



SAFEGUARDING REPORT MANAGEMENT PROCEDURE

YORKSHIRE CRICKET

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PRELIMINARY

1.1 Purpose

The purpose of the Safeguarding Report Management Procedure (the **Procedure**) is to outline how concerns relating to the safeguarding or welfare of a child or adult should be managed by Yorkshire Cricket.

1.2 Objectives

The objectives of this Procedure are to:

- ensure the reporting process for safeguarding concerns clear and accessible;
- ensure consistency in how safeguarding concerns are reported;
- ensure considerations are made with regards to contacting the emergency services, statutory services, partner organisations, ECB and/or the Cricket Regulator; and
- ensure accurate records are made when dealing with a safeguarding concern, allegation or disclosure.

1.3 Scope

This Procedure applies to all Yorkshire Cricket employees, players, contractors, volunteers and all persons engaged to undertake work, represent or provide services for or on behalf of Yorkshire Cricket. This Procedure is not limited to the workplace, match days or working hours, and will include all work-related events and activities that would not occur but for work including online activities.

This Procedure covers the management of concerns raised regarding the safeguarding and welfare of children and adults. General complaints and concerns will be handled in accordance with the relevant procedures including, but not limited to, Customer Voice Procedure, Employee Grievance Review Guidelines and the ECB Regulations.

2. DEFINITIONS

Adult	<p>for the purposes of this Policy, the term adult encompasses <i>adults at risk</i> and adults more generally. It is important to note that any adult can become vulnerable at any time and for any reason, including our professional cricketers:</p> <p>1. Adult at Risk, an individual who: (a) has needs for care and support (whether or not the local authority is meeting any of those needs) and; (b) is experiencing, or at risk of, abuse or neglect, and; (c) 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. <i>(Care Act 2014)</i></p>
Child/Children	<p>refers to persons under the age of 18; also referred to as Young People. <i>(The Children's Act 1989 & 2004)</i></p>
Cricket Regulator	<p>refers to the body responsible for monitoring compliance with cricket's regulations, enforcement of adherence to those regulations and providing relevant information and education.</p>

ECB	refers to the England and Wales Cricket Board.
Safeguarding	<p>is defined as:</p> <ul style="list-style-type: none"> - providing help and support to meet the needs of children as soon as problems emerge; - protecting children from maltreatment, whether that is within or outside the home, including online; - preventing impairment of children’s mental and physical health or development; - ensuring that children grow up in circumstances consistent with the provision of safe and effective care; - promoting the upbringing of children with their birth parents, or otherwise their family network through a kinship care arrangement, whenever possible and where this is in the best interests of the children; and - taking action to enable all children to have the best outcomes in line with the outcomes set out in the Children’s Social Care National Framework <i>(Working Together to Safeguard Children, 2023)</i>
Yorkshire Cricket	for the purposes of this Code, Yorkshire Cricket refers to Yorkshire County Cricket Club and its subsidiaries, and Yorkshire Cricket Foundation.

3. REPORTING SAFEGUARDING CONCERNS

3.1 Safeguarding Concerns

A safeguarding concern could be anything related to the safety or wellbeing of a child or adult, and includes disclosures and allegations of abuse, neglect or harm, as well as low-level concerns.

A **disclosure** can take different forms:

- *Direct disclosure*: a specific statement made by a child or adult about the abuse happening to them;
- *Indirect disclosure*: ambiguous statements implying that something is wrong; and/or
- *Behavioural disclosure*: deliberate or inadvertent behaviour indicating that something is wrong.

An **allegation** may relate to a current or non-recent incident and is defined as any person working or volunteering on behalf of Yorkshire Cricket that has:

- Behaved in a way that has harmed a child, may have harmed a child or might lead to a child being harmed;
- Possibly committed or is planning to commit a criminal offence against a child or related to, a child;
- Behaved in a way that has harmed, or may have harmed, an adult at risk; and/or
- Behaved in a way towards a child, children or adult at risk that indicates they are or would be unsuitable to work with these groups.

A **low-level concern** is any concern regarding an adult acting in a way that i) is inconsistent with the Code of Conduct, including inappropriate conduct outside of work, and ii) does not meet the threshold of harm or is not considered serious enough for a referral to the local authority.

