

LOW MOOR HOLY TRINITY CRICKET CLUB

MEMBERS OF THE SPENSER WILSON HALIFAX CRICKET LEAGUE

MEMBERS OF THE BRAMLEYS HALIFAX JUNIOR CRICKET LEAGUE

Registered Community Amateur Sports Club (CASC 00606)

Chairman: Mr A Hubbert



Secretary: Mr M Jenkins



Treasurer: Mr S Howard



President: Rev I Jennings



ADULTS 'AT RISK' POLICY STATEMENT

1) POLICY STATEMENT

Low Moor Holy Trinity Cricket Club is a Community Amateur Sports Club, operating local, amateur cricket for junior and senior players. In addition to our policies for safeguarding children, the Club upholds an 'Adults at Risk' Policy relating to all people operating under the auspices of the Club.

It is a fundamental human right to be safe from harm and abuse, and the Club believes it is important to raise awareness of individuals in cricket who may be at risk. The Club will not tolerate abuse and is committed to providing a welcoming environment to all members of the community who wish to take part in cricket or any other activity at the Club venue.

The Club has an Inclusion & Diversity Policy which highlights the commitment to inclusion and welcomes diversity. Cricket can play an important part in the lives of adults, including adults who are considered 'vulnerable' or 'at risk'. As well as welcoming different people into the game, the Club is committed to supporting people's involvement, making reasonable adjustments where necessary and working in a flexible manner. Individuals may also need to be protected at some times – this 'Adults at Risk' policy explores this area further.

The provision of a safe and welcoming environment for all, where people of all backgrounds, abilities and needs are welcomed, and reasonable adaptations are made to allow them to take part, will create a culture where poor practice will be apparent to all, and where abusive behaviours would be unacceptable. The Club will not tolerate the abuse of 'adults at risk' in any form. This policy provides the framework for taking action when abuse may be taking place, whether this is within cricket or outside of the game.

The Club is committed to:

- welcoming people into the sport and providing a positive experience that is genuinely inclusive
- making adaptations in a flexible manner to allow people of different ability, disability and/or impairment to have positive experiences of cricket
- taking action to protect adults involved in cricket that may be at risk
- seeking ways to improve the safety and well-being of all 'adults at risk' who take part in cricket emphasising that everyone in cricket has a responsibility to ensure the safety and well-being of all 'adults at risk' who take part
- recognising that ability and disability can change over time, such that some adults may be additionally vulnerable to abuse, for example those who have a dependency on others or have different communication needs;
- recognising that a disabled adult may or may not be identified as an 'adult at risk';
- improving outcomes for 'adults at risk' by adhering to current legislation that supports the safeguarding of adults and
- providing support and advice to everyone involved in cricket at all levels

The Club will:

- Manage its services in a way which minimises the risk of abuse occurring
- Support 'adults at risk' who are experiencing or have experienced abuse
- Work with 'adults at risk' and other agencies to tackle any abuse that may occur
- Continually seeks ways to improve the safety and well-being of all 'adults at risk' who take part in cricket.

In achieving these aims the organisation will:

- Ensure that relevant staff and volunteers have access to and are familiar with this Safeguarding Adult policy and procedure and their responsibilities within it
- Ensure concerns or allegations of abuse are always taken seriously
- Ensure that referrals are made to the appropriate authorities in a timely manner
- Ensure appropriate guidance and training in relation to safeguarding adults is made available to staff and volunteers.
- Ensure that participants in cricket, their relatives and/or informal carers have access to information about how to report concerns or allegations of abuse.
- Ensure that the Welfare Officer maintains appropriate, up to date information on safeguarding and 'at risk' guidance and disseminates to those in key positions.
- Ensure there is a named lead person to promote safeguarding awareness and practice within the organisation.

2) OVERVIEW

This section describes our approach to safeguarding adults in cricket, based on welcoming people into the game, supporting them to participate and taking action to protect particular individuals.

The Club aims to grow and sustain the sport and is committed to providing opportunities for people to take part in cricket, and helping them to achieve their potential. The Club does this by encouraging all who may be interested to take part in cricket, in whatever way may interest them – as player, coach, umpire, scorer, volunteer, or simply as a club member.

As well as increasing the total number of people playing, the Club will encourage broader participation in the game, including adults who may have additional vulnerabilities, including physical and learning disabilities. We have made great developments in the fields of Visually Impaired Cricket and Deaf Cricket.

This Policy ensures that procedures are in place to protect adults, including those at risk, so that they are safe from harm and have an enjoyable cricket experience. It provides information about ways to successfully engage adults in cricket. It confirms that the abuse of anyone will not be tolerated in cricket, and where possible abuse involves an 'adult at risk', this policy and procedure provides the framework for action. This policy states that it is everyone's responsibility to ensure the safety and well-being of all participants.

