

# Club Safeguarding Statement

(Club name)

Child Safeguarding Statement – (Date)

(Club name) provides sporting activities and opportunities for children and young people and is committed to safeguarding children and young people. All our volunteers and staff working with children throughout the organisation seek to create a safe environment for children and young people to participate in cricket.

(Club name) Cricket Club's written Safeguarding Risk Assessment document indicates the areas of potential risk of harm, the likelihood of the risk occurring, and gives the required policy, guidance or process documents required to alleviate these risks. The list of risks identified are contained in the following categories: Club and Coaching Practices; Complaints & Discipline; Reporting Procedures; Use of Facilities; Recruitment; Communications; and General Risk of Harm.

This Clubs Child Safeguarding Statement has been developed in line with requirements under the Children First Act 2019, (The Children First: National Guidance, and Tusla's Child Safeguarding: A Guide for Policy, Procedure and Practice).

In addition to our Risk Assessment document described above, there are further procedures that support our intention to safeguard children while they are availing of our activities.

Cricket Ireland has the following procedures, adopted by our clubs, in place as part of our Safeguarding Policies:

- Procedures for the management of allegations of abuse or misconduct by staff or volunteers against a child and/or vulnerable people availing of our activities
- Procedures for the safe recruitment of staff and volunteers to work with children and/or vulnerable people in our activities
- Procedures for access to child safeguarding training and information, including the identification of the occurrence of harm
- Procedure for the reporting of child and/or vulnerable people protection or welfare concerns to Statutory Authorities.

<b>Cricket Ireland Mandated Person:</b>	Isreal Ibeanu - Safeguarding Diversity & Inclusion Officer
<b>Club Designated Liaison Person:</b>	
<b>Club Children's Officer:</b>	

We recognise that implementation is an ongoing process. We are committed to the implementation of this Child Safeguarding Statement and the procedures that support our intention to keep children safe from harm while availing of our services. This Child Safeguarding Statement will be reviewed annually.

<b>Club Name and Address:</b>		
<b>Club Chairperson Name:</b>	<b>Signed:</b>	<b>Date:</b>
<b>Club Children's Officer Name:</b>	<b>Signed:</b>	<b>Date:</b>

**For queries on this Child Safeguarding Statement, please contact the Club Children's Officer.**

## Anti-bullying Policy

Cricket Ireland is committed to providing a caring, friendly and safe environment for all our children, so they can train and play in a relaxed and secure atmosphere. Bullying of any kind is unacceptable in our sport. If bullying occurs, all children should be able to tell somebody, and know incidents will be dealt with promptly and effectively.

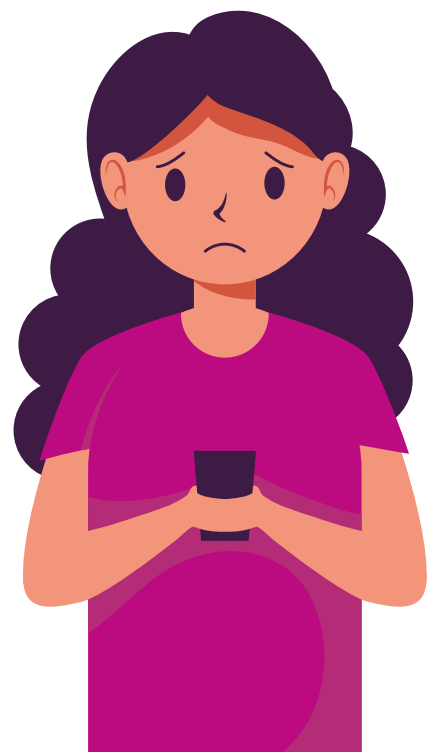
The Anti-Bullying Policy applies to all members –young people, parents/guardians, coaches, anyone watching or supporting the game and any others who help and assist with club activities. It is the responsibility of everyone in the club to put this Anti-Bullying Policy in place and to help the club to be a safe, enjoyable place for young people. The Children’s Officer should discuss the policy with the young people, parents/guardians and all those associated within the club and have it readily available.

