



Cricket Wales
Speak Up Speak Out
 Policy and Procedures

Version	Author	Revision date	Summary of Changes	Endorsed by Cricket Wales Board date
0.2	Linda Medicott (DSL)	19/06/2023	Safeguarding role title changes Escalation process change Procedure detail added. Adult at Risk inclusive. Version control added. Policy title change	July 2023

“This policy replaces Whistle Blowing (Child Welfare) and, once approved, will be Cricket Wales’ official policy with regards to concerns regarding behaviours of adults towards children and adults at risk”

This policy will be reviewed annually or when there is a legislative change or review due to lessons learnt or best practice guidance.

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1. Introduction

Purpose of this Policy

Cricket Wales is committed to developing and maintaining a culture where it is safe and acceptable for everyone involved in our game to raise concerns about any unacceptable practice, behaviour, wrongdoing, or misconduct. This includes, but is not limited to, offences under the Sexual Offences Act 2003, Protection of Children Act 1978 s1, and the Equality Act 2010 s.26.

Cricket Wales recognises that, through loyalty or fear of repercussion, people may be reluctant to voice their concerns. This policy has been created to encourage participants of our game to speak up in the knowledge they will be supported, and their concerns handled sensitively.

Speaking up will enable safeguarding concerns to be investigated and dealt with promptly, for the benefit of all involved and that of the wider sporting community. Anyone making a disclosure can be confident that the matter will be handled appropriately and with an appropriate level of confidentiality.

Scope of this Policy

This is a sport-wide policy open to everyone associated with Cricket Wales. It enables anyone to raise concerns through channels that they are comfortable with and gives all parties the opportunity to resolve a concern and for any necessary action to be taken.

This policy does NOT apply if:

- There is an immediate risk to the safety of a child or a vulnerable adult any matters presenting an immediate threat to life or property.

You should instead call the emergency services for assistance on 999.

Once the immediate risk to life or property has been managed, please inform Cricket Wales Safeguarding Team details can be found via the Cricket Wales website.

Neither should it be used for:

- Grievances or whistleblowing relating to your employment ordinarily dealt with under your employer's grievance or whistleblowing policies
- Contractual or personal disputes, including contractual disputes with for example, managers / clubs / teams
- Issues relating to club memberships or other internal organisational disputes
- Breach of sporting regulations

2. How to Speak Up

Hopefully, you can raise concerns with your Club Safeguarding Officer or line manager. However, where a matter is more serious, or you feel that your concerns have not been addressed, or you prefer not to raise it with your Club Safeguarding Officer or line manager, please contact Cricket Wales Safeguarding Team.

- If your safeguarding concern relates to the behaviour of Cricket Wales Designated Safeguarding Lead this can be reported to Cricket Wales CEO or Chair of Board.
- If your safeguarding concern relates to eth CEO or Chair of Board this can be reported to the Board Senior Director or the NSPCC.

All relevant contact details can be found on the Cricket Wales website
<https://cricketwales.org.uk/>

More information on safeguarding can be found on the Cricket Wales website.

3. How your concern will be handled

This section of the policy sets out the key principles underpinning how the concern you have reported will be dealt with:

- All disclosures will be dealt with appropriately, fairly and proportionately
- All disclosures will be handled sensitively, securely and with an appropriate level of confidentiality. Information will be shared on a strictly need-to-know basis
- Referral to the England and Wales Cricket Board (ECB) and/or outside agencies may be necessary by law or where an important public interest is at stake, or for the purposes of a full investigation. We will aim to discuss this with you in advance whenever possible the steps that will be taken
- Concerns can be shared anonymously but you are encouraged to give your identity as it can be difficult, or even impossible, to fully investigate anonymous reports
- We will seek to keep you informed and updated on any investigation and outcome, including next steps and time frames where appropriate to do so and in line with data protection legislation
- Any instances of victimisation, discrimination or negative repercussions experienced as a result of your disclosure are wholly unacceptable. Cricket Wales encourages all people involved with the sport to feel comfortable reporting any concerns they may have and speak up
- Data provided to us will be processed and handled securely and fairly, in accordance with data protection legislation and in line with Cricket Wales Recording, Retention and Storage of Safeguarding Records Policy and Procedure

4. What we will do next

The process for dealing with a concern will vary depending on its nature, complexity and seriousness. It may not always be possible or appropriate to investigate. However, as far as practicably possible, we will seek to deal with your concern as below:

- We will acknowledge receipt of your disclosure as soon as possible
- The information received will be assessed by the Cricket Wales Designated Safeguarding Lead (DSL) and a point of contact provided

The DSL may then contact you to:

- Inform you they are now managing your concern
- Provide you with an estimate of how long it will take to handle and assess your concern
- Gather any further information you may be able to assist with
- Inform you of the process that will be taken in dealing with your concern

Your disclosure will undergo an initial review and will be investigated, this may include contacting the individuals relevant to the concern.

Possible outcomes of investigation:

- No evidence of any breaches or poor practice found, then no further action will be taken and the case will be closed

- Evidence of professional breach, then disciplinary action will be taken and when a child or adult at risk is involved, a referral to the Local Authority Designated Officer (LADO) will be made
- Evidence inappropriate behaviour towards a child or adult at risk, a referral will be made to statutory agencies such as the Police and Local Authority Designated Officer (LADO)
- In all instances, records will be maintained in line with Cricket Wales Safeguarding Recording Policy.

As far as practicable, we will keep you informed of developments and of the overall finding, although we may not be able to disclose full details of the outcome for reasons of confidentiality, privacy and the legal rights of others involved.

5. Further relevant Policies and Procedures

This policy should be read in conjunction with the following Cricket Wales policies:

- Recording and Retention policy
- Safeguarding Children policy
- Adults at Risk policy
- Equality and Diversity policy
- Complaints policy

6. Legislation

Disclosure Act 1998

Sexual Offences Act 2003

Children's Act 1989

Equality Act 2010 s.26

Data Protection Act 2019

7. Useful Contacts

Cricket Wales Safeguarding team:

Email: safeguarding@cricketwales.org.uk

Tel: 07546 695202

Cricket Wales contacts: <https://cricketwales.org.uk/>

ECB Safeguarding Team:

Email: safeguarding@ecb.co.uk

Tel: 020 7432 1200

Alternatively, concerns can be reported:

- Directly to the local Police or Children's Social Care services; or
- The **Child Protection in Sport Unit** at cpsu@nspcc.org.uk ; or
- The **NSPCC** Helpline on 0808 800 5000 or email: help@nspcc.org.uk