A low-level concern is often referred to as poor practice; poor practice can become abusive practice if it goes unchallenged. They are part of a spectrum of behaviour which includes:

- inadvertent or thoughtless behaviour;
- behaviour that might be considered inappropriate depending on the circumstances; and/or
- behaviour which is intended to enable abuse.

Everyone has a responsibility to report all types of safeguarding concern. It is not for the reporter to determine what needs to be reported or how a concern ought to be managed, this is the role of the Cricket Regulator and Yorkshire Cricket Safe & Fair Cricket Team.

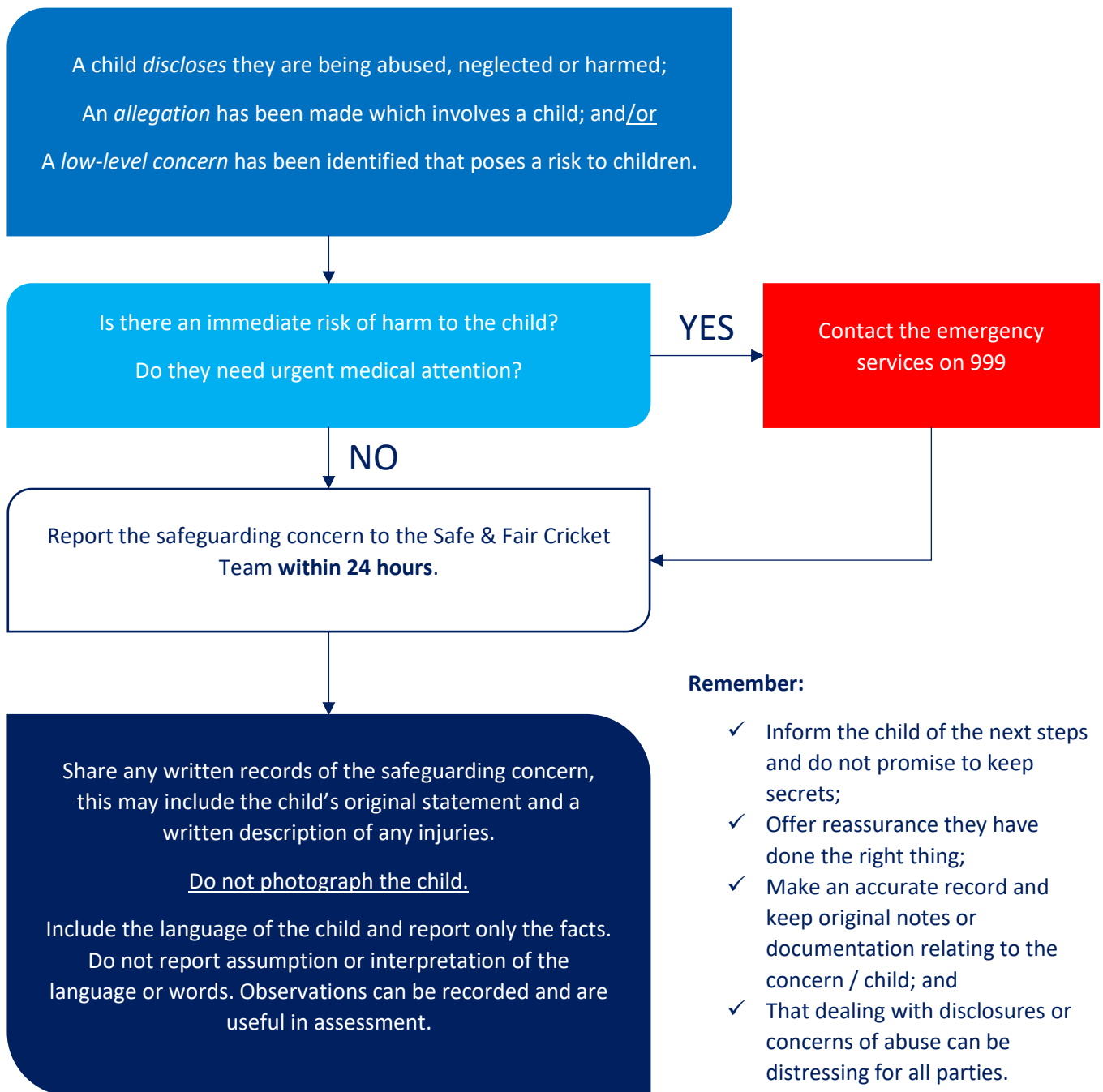
3.2 Responding to Safeguarding Concerns

When responding to a safeguarding concern it is vital that an accurate reflection is recounted, recorded and passed to the Safe & Fair Cricket Team. To enable this, the below steps should be followed:

