



# Hertfordshire Cricket Limited

## Safeguarding Adults at Risk Policy

Updated: November 2022

**Hertfordshire Cricket Limited** is committed to ensuring all adults at risk participating in cricket have a safe and positive experience.

We all have a responsibility to safeguard adults who are experiencing, or are at risk of, abuse and neglect.

This policy outlines what adult safeguarding is and what to do if you have a concern. The Hertfordshire Cricket safeguarding children and young people policy, for those under the age of 18, is covered in a separate document which you can download [HERE](#)

## Policy statement

Hertfordshire Cricket Limited is committed to creating and maintaining a safe and positive environment for all people involved in the sport/activity. It accepts its responsibility to assist in the welfare of all people and to safeguard them from poor practice, abuse and bullying.

All individuals within the organisation - players/members/volunteers/coaches/support staff - have a role and responsibility to help ensure the safety and welfare of adults at risk.

Hertfordshire Cricket Limited accepts that we are required to fulfil our duty of care, which means that we must do everything that can be reasonably expected of us to help safeguard and protect people from harm, and to act when we suspect that someone is being harmed or is at risk of harm.

## What is adult safeguarding?

The official definition of “adult safeguarding” is working with adults with care and support needs to keep them safe from abuse or neglect. It is an important part of what many public services do, and a key responsibility of local authorities (Care Act 2014).

The safeguarding duties apply to an adult who:

- has needs for care and support (whether or not the local authority is meeting any of those needs).
- is experiencing, or is at risk of, abuse or neglect.
- is unable to protect themselves from either the risk of, or the experience of, abuse or neglect, as a result of those care and support needs.

Adults who fulfil these criteria are ‘adults at risk’.

People can have a need for care and support for a variety of reasons – for example they may have a learning disability, a physical disability, a chronic health condition or have a mental health issue. Such conditions may bring with them additional vulnerabilities, however having care and support needs does not mean that people are automatically adults at risk and need safeguarding.

Safeguarding adults is underpinned by:

- The Care Act 2014
- Mental Capacity Act (MCA) 2005

Types of abuse suffered by adults identified in the Care Act 2014 are:

- Discriminatory
- Domestic Violence
- Financial and material

- Modern Day Slavery
- Neglect and act of omission
- Organisational
- Physical
- Psychological/Emotional/Mental
- Self-Neglect – including hoarding.
- Sexual

Other types of harm that adults may experience include:

- Cyber Bullying
- Female Genital Mutilation
- Forced Marriage
- Mate Crime
- Radicalisation

## Definition of an Adult at Risk (Care Act 2014)

An adult aged 18 or over who has needs for care and support\* (whether or not the local authority is meeting any of those needs) and is experiencing, or at risk of, abuse or neglect, and as a result of those care and support needs is unable to protect themselves from either the risk of, or the experience of abuse or neglect.

*\*These needs may relate to a physical condition, a disability, a mental health issue, or may relate to the specific circumstances the person is in. e.g. 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.*

## Types of Abuse (including examples)

Discriminatory abuse – includes all forms of harassment, slurs, or similar treatment; due to race, gender or disability or any of the protected characteristics of the Equality Act 2010.

- Domestic Violence and coercive control – including all forms of abuse in the domestic setting and 'honour based' violence.
- Emotional or Psychological Abuse – includes threats of harm or abandonment, deprivation of contact, humiliation, blaming, controlling, intimidation, coercion, harassment, verbal abuse, isolation or unreasonable and unjustified withdrawal of services or support networks.
- Financial or material abuse – includes theft, fraud, coercion in relation to an adult's financial affairs or arrangements, misuse or misappropriation of property, possessions, or benefits.
- Modern slavery - encompasses slavery, human trafficking, forced labour and domestic servitude.
- Neglect and acts of omission – including ignoring medical, emotional, or physical care needs, failure to provide access to appropriate health, care and support, or adequate nutrition or heating.
- Organisational abuse – including neglect and poor care practice within a hospital or care home.
- Physical Abuse - includes hitting, slapping, pushing, misuse of medication, restraint, or inappropriate physical sanctions.
- Self-neglect – covers a wide range of behaviour neglecting to care for one's personal hygiene, health, or surroundings.
- Sexual Abuse – includes rape, indecent exposure, sexual harassment, inappropriate looking or touching, sexual teasing or innuendo, sexual photography, subjection to pornography or witnessing sexual acts, indecent exposure and sexual assault or sexual acts to which the adult has not consented or was pressured into consenting.

### **Not included in the Care Act 2014 but also relevant:**

- Cyber bullying – when someone repeatedly makes fun of another person online, or repeatedly picks on another person through e mails, text messages etc, or uses online forums with the intention of harming, damaging, humiliating, or isolating another person. It can be used to carry out many different types of bullying (such as racist, homophobic, or bullying related to special educational needs and disabilities) but instead of the perpetrator carrying out the bullying face-to-face, they use technology as a means to do it.
- Forced Marriage – a term used to describe a marriage in which one or both of the parties are married without their consent or against their will. This differs from an Arranged marriage, in which both parties' consent to the assistance of a 3rd party in identifying a spouse.
- Mate Crime – when vulnerable people are befriended by members of the community who go on to exploit and take advantage of them. It may not be illegal, but it has a negative impact on the individual.
- Radicalisation – the aim of radicalisation is to attract people to their reasoning, inspire new recruits and embed their extreme views and persuade vulnerable individuals of the legitimacy of their cause. This may be direct through a relationship or through social media.