### What is bullying?

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Bullying is an ongoing and deliberate misuse of power in relationships through repeated verbal, physical and/or social behaviour that intends to cause physical, social and/or psychological harm. It can involve an individual or a group misusing their power, or perceived power, over one or more persons who feel unable to stop it from happening. Bullying results in pain and distress to the victim. Bullying can take many forms, including:

- **Emotional:** using words to mock, shock, tease, or ostracize another person, being unfriendly, excluding, tormenting (for example: hiding kit/belongings, or making threatening gestures)
- **Physical:** pushing, kicking, hitting, punching or any use of violence
- **Racist:** a type of racism where someone’s bullying focuses on your race, ethnicity or culture, eg. racial taunts, graffiti and/or gestures
- **Sexual:** unwanted physical contact or sexually abusive comments or suggestion
- **Homophobic:** when people behave or speak in a way which makes someone feel bullied because of their actual or perceived sexuality
- **Verbal:** name-calling, sarcasm, spreading rumours and teasing
- **Cyber:** intimidating, threatening, or coercing people online through the use of social media, email, text messages, blog posts, or other digital or electronic methods. Additionally, the misuse of associated technology, such as camera and video facilities can be directed towards either a person or a group.



## How to Recognise Bullying Behaviour

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People who behave in a bullying manner can be recognised by:

- Being intentionally hostile, aggressive; this can be without reason
- An imbalance of power between groups and/or individuals; where the one person/group exerts their power over another individual or group
- Gaining satisfaction from their bullying behaviour
- Causing harm to the target of bullying behaviour

Why is it important to respond to bullying? Bullying hurts. No one should experience bullying behaviour. Everyone has the right to be treated with respect. Adults and children who are displaying bullying behaviour also need to learn different ways of behaving. Cricket clubs have a responsibility to respond promptly and effectively to issues of bullying. Note that harmful behaviour can be directed towards either a person or a group.

## Impact of bullying behaviour

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Bullying behaviour has an impact on everyone involved. For the person who is the target of bullying behaviour, the effects can be felt psychologically and physiologically. The person/s who is responsible for the bullying behaviour may also show signs of low self-esteem. If the person who is behaving in a bullying manner is an adult or peer in the club, other young people may be afraid to speak out because of the consequences, i.e. they may be afraid of not being picked for activities or left out of team selections.

## Dealing with bullying behaviour involving young people

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There are generally two ways to deal with bullying behaviour between young people:

**IMMEDIATELY AS AN ISSUE HAPPENS** – This involves the person in charge being aware or told something is happening and seeking to resolve the issue at the time.

**AFTER AN ISSUE HAPPENS** – This can be used if an immediate response does not resolve the issue straight away or the behaviour only becomes apparent later. If the bullying behaviour continues it may involve a disciplinary/complaints process.

## Procedures for dealing with bullying

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- Report bullying incidents to the Club Children's Officer. If the person the concern is about, go to another committee member
- If the individual is U18, the parent/guardian should be informed and invited to a meeting to discuss the problem
- In cases of serious bullying, or continuous bullying, the incidents will be dealt with by the disciplinary committee, and if unresolved, reported to the Provincial Union and then Cricket Ireland, at which point the Safeguarding panel, if appropriate, would advise on actions
- Please note the CCO or DLP can contact the NSO at any point throughout this process. If necessary, an appropriate agency such as the Gardai/PSNI will be consulted
- The bullying behaviour or threats of bullying must be investigated, and the bullying stopped quickly
- An attempt will be made to help the person/s displaying bullying behaviour change their behaviour
- In cases of adults reported to be bullying cricketers under 18, the club disciplinary committee will aim to resolve the issue and Cricket Ireland Safeguarding Officer will be notified immediately
- In extreme cases, persons could be suspended from their club

## Outcome of dealing with the issue

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The Children's Officer and the parent/guardian, should be informed as soon as possible and kept informed of the issue and how it was dealt with. This encourages parents/guardians to support the policy of dealing with issues immediately to the benefit of all involved. It is important to check the bullying behaviour does not continue by observing the group, checking in with those involved, and to encourage all club members to talk to a trusted person if they are worried about bullying behaviour. If the bullying continues, the issue will go to the disciplinary committee, and then to the National Safeguarding Panel.

