



### Detailing Our Commitment to Safer Recruitment

Cricket Wales is committed to creating a safe and inclusive environment for all, especially children, to enjoy the game. We follow Safer Recruitment practices to ensure all staff and our volunteers are suitable for their role, appropriately vetted, and supported by us. This approach and policy is endorsed by the Cricket Wales Board.

As part of Safer Recruitment practice, we will undertake the following minimal measures:

- Clearly identify the role (and need for the role) we are recruiting for
- Identify the skills and knowledge required for the role
- In addition to our commitment to Equal Opportunities, we will detail our commitment to safeguarding during the process
- Interview – explore why applicants are interested in the role and why they want to be involved in cricket
- Interview – ask specific questions to ascertain applicants’ understanding of and commitment to Safeguarding.
- Collect references from a suitable organisation such as previous employer, community organisation, or sports club
- Ask to see certificates, accreditations and evidence of qualifications
- Provide a full Safeguarding Induction to all paid staff
- Conduct supervised trial sessions as appropriate, especially for coaching positions.
- Record and discuss with staff members any gaps in their skills and knowledge and what training may be appropriate to address these
- Support our people on an ongoing basis, including 1:1 check-ins, observations, recognising achievements and training needs.
- Undertake DBS checks for those in regulated activity (see table below for list of such roles).

The roles in cricket that require an ECB Disclosure and Barring Service (DBS) check are:

All Stars / Dynamos Children’s Helper	All Stars / Dynamos Children’s Activator
Assistant Coach	Captain / Vice captain
Club Safeguarding Officer	Coach
Coach Support Worker	Strength/Conditioning Coach
County Safeguarding Officer	Juniors Manager
Junior Supervisor	Psychologist
League Safeguarding Officer	Physiotherapist
Safeguarding Recruiter	Scorer
Team Manager	Umpire
Volunteer Coordinator	Children Academy Director
Children’s Cricket Talent Scout	Personal Development Manager
Medical Staff	

Board approved: February 2023

Owner: Designated Safeguarding Lead

Review due: February 2024