- **If there is a significant risk of harm¹ contact the Police immediately;**
- Respect confidentiality;
- Use the specific words of the child or adult raising the safeguarding concern;
- Record in writing what has been said with as much information/detail as possible including the date, time, concerns raised, names of potential witnesses, your details and signature;
- Stay calm and try not to react strongly, such as being obviously shocked or angry;
- Listen carefully to what the child or adult is saying;
- Explain early in the conversation that the information given may need to be passed to selected others on a need-to-know basis;
- Do not promise to keep secrets;
- Avoid asking leading questions or asking *why* something happened;
- To establish clarification, you can use *TED* style questioning; asking open questions such as *Tell me, Explain and Describe*;
- Do not discount the information being given, or attempt to justify or minimise;
- Do not make assumptions, fill gaps in the story or form your own opinion;
- Reassure the child or adult that they have done the right thing by disclosing and it is being taken seriously;
- Explain the next steps including who the information will be passed to;
- Do not confront any alleged perpetrator or share information about the concern or allegation with them;
- Share your safeguarding concern with the Safe & Fair Cricket Team **within 24 hours** – this can be done via phone call, email or using our online report form (refer to [7. Key Reporting Contacts](#)).

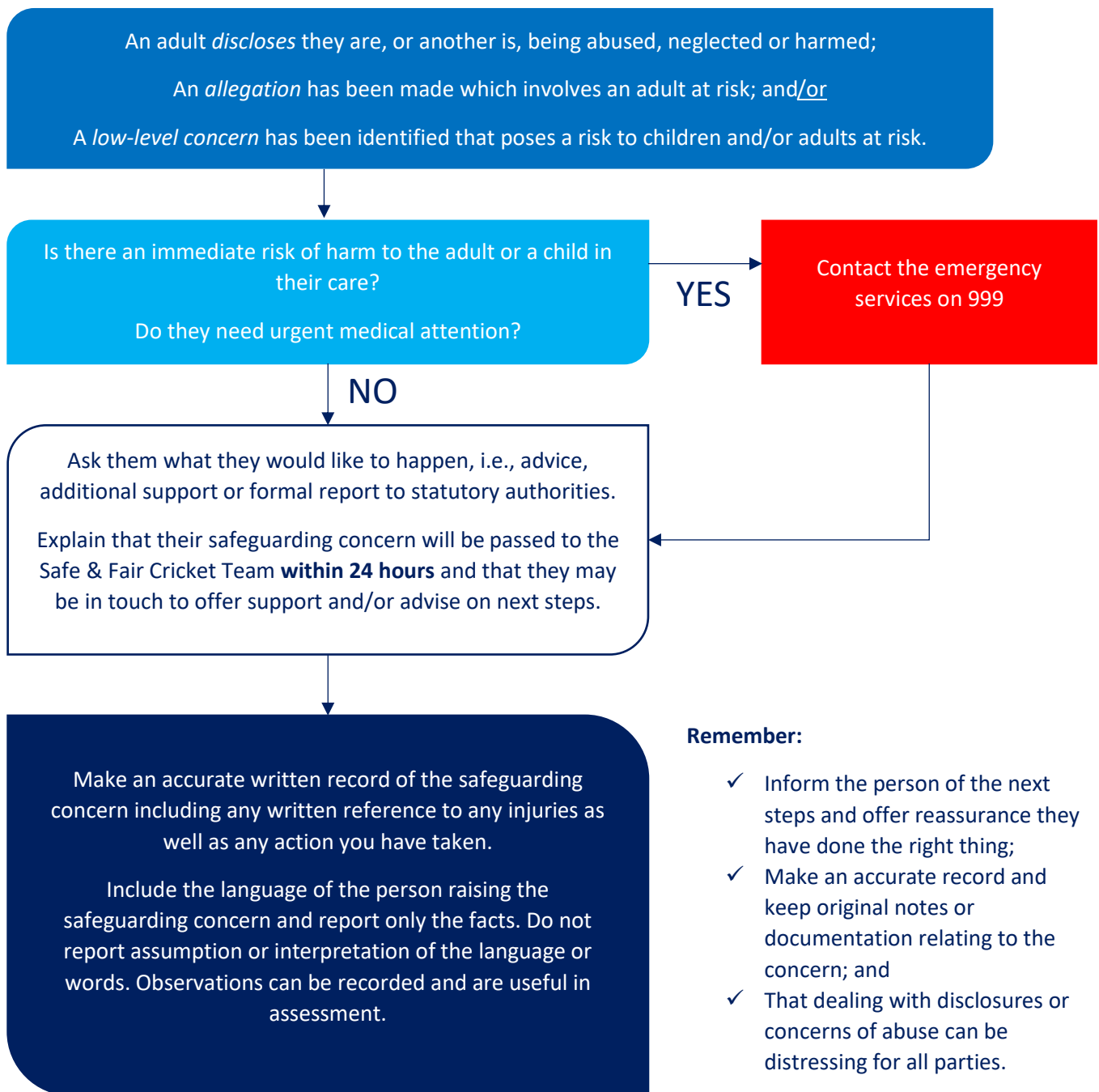
¹ Risk of significant harm refers to a situation that is serious enough to warrant immediate intervention from children's social care and/or the Police; it includes the potential for severe physical, emotional or sexual harm to another.

