



Section 2: Management of Club Policy

2/1. Someone to Talk To

To enhance a climate of 'someone to listen, everyone to be heard', the selection of volunteers, particularly the Safeguarding Team (referred to in paragraph 2/2 below), should where possible be from a representative range of members including the parents of juniors.

A requirement for most Safeguarding Team members is that they must be both visible and approachable. The Club is not qualified to provide professional health or emotional support, but the Club Policy is designed to encourage good lifestyles and to signpost where help may be available, for example 'Childline', and other community charities the Club supports.

All juniors and the Junior Volunteers (hereinafter referred to as "Junior Volunteers") who can obtain club recognition as a volunteer from the age of 13 years (school year 8), are encouraged to participate in decisions that affect their club membership and any other matters of concern. They may do this either directly or through their parents to an appointed Junior Volunteer representative or direct with their club manager /coach or by contacting a Panel Member.

The Panel will consider the practicalities of implementing a Junior Volunteer Charter

Welcome letters to members indicating what they can expect from their new or renewed membership and other community events the Club supports, are to be standard practice as the Club seeks to emphasise its inclusive and caring approach to member safeguarding.

2/2. Club Safeguarding Officer and Safeguarding Team

The Management Committee will appoint the Club Safeguarding Officer who will lead a Safeguarding Team (hereinafter referred to as the "Safeguarding Team") to comprise any members of a Panel (hereinafter referred to as "Panel Members", "The Panel") and Safeguarding Support Members (hereinafter referred to as "Safeguarding Support Members"), in the numbers which the VSG deem appropriate in all the circumstances to manage, consider, investigate and/or take any appropriate action on all matters affecting Club Safeguarding and in accordance with complaints procedures that are described below (2/3). Safeguarding Team members may have or require specific training of a nature and/or serve for a defined event, for example as a member of a tour party. The Club Safeguarding Officer (whose duties are contained in Appendix C below) will be a member of The Panel, with responsibility for ensuring that all volunteers are aware of the Club's best practise.

The Club's Cricket and Football Secretaries and/or The Head of Women's and Girls Cricket will be Panel Members.

The names of the Club Safeguarding Officer and other Safeguarding Team members will be prominently displayed in the clubhouses at Overton Drive and Nutter Lane and on the Club website at all material times. High level of awareness of the membership and role of the Safeguarding Team is required.

2/3. The Complaints Procedure

The Club and its officers are not responsible for determining whether abuse has taken place but to report concerns to the Safeguarding Officer.

- **Safeguarding enquiries – contact Niru Williams, Club Safeguarding Officer (07566 231675) or other members of the Safeguarding Team (contacts on notice boards)**
- **Emergency (immediate risk) – contact Niru Williams (07566 231675) or the Police (dial 999)**
- **In the event of a complaint being made about the conduct of the Club Safeguarding Officer, the Club Chairman will assume the role of Club Safeguarding Officer.**

Any adult or junior member and/or volunteer may be subject to disciplinary action.

There will be a minimum of any two Panel Members who will determine the appropriate action to be taken on conduct issues. However, The Panel inquiring into any complaint involving child protection must include the Club Safeguarding Officer and one or more other Panel Members.

All complaints on safeguarding shall be reported to the Club Safeguarding Officer who shall also be kept informed of any concerns by any Panel Members of any misconduct of any member.

The Club Safeguarding Officer and a minimum of one other member of The Panel may undertake a preliminary inquiry of any complaint of misconduct prior to the conclusion of their investigation and take any appropriate early action which is necessary in all the circumstances as known to The Panel at the time. This action may result in the suspension of that member/volunteer's attendance at the Club, pending the full inquiry.

If the complaint is referring to the protection of a child or vulnerable adult from abuse the accusation should be immediately referred to the Club Safeguarding Officer or, alternatively, if a member of the Club suspects that children or vulnerable adults are being put at risk by the Club it may be referred to the local authority designated officer.

2/4. Suspension and the Right of Appeal

In the event of a complaint being received about unacceptable conduct of a member (including any parent) and/or any volunteer, the Panel Members adjudicating the

complained behaviour have the right to recommend the suspension or termination of any volunteer or family membership, and/or, take whatever action that is appropriate having considered all the circumstances.

In the event of any misconduct involving any adult member or any junior involved in any adult matches the Cricket Secretary and/or The Head of Women's and Girls Cricket or Football Secretary will adjudicate and have the same powers as The Panel.

Where The Panel or The Cricket Secretary or the Head of Women's and Girls Cricket decide on any disciplinary action/s involving a junior member, the Head of Junior Cricket and the equivalent position for football should first be consulted.

Any appeal of the decision of The Panel or the Cricket Secretary or the Football Secretary must be made in writing to The Management Committee who may revoke, substitute or vary any penalty. Unless and until there are reasonable grounds to believe that a criminal offence may have been committed, the decision of The Management Committee will be regarded as final.

The provisions of this clause 2/4 are intended to complement the specific procedures for the refusal of membership or removal of membership and appeals which may be elevated to and are covered by the Club's Constitution

(https://www.wansteadcricketclub.co.uk/pages/page_6109/ClubConstitution.aspx)