always be considered.

Where relevant conditions are met a referral may also be made to the Disclosure and Barring Service (DBS). Relevant conduct towards adults is:

- endangers an adult at risk or is likely to endanger an adult
- involves sexual material relating to children (including possession of such material)
- involves sexually explicit images depicting violence against human beings (including possession of such images)
- is of a sexual nature involving an adult
- A person's conduct endangers an adult if they:
 - harm an adult
 - cause an adult to be harmed
 - put an adult at risk of harm
 - attempt to harm an adult
 - incite another to harm an adult
- A person satisfies the harm test if they may:
 - harm an adult

- cause an adult to be harmed
- put an adult at risk of harm
- attempt to harm an adult
- incite another to harm an adult

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