3.3 Managing Safeguarding Concerns about a Child



Where a safeguarding concern about a child is identified, the Safe & Fair Cricket Team may refer these to statutory agencies, local authorities, partner organisations or the Cricket Regulator/ ECB. All efforts will be taken to maintain appropriate confidentiality and information will only be shared on a need-to-know basis.

3.4 Managing Safeguarding Concerns about an Adult

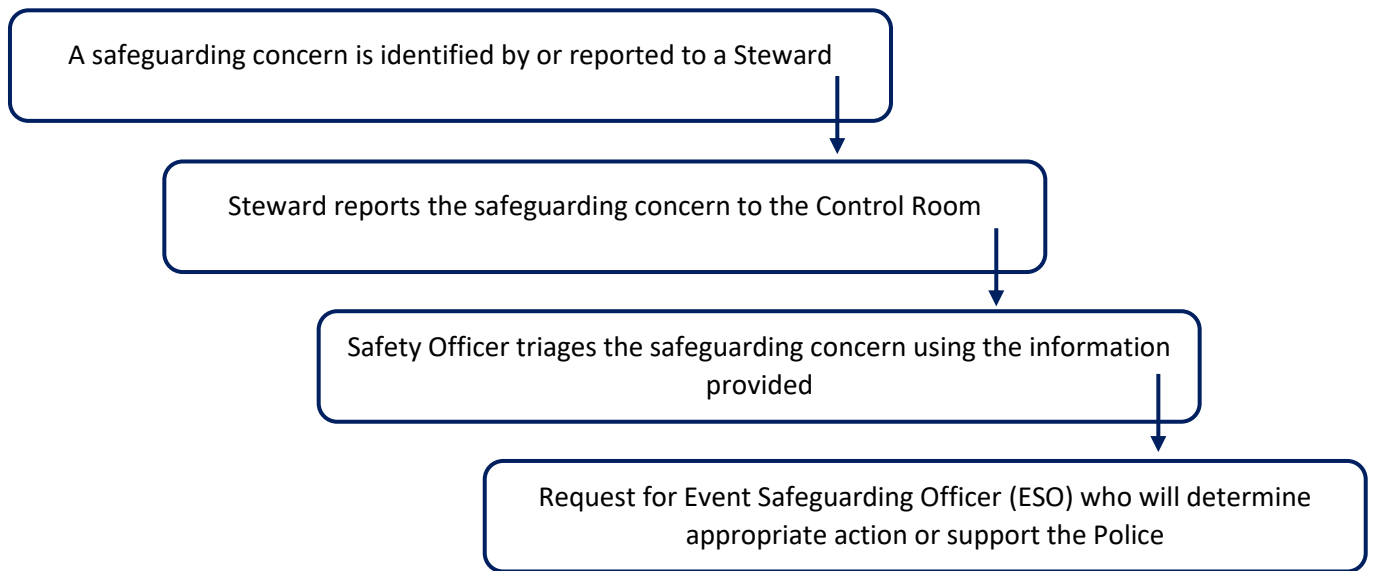


Where there are concerns for the safety of individuals, confidentiality cannot be assured. In any case of reported harm or concern, seek consent from the individual before sharing information where necessary, and only disclose information on a need-to-know basis.