## Changing Room Policy for Children

All Cricket Ireland-affiliated cricket clubs must adopt this Changing Room Policy or incorporate it into their existing policy according to their facilities.

The following provides a guidance for a Changing Room Policy to be developed within the club. These guidelines apply to adults and children sharing changing facilities. Clubs should identify and develop a framework that best suits their changing arrangements. For this they should take account of the facilities available, access to those facilities, and the number of children involved.

**Best practice principles to be adopted by clubs, wherever possible, are as follows:**

- Mobile phones must not be used in changing rooms at any time
- In so far as is possible, children should arrive to all their matches changed into their appropriate clothing
- If adults and children need to share a changing facility, the club must have consent from parents/guardians that their child(ren) can share a changing room with adults in the club
- Adults should allow children to use the changing room to get changed first. When they are finished the adults can then use it
- Adults must not change, or shower, at the same time as children when using the same facility as children
- Adults should try to change at separate times to children during matches, for example, when children are padding up
- Where children play for open-age teams, they and their parents/guardians need to be made aware of the changing room policy of the club
- Mixed gender teams must have access to separate changing rooms/facilities or create a policy on changing at different times
- If children are uncomfortable changing or showering at the club, no pressure should be placed on them to do so. Suggest, instead, that they may change and shower at home



# Social Media, Use of Video, Photography, and Mobile Phones Guide

Cricket Ireland recognises that social media aids the promotion of cricket in Ireland.

While there are many positives in using social media platforms, there is also the potential for a negative impact.

## Who the guide covers?

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This guide has been developed to advise our members, coaches, mentors, administrators, umpires, scorers, and all affiliated associations how to engage and participate in social media while being mindful of the Cricket Ireland values and beliefs.

The guide will also outline the regulations for safe use of photographs and videos at events/activities and how it should be managed.

This guide is applicable to Cricket Ireland, the Provincial Unions and any clubs affiliated with Cricket Ireland.

Social media includes but is not limited to Facebook, Messenger, Twitter, Instagram, WhatsApp, Snapchat, YouTube, TikTok etc. and forum/discussion (chat) boards such as Reddit and Quora etc.

This guide will be reviewed regularly giving the changing environment of the internet.

## Using Social Media

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Cricket Ireland uses online social media platforms to share information, gather feedback and create a dialogue of conversation and promote the activities of cricket across the island of Ireland.

Cricket Ireland, Provincial Unions and any clubs or associations affiliated with Cricket Ireland reserve the right to remove comments or content on their social media platforms that are:

- offensive or inappropriate
- obscene, or racist content
- personal attacks, insults, or threatening language
- comments that suggest or encourage illegal activity

At all times, the following regulations and relevant laws are complied with:

- General Data Protection Regulation (GDPR)
- Copyright and related acts
- Defamation Acts
- Children's First Act (ROI) and Safeguarding Vulnerable Groups (NI)
- Cricket Ireland Code of Conduct (Sports Leader, Parent/Guardian, and Young People)
- Cricket Ireland Anti-Bullying Policy



## **Guide for Coaches / Mentors / Administrators / Club Officials / Social media account moderators**

The internet and social media can be a great way to promote your club, Provincial Union or Cricket Ireland and the sport as well as being able to connect with many others in the wider global community. It is also important to recognise your responsibility on the internet and social media:

- Do not post content that is confidential or private information in relation to players, teams, or the association
- Do not engage in conversations that may bring Cricket Ireland, Provincial Unions, clubs or affiliated associations into disrepute
- Do not endorse or make public statements that have not been approved and may bring Cricket Ireland, Provincial Unions, clubs, or affiliated associations into disrepute
- Keep your personal and your club, Provincial Union, or Cricket Ireland page separate
- While some of the youths you work with might see you as a friend and request to be 'friends' on your personal social media account(s), it's strongly encouraged not to accept. While the youth may see this as only being friends, it may not be viewed in the same light by parents/guardians or other club members.
- Do not post, send, or forward messages that are inappropriate, offensive, nasty or derogatory