Definition of 'Adults at Risk'

By 'adults at risk' the Club is referring to:

- people aged 18 or over who have health or social care needs* (irrespective of whether or not these needs are being met by health or social care services) and are unable to safeguard themselves as a result
- who may be at risk of harm. *'social care needs' may relate to the specific circumstances the person is in – for example, someone living with domestic violence or abuse, someone experiencing or at risk of sexual or commercial exploitation, someone at risk of or in a forced marriage. (This is not an exhaustive list)

This definition is taken from the 2011 Law Commission review and has been adopted by the Sport's National Governing Body (the ECB) in association with a number of Sport Governing Bodies and the Sport and Recreation Alliance.

In cricket, the following examples may cause concern that an adult may be 'at risk':

- A member of a learning disability squad being financially exploited by another member of the squad
- A woman confiding in her coach about a forthcoming holiday where she fears she will be married against her will
- A coach who regularly neglects the individual needs of disabled participants when training
- A player being 'groomed' for sexual abuse by his or her coach
- A player who frequently has unexplained bruises and injuries, and who will not change with their team-mates.

Are people with disabilities 'at risk'?

Not all disabled adults are considered at risk. However, some disabled adults will have additional vulnerabilities and some adults who are not considered an 'adult at risk' at one particular time, may be so at another point.

Everyone involved in cricket at the Club has the responsibility to be open and welcoming, and to reach out to the communities around Low Moor.

Good practice in welcoming people includes making sure the club, team or squad explicitly states that new people are welcome, and that everyone is welcome. All Club members will endorse this vision.

There are already some examples of great practice where cricket has welcomed and embraced different communities – the rise in women, girls and disability cricket is testimony to this. In addition, specific cricket programmes for people with mental health issues are beginning to emerge showing that the reach of cricket is now far and wide. We want to ensure that this welcome is extended to all communities, whatever their background.

Some individuals will be able to participate in cricket, in the way that they wish, with the minimum of support and adaptations required. Others will require a different approach that takes particular account of their needs and makes specific provision for these. A simple example of good practice is where a player with a learning disability has a playing 'buddy', a person who they can turn to for support, or if they have any questions about the session or game. ECB guidance and resources have been used to help people in cricket to support people with particular needs.

Occasionally an individual may need protecting. If an 'adult at risk' may require the protection of either the Police or Social Care Safeguarding Services, the Club must provide appropriate support. Where a potential offence has been committed, the complainant should always be advised of their right to contact the police in the first instance, and advice sought from the Club's Welfare Officer or the ECB Safeguarding Team.

In any case and in all situations, if it is thought that a crime may be currently being committed, or in an Emergency situation, dial 999 and inform the police. Any individual becoming aware that an adult may be suffering abuse, whether or not they meet the definition of 'adult at risk' has a responsibility to raise their concern with somebody: a relevant officer at the club / team / squad, with the Club's Welfare Officer, the ECB Safeguarding Team, with the Police or with local Social Services.

Types of Abuse

This section provides information about different types of abuse and gives examples of how they may occur in cricket. The majority of adults, including 'adults at risk' live a life free from harm and abuse; however, some do suffer abuse. This is usually carried out by a family member, close family friend or person in a position of trust. Everyone involved in cricket is encouraged to be vigilant to such abuse. Any or all of the different types of abuse may be perpetrated as the result of deliberate intent, negligence or ignorance.

Physical abuse

This may include hitting, slapping, shaking, throwing, pushing, kicking, biting, or otherwise causing physical harm to an individual. Physical harm may also be caused by the misuse of medication, inappropriate restraint, or inappropriate sanctions;

Emotional abuse

This may include bullying, threats of harm or abandonment, deprivation of contact, humiliation, blaming, controlling, intimidation, coercion, harassment, verbal abuse, isolation or withdrawal from services or supportive networks;

Sexual abuse

This may involve forcing or enticing an individual to take part in sexual activities (directly or indirectly) to which the individual has not consented, or could not consent or was pressured into consenting. This can include compelling 'adults at risk' to listen to or take part in talk of a sexual nature. Sexual abuse can occur through social media activity

Financial abuse:

This includes theft, fraud, exploitation, pressure in connection with wills, property or inheritance or financial transactions, or the misuse or misappropriation of property, possessions or benefits;

'Mate Crime' abuse:

'Mate Crime' is the phenomenon of people with disabilities being groomed by those who pretend to be their friends before being exploited by them financially, physically or sexually.

Online abuse

This includes social media, electronic communication and online abuse and can be difficult to detect. It is important to remember that the type of abuse that can occur through social media always includes emotional and psychological abuse and can include sexual and financial abuse.

Some examples of abuse that can occur through social media include:

Unwanted sexual text messages (sexual abuse)
Unwanted communication (emotional abuse)
Inappropriate messaging (emotional and sexual abuse)
Requests for money (financial abuse)
Harassment (emotional abuse)
Intimidation (emotional abuse)
Sexual coercion (sexual abuse)
Stalking (emotional abuse)
Cyber-bullying (emotional abuse)

Neglect and acts of omission

This includes ignoring medical or physical care needs, failure to provide access to appropriate health, social care or educational services, the withholding of necessities such as medication, adequate nutrition and heating. Neglect may be either intentional or unintentional. It could include situations such as officials not giving players appropriate breaks on hot days or coaches not taking a player's injury seriously and asking them to continue playing.