### **Signs and indicators of abuse and neglect**

Abuse can take place in any context and by all manner of perpetrator. Abuse may be inflicted by anyone within cricket that the person comes into contact with.

County or club members, workers, volunteers, or coaches may suspect that a player is being abused or neglected outside of the cricket setting. There are many signs and indicators that may suggest someone is being abused or neglected, these include but are not limited to:

- Unexplained bruises or injuries – or lack of medical attention when an injury is present.
- Person has belongings or money going missing.
- Person is not attending / no longer enjoying their sessions. You may notice that a participant in a team has been missing from practice sessions and is not responding to reminders from team members or coaches.
- Someone losing or gaining weight / an unkempt appearance. This could be a player whose appearance becomes unkempt, does not wear suitable sports kit and deterioration in hygiene.
- A change in the behaviour or confidence of a person. For example, a participant may be looking quiet and withdrawn when their brother comes to collect them from sessions, in contrast to their personal assistant whom they greet with a smile.
- They may self-harm.
- They may have a fear of a particular group or individual. They may tell you / another person they are being abused – i.e., a disclosure.
- Harassing of a club member because they are or are perceived to have protected characteristics.
- Not meeting the needs of the participant. E.g., this could be training without a necessary break.
- A coach intentionally striking a player.
- A fellow athlete who sends unwanted sexually explicit text messages to a learning-disabled adult they are training alongside.
- A player threatening another player with physical harm and persistently blaming them for poor performance.

## **Guidelines for appropriate interaction with Adults at Risk**

Examples of best practice guidelines to follow include:

- a. Always working in an open environment (e.g., avoid private or unobserved situations and encouraging open communication with no secrets).
- b. Treating adults at risk equally with respect and dignity.
- c. Always putting the welfare of adults at risk first, before winning or achieving goals.
- d. Maintaining a safe and appropriate distance with adults at risk.
- e. Making cricket fun, enjoyable and promote fair play.
- f. Ensuring that messages relating to adults at risk are sent via telephone, emails and texts through their parents/guardians/carers.
- g. Giving enthusiastic and constructive feedback rather than negative criticism.
- h. Ensuring that relevant consent is given, and permission forms are completed before any digital images, photographs or footage of a child or adults at risk are taken and/or used as part of any future marketing and/or other promotional material; this includes live online broadcast through social media platforms.
- i. Keeping a written record of any injury that occurs, along with the details of any first aid treatment given.
- j. Completing any training considered appropriate for their role.

### **Examples of Behaviour that should never occur:**

- a. When interacting with adults at risk, employees, casual workers and volunteers must not engage in any of the following (this is not an exhaustive list):
- b. engaging in rough, physical or sexually provocative games, including horseplay.
- c. sharing a room, changing room or shower with a child or a vulnerable adult at risk.
- d. allowing or engaging in any form of inappropriate touching.
- e. allowing adults at risk to use inappropriate language unchallenged.
- f. reducing a vulnerable adult at risk to tears as a form of control.
- g. failing to act upon and record any allegations made by a vulnerable adult at risk.
- h. arranging to meet a vulnerable adult at risk outside of an event for a social meeting, or contacting them on social media, or texting on a mobile phone that is not supervised and without express consent.

## **Safe recruitment and safeguarding training**

We want to make sure that all of our volunteers and staff have the right skills and qualities to create a safe environment. All staff and volunteers will be subject to safe recruitment procedures and will also be updated with any relevant legislation, policies, and procedural changes. Appropriate training will also be identified and offered, including safeguarding adults training.

### **Communication**

The organisation will make available its Safeguarding Adults Policy available to all staff, volunteers, members, and partner organisations.

### **What to do if you have concerns about an Adult at Risk**

Organisation members, staff and volunteers are not expected to be an expert in recognition of a safeguarding concern; however, all adults working, volunteering and participating have a duty of care to be vigilant and respond appropriately to suspicions of poor practice, abuse or bullying. They should also respond to any indication of abuse that may be occurring outside of the cricket setting.

This does not mean that it is your responsibility to decide if a situation is poor practice, abuse or bullying, but it is your responsibility to report your concerns to the County Safeguarding Officer.

**Julie Page**  
**Hertfordshire County Safeguarding Officer**

Email: [safeguarding@hertscricket.org](mailto:safeguarding@hertscricket.org)

Mobile: 077410 272751

If you cannot contact someone within the organisation or feel that your concerns are not being dealt with properly you can contact [safeguarding@ecb.co.uk](mailto:safeguarding@ecb.co.uk).

**Hertfordshire County Council – Adult Social Services - 0300 123 4042**

<https://www.hertfordshire.gov.uk/services/adult-social-services/report-a-concern-about-an-adult/report-a-concern-about-an-adult.aspx>

If you are concerned someone is in immediate danger, **contact the police on 999 straight away**. Where you suspect that a crime is being committed, you must involve the police.