## **Guide for Young People**

The internet and social media can be a great way to stay in touch with friends, learn new things and have fun. When you use the internet or social media, here are a couple of things to remember:

- If you do not know someone, do not accept them as a 'friend' on social media
- It is best practice to keep social media accounts as private
- If you are receiving messages you are worried about, please tell your parents/guardians, your club Children's Officer, or an adult you trust.
- Do not post, send, or forward messages that are inappropriate, offensive, nasty or derogatory

## **Guide for Parent / Guardians**

Parents/guardians play a vital role in promoting internet and social media safety to young people. Parents/guardians should:

- Know who your child is in contact with online
- Talk openly to your child about internet safety and using social media
- Remind your child not to accept 'friends' or talk to people online they do not knowlevel, it should be reported to the Provincial Union Designated Liaison Person. If deemed necessary, it should be reported to the relevant statutory authorities.

## **Use of Photography/Video**

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Cricket Ireland has adopted this policy in relation to the use of images of youth cricketers on its website, social media and in other publications as there have been concerns about the risks posed directly and indirectly to children and young people through the use of photographs on sports websites, social media and other publications. Where possible we will try to use models or illustrations when promoting an activity and avoid the use of the first name and surname of individuals in a photograph. This reduces the risk of inappropriate, unsolicited attention from people within and outside the sport.

## Rules to guide the use of photography for a website, social media, or other publications

- Ask for parent/guardian written permission of youth (U18) players to take and use their image. This includes youth (U18) players on an adult's team at either Provincial Union or club level. It ensures that they are aware that photos/videos are being taken and the way the image is to be used to represent the sport. A parent/guardian consent form could be used, or this could be included as part of the initial membership registration.
- If a youth cricketer is named, avoid using their photograph
- If a photograph is used, avoid naming the youth cricketer
- If any image is used inappropriately, it should be reported to the appropriate person. For example, if an issue arises at club level, it should be reported to the club Designated Liaison Person. If it occurs at Provincial Union level, it should be reported to the Provincial Union Designated Liaison Person. If deemed necessary, it should be reported to the relevant statutory authorities.

*Amateur photographers/film/video operators* wishing to record an event or practice session should seek approval with the Children's Officer or leader of session.

When commissioning *professional photographers* or inviting the press to an activity or event, a Provincial Union or club should ensure all the necessary permissions are in place and that best practice is followed in relation to child protection. Professional photographers/film/video operators wishing to record an event or practice session should seek approval with the Children's Officer or event organiser by producing their professional identification for the details to be recorded.

The Provincial Union or Club will then:

- Provide a clear brief about what is considered appropriate in terms of content and behaviour
- Issue the photographer with identification which must be worn at all times
- Keep a record of accreditations
- Not allow unsupervised access to athletes or one to one photo sessions at events
- Not approve/allow photo sessions outside the events or at a player's home

## Videoing as a coaching aid

Video equipment can be used as a legitimate coaching aid. However, permission should first be obtained from the player and the player's parent/guardian. Anyone concerned about any photography taking place at events or training sessions can contact the Children's Officer or Designated Person and ask them to deal with the matter.

## Use of Mobile Phones

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Mobile phones are often given to young people for security, enabling parents/guardians to keep in touch and make sure they are safe. The use of mobile phones allows quick and easy contact, but it is important that mobile phones are not used to cross personal boundaries and cause harm for young people.

### Managers / Coaches / Selectors

- May use group texts for communication and to inform parents/guardians of this at the start of the season
- It is not appropriate to have constant communication with individual cricketers
- Do not use phone in locations such as changing rooms or in areas where a child's safety and security may be compromised

### Young people

- If you receive an offensive photo, email, or message, do not reply to it. Save it, make a note of time and date, and inform your parent/guardian/Club Children's Officer
- Be careful about the people to whom you give your number
- Do not respond to unfamiliar numbers
- Do not use your phone in locations such as changing rooms

## Notice and Take Down Procedure

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Cricket Ireland operates a notice and take down procedure for all its national operated social media platforms and website. This also applies to Provincial Unions, clubs and affiliated associations.

