



SHROPSHIRE COUNTY CRICKET CLUB

Recruitment

We committed to ensuring that all staff and volunteers at our club undergo an appropriate vetting process prior to appointment in order to establish their suitability to work with children.

We Adopt the ECB's safe hands policy and are committed to providing a safe culture and environment for everyone. We will ensure staff and volunteers adhere to the Safe hands policy.

In addition will take all reasonable steps to ensure unsuitable people are prevented from working with children.

Recruitment process:

- Management committee will identify recruitment requirements, identifying the role, what skills, experience and safeguarding responsibilities are needed to fulfil the requirements of the role. They should co-ordinate the advertisement of the role on the club website, notice boards and via social media.

Consideration should be given to the need for a formal application process to include application form, shortlisting, interviews references and background checks being undertaken.

Check qualifications and experience for the role, the county safeguarding officer will be able to assist with this.

Ensure an induction is completed prior to starting the role, explaining key policies, safeguarding processes and codes of conduct

DBS:

Applications for DBS checks will be co-ordinated by the safeguarding officers.



SHROPSHIRE COUNTY CRICKET CLUB

Roles in Cricket that Require an ECB DBS (Vetting) Check:

In order for cricket to remain safe and welcoming for children, appropriate checks must be made for all roles which involve significant contact with children

The following roles require an ECB DBS (Vetting) check. These are roles that are considered regulated activity with children in cricket.

All Stars Children's Helper
All Stars Children's Activator
Captain / Vice captain
Club safeguarding Officer
Coach
Coach Support Worker
County safeguarding Officer
First Aid Responder
Junior Supervisor
Juniors / Colts Manager
League safeguarding Officer
Physiotherapist
Safeguarding Recruiter
Team manager
Umpire
Volunteer Coordinator Children
Academy Director
Children's Cricket Talent Scout
Masseur
Medical Staff
Psychologist
Strength/Conditioning Coach

Applications for ECB DBS checks are made online and must be initiated by safeguarding officer/assistant safeguarding officer. Certain roles in the above list are restricted to the Professional game.

The individual cannot take on the role unless and until their ECB DBS (Vetting) check is confirmed by ECB as 'Completed'.



What if the DBS certificate is not clear?

If the DBS certificate has content, the applicant receives an email, followed by several reminders, asking them to send the DBS certificate to the ECB Safeguarding Team for review.

FAILURE TO DO SO WILL RESULT IN A TEMPORARY SUSPENSION FROM ALL CRICKET

Any information present on the DBS certificate is reviewed by the Safeguarding Team for relevancy regarding child safeguarding and or the individual's suitability to work (or volunteer) with children. The existence of previous conviction(s) or caution(s) or other information will not necessarily prevent an individual from taking on the role for which they have applied. The ECB has a policy statement on the recruitment of ex-offenders

Roles which are NOT eligible for ECB DBS (Vetting) checks.

Roles that do not involve significant contact with children are not eligible for DBS checks. This is because they do not meet the eligibility criteria. The criteria are set by legislation and guidance, not by the ECB.

Chairman, Treasurer, Secretary (Playership or Fixtures – including Junior Playership secretary), Bar manager, Ground staff, Administrator and Catering staff.

HOWEVER - where people with these roles also in reality perform other roles with significant contact with children, they must obtain an ECB DBS check for what they actually do - for example a committee member or chairperson who regularly looks after children before or after coaching should be checked as a Junior Supervisor.

A groundsman who opens up the ground and looks after children until the coaches arrive is also a Junior Supervisor.

If in doubt about whether an individual should be vetted for their role, contact the County Safeguarding Officer.