

### **Welfare and Safeguarding Policy Adoption**

As an operating brand of Middlesex Cricket, all Sunrisers programmes adhere to the Middlesex Cricket Safeguarding Policy Statement:

Middlesex Cricket acknowledges the duty of care to safeguard and promote the welfare of children and is committed to ensuring safeguarding practice reflects statutory responsibilities, government guidance and complies with best practice and England & Wales Cricket Board (ECB) requirements as documented in cricket's policy for safeguarding children - Safe Hands.

The policy recognises that the welfare and interests of children are paramount in all circumstances. It aims to ensure that regardless of age, culture, disability, gender, language, racial origin, religious belief, sexual orientation or socio-economic background all children have a positive and enjoyable experience of sport at Middlesex Cricket in a safe and child centred environment and are protected from abuse whilst participating in cricket or other activities delivered by Middlesex Cricket.

Middlesex Cricket acknowledges that some children, including disabled children and young people or those from ethnic minority communities, can be particularly vulnerable to abuse and we accept the responsibility to take reasonable and appropriate steps to ensure their welfare.

As part of our safeguarding policy Middlesex Cricket will:

- promote and prioritise the safety and wellbeing of children and young people
- appoint a Designated Safeguarding Lead (DSL) employee within the senior leadership team and a County Safeguarding Officer
- ensure everyone understands their roles and responsibilities in respect of safeguarding and is provided with appropriate learning opportunities to recognise, identify and respond to signs of abuse, neglect and other safeguarding concerns relating to children and young people
- ensure appropriate action is taken in the event of incidents/concerns of abuse and support provided to the individual/s who raise or disclose the concern
- ensure that confidential, detailed and accurate records of all safeguarding concerns are maintained and securely stored
- prevent the employment/deployment of unsuitable individuals
- ensure robust safeguarding arrangements and procedures are in operation.

The policy and procedures will be widely promoted and are mandatory for everyone involved in Middlesex Cricket. Failure to comply with the policy and procedures will be addressed without delay and may ultimately result in dismissal/exclusion from the organisation.

### **Monitoring**

The policy will be reviewed a year after development and then every three years, or in the following circumstances:

- changes in legislation and/or government guidance
- as required by the Local Safeguarding Children Board, UK Sport and/or Home Country Sports Councils and the ECB.
- as a result of any other significant change or event.

### **Sunrisers Welfare Chain of Command**

All participants are actively encouraged to raise concerns they may have, personally or as a result of an observation they have made. All concerns will be treated in strictest confidence and dealt with discreetly and professionally.

Individuals are to contact the Sunrisers Safeguarding lead, who will then report to the County Safeguarding Officer relating to the county / venue in which the programme is taking place, as directed in the player education training, and the Middlesex Designated Safeguarding Lead within 24 hours via an incident report for review and agreed responses.

If Sunrisers Safeguarding Lead is unavailable, individuals can report concerns directly to [safeguarding@middlesexccc.com](mailto:safeguarding@middlesexccc.com)

**A full list of London & East Region Contacts can be found below:**

#### **Sunrisers Safeguarding Lead**

Emma Whiteman

[Emma.whiteman@sunriserscricket.com](mailto:Emma.whiteman@sunriserscricket.com)

07739897914

#### **Middlesex County Safeguarding Officer**

Sharon Eysers

County Welfare Officer, Middlesex Cricket

[sharon.eyers@middlesexccc.com](mailto:sharon.eyers@middlesexccc.com)

07557 956354

### **Local County Safeguarding Officers**

#### **Cambridgeshire**

Jane Reeson

[welfare@cambscricket.org.uk](mailto:welfare@cambscricket.org.uk)

07537 830296

#### **Cricket East (Bedfordshire & Huntingdonshire)**

Damianne Redpath (Cricket East)

[damianne.redpath@cricketeast.co.uk](mailto:damianne.redpath@cricketeast.co.uk)

07392 085791

Max Hill (Bedfordshire)

[amaxhill@outlook.com](mailto:amaxhill@outlook.com)

01767 681469

Shahnaz Akhtar (Bedfordshire)

[sna576@hotmail.co.uk](mailto:sna576@hotmail.co.uk)

07949 906990

Mim Piper (Huntingdonshire)

[mimpiper@virginmedia.com](mailto:mimpiper@virginmedia.com)

01733 706915

#### **Essex**

Phil Knappett

[safeguarding@essexcricket.org.uk](mailto:safeguarding@essexcricket.org.uk)

07768558090

#### **Hertfordshire**

Richard Burling

[welfare@hertscricket.org](mailto:welfare@hertscricket.org)

07885 288296

Julie Page (deputy)

07741 272751

#### **Norfolk**

Liz Plater

[welfare.officer@norfolkcricket.co.uk](mailto:welfare.officer@norfolkcricket.co.uk)

01603 880556 or 07775088190

#### **Northamptonshire**

Patricia Hankins

[patricia.hankins@nccc.co.uk](mailto:patricia.hankins@nccc.co.uk)

07920 609258

#### **Suffolk**

Graham Moss

[gmoss@suffolkcricket.org](mailto:gmoss@suffolkcricket.org)

07752 415619

Andy Northcote

[anorthcote@suffolkcricket.org](mailto:anorthcote@suffolkcricket.org)