- If you have a complaint or objection to comments or content posted on the Cricket Ireland social media platforms or website or if you feel that the content contravenes any regulations or this policy, please submit a complaint to [info@cricketireland.ie](mailto:info@cricketireland.ie)
- If you have a complaint or objection to comments or content posted on the Provincial Union's social media platforms or website or if you feel that the content contravenes any regulations or this policy, please submit a complaint to:  
**Munster Cricket Union** – [admin@munstercricket.ie](mailto:admin@munstercricket.ie)  
**North West Cricket Union** – [info@northwestcricket.com](mailto:info@northwestcricket.com)  
**Northern Cricket Union** – [cricketoffice@ncucricket.org](mailto:cricketoffice@ncucricket.org)  
**Cricket Leinster** – [admin@cricketleinster.ie](mailto:admin@cricketleinster.ie)  
**Connacht Cricket Union** – [rohini@connachtcricket.ie](mailto:rohini@connachtcricket.ie)
- If you have a complaint or objection to comments or content posted on a club or affiliated association's social media platforms or website or if you feel that the content contravenes any regulations or this policy, please submit a complaint to the club secretary directly and Public Relations Officer.

Following the submission of a complaint, the below actions will be taken:

- Acknowledgement of the complaint will be given at the earliest opportunity.
- Where considered appropriate, the content may be edited or removed until the full enquiry is complete.
- Any editing or removal will be done without prejudice.
- Once the enquiry is complete Cricket Ireland or the relevant association may decide to:
  - Reinstate the content or not remove
  - Edit or amend the content at its discretion
  - Remove the content permanently



## Missing Child Policy

Cricket Ireland understands and accepts that at times children and young persons can wander off without advising the coach or a responsible adult.

This policy sets out our commitment to ensure that proper procedures are followed and the steps to take if a child/young person goes missing at an event or club night.

### What steps to take if a child goes missing:

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- Report the incident to the event manager or nominated person immediately.
- Ensure all other children/young people are adequately supervised while a search for the missing child is carried out.
- Gather all available responsible adults and divide up the area to be searched, allocating each adult to an area.
- Ensure a description of the child has been provided to the search team
- Give a specified time and location for all adults to report back to the event manager or a nominated person
- Ensure all those searching have a contact number for the event manager or nominated person

After the initial search of the immediate surroundings is carried out and the child has not been found, contact the child's parent/guardians to advise them of the concern. Reassure them that you are doing all you can to find the child.

The event manager or nominated person should record details on the circumstances in which the child has went missing and where they were last seen. A detailed physical description of the child should be recorded to include their:

- Eye and hair colour
- Approximate height and build
- Distinguishing features (skin tone, glasses, visible birthmarks, piercings etc.)
- Clothing they were last seen wearing as this will be required by the Garda Síochána/PSNI.

If a PA system is available, an announcement can be made asking the child to report to a specific area. It should be avoided announcing that a child is missing.

If the search is unsuccessful, the concern should be reported to the Gardaí/PSNI. The Gardaí/PSNI may provide further advice before they become involved. Please follow any guidance they provide and maintain close contact with them.

At any given point of the investigation, if the child is located ensure that all adults involved in the search, their parents/guardians and Gardaí/PSNI are informed.

## What steps to take if you find a lost child:

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- Report the incident to the event manager or nominated person.
- Any child/young people U16 must be brought to a 'Safe Area' until collected by a parent/guardian or a member of an Garda Síochana/PSNI. Any child/young person over the age of 16 will be free to leave once the necessary 'found child form' has been filled in.
- A responsible adult (Over 18) must collect the child/young person who has been found. The child/young person should seem comfortable around them and that they are showing responsibility for the child/young person. The responsible adult is considered not to pose an obvious threat to the child/young person.
- If the child/young person seems reluctant or hesitant to go with the adult or other group members, consider contacting an Garda Síochana/PSNI for further advice.
- The responsible adult may be asked for proof of ID by the event manager or nominated person.
- If a child/young person isn't collected by the end of the event/club night and if there has been no contact with their parent/guardian, an Garda Síochana/PSNI will take the child/young person into their care.

The health, wellbeing and comfort of the child/young person is always of utmost importance.