Discriminatory abuse:

This includes abuse or ill-treatment based on a person's 'protected characteristics' under the Equality Act 2010. In cricket this type of abuse is often difficult to detect and it may not always be clear as to who is the perpetrator. Discrimination can be based on age, disability, ethnicity, gender, gender reassignment, HIV status, marital or civil partnership status, pregnancy or maternity, religion or sexual orientation, all of which are 'protected characteristics' under the Equality Act 2010

Examples of discrimination in cricket can include:

- Officials refusing to officiate in female matches;
- Female players not being given fair access to training and playing facilities;
- Male players using language such as 'you hit like a girl';
- Language such as 'that was gay'.
- The use of racist language or behaviour

Discrimination that takes the form of harassment is a criminal offence and needs to be reported to the police. 'Adults at risk' may also be seen to discriminate against each other, for example, using their disability as a joke with other disabled players. It is important to remember that the emotional impact of this type of joking or 'banter' on the other player is not always evident and may constitute emotional abuse. It also sets a level of expectation amongst others who may hear or see this behaviour, as being an acceptable way to address someone with a disability. This is not acceptable in cricket and needs to be addressed straight away.

Institutional abuse:

This mainly refers to neglect and poor professional practice. This may take the form of isolated incidents of poor or unsatisfactory professional practice, through to pervasive ill treatment or gross misconduct. Repeated instances of poor care may be an indication of more serious problems.

Recognising Signs of Abuse:

This section provides information about some signs of abuse, when to report concerns, and what to do when someone doesn't want you to tell anyone else. Often adults feel disempowered and unable to speak about abuse that may be occurring to them. This is often due to fear about what people will say, or upset at not being able to resolve the situation for themselves. Signs of abuse may include, but is not limited to:

Unexplained or concerning injuries (cuts / bruises / stomach upsets);
Inconsistent explanation for injury;
Unexplained change in behaviour;
Change in physical appearance (weight loss / weight gain / untidy);
Change in behaviour (withdrawn / extroverted / tearful);
Sudden financial difficulties;
Change in performance.

You are not required to make assessments of whether someone is at immediate risk of harm or is likely to suffer harm. This is something for statutory agencies such as Police and Social Care to assess. Your responsibility is to report any concerns you may have and to report anything you may have witnessed.

If you fail to respond and report a concern, an 'adult at risk' may continue to suffer harm. We all have a duty of care when it comes to reporting concerns.

If you think anyone may be in danger, or that a crime may have been committed, do not hesitate to tell the police. When reporting any information, it is important to do so with sensitivity for the people involved and the person who may have raised the concern.

Make a written record of relevant information as it happens. This should include the date, venue, your concerns, the date and times of any conversations, who was involved, and what was said. Record actions taken.

The below information is taken from the ECB guidance on at risk provision

Questions that individuals may ask with regards to safeguarding of 'at risk' adults:

What should I do if they don't want me to tell anyone else or I don't have consent to report a problem?

Please consider the following:

1. Is the adult placing themselves at further risk of harm?
2. Is someone else likely to get hurt?
3. Has a criminal offence occurred (theft, burglary, type of abuse listed above) or harassment.
4. Is there suspicion that a crime has occurred?

If the answer to any of the questions above is 'yes' - then you can share without consent and need to share the information with the Club Welfare Officer or the ECB Safeguarding Team, the Police or Social Care Services. If in doubt you should always share the information with the ECB Safeguarding Team who will make the decision about whether it is appropriate to share the information with statutory services.

What if they don't want help?

If they are at immediate risk of harm then tell them that you will be contacting Social Care and/or the Police anyway and then inform the ECB Safeguarding Team of your actions. In an emergency, do not hesitate to dial 999. If you do not think they are at immediate risk of harm, you need to respect their right, as an adult, not to seek or accept help, unless you think they may not have the mental capacity to make this decision (see below).

What should I do if I have a concern about the well-being of an adult who may be an 'adult at risk'?

Somebody needs to talk to them. Difficulties can often be easily resolved at this level. If you do not feel confident to do this, please contact the Adult Welfare Officer, if one is appointed, or the ECB Safeguarding Team who will be able to offer advice.

What if I do not think they are able to make sensible decisions about receiving help?

If you think the adult may not have the mental capacity to make appropriate decisions about their situation you should seek the advice of local Social Care services or discuss the matter with the ECB Safeguarding Team, or where appointed, the Adult Welfare Officer.

What about adults who are not deemed 'at risk'?

Where an adult does not meet the definition of 'at risk', either because they do not have a health or social care need, or it does not prevent them protecting themselves, then the matter should be dealt with as a complaint, but with appropriate levels of support provided depending on the adult's particular needs. The ECB Safeguarding Team, in liaison with the Inclusion and Diversity team, can advise on what sort of support may be appropriate.

If you are unclear as to your role with regards to identifying and dealing with an 'at risk' situation, please contact the Club Welfare Officer.