Please note: confidentiality does not prevent a referral to the Safe & Fair Cricket Team.

4. EVENT AND MATCHDAY REPORTING

On event and matchdays, safeguarding concerns must be reported to the Control Room for the attention of the Safety Officer. The concern is triaged based on the information provided and immediacy of the situation. The Event Safeguarding Officer (ESO) may be requested to attend and support the Stewarding Team or asked to support the Police on site. All information relating to a safeguarding report is formally recorded in the event or matchday log, with any follow up case management managed by the Safe & Fair Cricket Team and stored within the Cricket Regulator's case management system.



5. SELF-REPORTING

Where a member of Yorkshire Cricket recognises that their conduct has fallen short of the expected standards, whether it causes direct harm to another or could be construed as abuse, harm, neglect or poor practice, it is strongly recommended that they self-report the situation to the Safe & Fair Cricket Team. This allows the team to:

- support those affected;
- support the self-reporter with training and education;
- signpost to additional mental health and wellbeing support, where required;
- assess any further risks posed and identify appropriate mitigation; and
- take appropriate action should a referral be required.

Self-reporting does not absolve an individual of any wrongdoing but supports our commitment to developing a safe environment. Where there is a breach of the Code of Conduct, a report will be shared with People & Culture.

6. EXTERNAL REFERRALS

The Safe & Fair Cricket Team at times will be required to complete external referrals for specific safeguarding concerns that have been shared with them.

Referral Required	Referral To
if the safeguarding concern indicates that a criminal offence has/may have been committed	Police
if the safeguarding concern meets the Cricket Regulator Safeguarding Threshold	Cricket Regulator
if the safeguarding concern involves a learner or member of staff at the Yorkshire Cricket College	SCL, our Official Education Provider
if the safeguarding concern involves a Yorkshire Cricket employee, contractor or volunteer	Local Authority Designated Officer (LADO)
if the safeguarding concern involves an individual who falls under social care services	Children Social Care Services / Adult Social Care Services
if the safeguarding concern meets the DBS Referral Threshold	Disclosure and Barring Service (DBS)
if the safeguarding concern is relating to an employee of a third-party contractor	Partner Organisation / Third-Party Contractor
If the safeguarding concern is relating to a student on work placement at Yorkshire Cricket	Partner University

7. KEY REPORTING CONTACTS

Central Inbox	safeguarding@yorkshireccc.com		
Online Report Form	Report a concern here		
SAFE & FAIR CRICKET TEAM			
Joy Walker	Head of Safe & Fair Cricket	j.walker@yorkshirecf.com	07512 312212
Eleanor Wilson	Safeguarding Manager	e.wilson@yorkshirecf.com	07842 427127

Policy Title	Safeguarding Report Management Procedure
Prepared by	Head of Safe & Fair Cricket
Approved by	Board of Directors
Date approved	19/02/2026
Commencement Date	19/02/2026
Version	4
Revision Date	09/02/2026
Amendments	<ol style="list-style-type: none"> 1. Contents page added 2. Signposting to Cricket Regulator 3. Removal of reference to Yorkshire Cricket Board 4. Redefined Yorkshire Cricket 5. Change in language – <i>historical to non-recent</i>
Relevant legislation / codes	<p>The Human Rights Act 1998 The Data Protection Act 2018 General Data Protection Regulations 2018 The Care Act 2014 Mental Capacity Act 2005 Working Together to Safeguard Children 2023 Keeping Children Safe in Education 2025</p>
Related policies / documents	<p>Code of Conduct Complaints Policy and Procedure Data Protection Policy ECB ‘Safe Hands’ Safeguarding Policy Employee Grievance Review Guidelines Equality, Diversity, and Inclusion Policy Recruitment and Selection Guidelines Safeguarding Policy Safer Recruitment Guidance Whistleblowing Policy Workplace Behaviour Policy</p>