



CHILD PROTECTION POLICY

1. INTRODUCTION

1.1 Pre-Amble

[1] Watsonian Cricket Club is fully committed to safeguarding the welfare of all children in its care. It recognises its responsibility to promote safe practice and to protect children from harm, abuse and exploitation. This document outlines Watsonian Cricket Club's commitment to protecting children. Volunteers will work together to embrace difference and diversity and respect the rights of children and young people.

[2] These guidelines are based on the following principles:

- The welfare of children is the paramount consideration.
- All children, whatever their age, culture, disability, gender, language, racial origin, socio-economic status, religious belief, social background or other personal characteristics, have the right to protection from all forms of harm and abuse.
- Child protection is everyone's responsibility.
- Children have the right to express views on all matters which affect them, should they wish to do so.
- Organisations shall work in partnership together with children and parents to promote the welfare, health and development of children.

1.2 Implementation

[3] In fulfilling its commitment to protecting children, Watsonian Cricket Club will:

- Promote the health and welfare of children by providing opportunities for them to take part in cricket safely.
- Respect and promote the rights, wishes and feelings of children.
- Promote and implement appropriate procedures to safeguard the well being of children and protect them from abuse.
- Recruit, train, support and supervise its members and volunteers to enable them to adopt best practice to safeguard and protect children from abuse and to reduce risk to themselves.
- Require members and volunteers to adopt and abide by this Child Protection Policy and the procedures contained herein.
- Respond to any allegations of misconduct or abuse of children in line with this Policy and these procedures as well as implementing and utilising, where appropriate, the relevant disciplinary and appeals procedures.
- Observe guidelines issued by local Child Protection Committees for the protection of children.
- Regularly monitor and evaluate the implementation of this Policy and the procedures contained herein and monitor and evaluate the practicability and effectiveness of those procedures.

1.3 Review

[4] This Policy and these Procedures will be regularly reviewed:

- In accordance with changes in legislation and guidance on the protection of children or following any changes within Watsonian Cricket Club.

- Following any issues or concerns raised about the protection of children within Watsonian Cricket Club; and
- In all other circumstances, at least every year.

2. ROLES AND RESPONSIBILITIES IN CHILD PROTECTION

[5] Watsonian Cricket Club will:

- Ensure there are policies, procedures and systems in place to promote the welfare and protection of children taking part in cricket and will ensure that there are suitable resources available to enable the personnel to implement those policies, procedures and systems.
- Work actively with parents and other agencies through joint planning, training and monitoring of their arrangements for the protection of children.
- Ensure there are quality assurance mechanisms in place to monitor, review and evaluate the effectiveness of the policies, procedures and systems in place for the protection of children.

[7] Within member clubs of Cricket Scotland the Club Child Protection Officer will:

- Be supported by Cricket Scotland and be appropriately trained.
- Implement and promote Cricket Scotland Child Protection Policy and Procedures.
- Regularly report to the Committee.
- Act as the main contact within the Club for the protection of children.
- Encourage good practice and support of procedures to protect children.
- Keep abreast of developments and understand the latest information on data protection, confidentiality and other legal issues that impact on the protection of children.
- Communicate with Cricket Scotland Child Protection Officer.
- Maintain confidential records of reported cases, action taken, liaise with the statutory agencies and ensure they have access to all necessary information.
- Report cases, concerns and action taken to Cricket Scotland Child Protection Officer.
- Attend training on the protection of children and organise appropriate training for other members.
- Establish and maintain contact with local statutory agencies including the police and social work services.
- Monitor and review the Child Protection Policy and procedures for their club.
- Ensure there are mechanisms in place for quality assurance.

3. PROCEDURE FOR THE RECRUITMENT AND SELECTION OF STAFF AND VOLUNTEERS TO CHILD CARE POSITIONS

3.1 General

[8] Watsonian Cricket Club will take all reasonable steps to ensure that unsuitable people are prevented from working, or volunteering to work, with children. Further, Cricket Scotland recognises that it has a legal duty to ensure that individuals who are fully listed on the *Disqualified from Working with Children List* (DWCL) are not engaged (whether paid or unpaid) in child care positions within Watsonian Cricket Club.

[9] For the avoidance of doubt, a “child care position” has the meaning given to it in Schedule 2 of the Protection of Children (Scotland) Act 2003 and that includes a role where the normal duties include caring for, training, supervising or being in sole charge of children. Cricket Scotland views this definition as covering all those who are involved in the coaching of cricket to children.

3.2 Advertising

[11] Where it is used, all forms of advertising used to recruit and select staff/volunteers for childcare positions will include the following:

- The aims of Watsonian Cricket Club and, where appropriate, details of the particular programme involved.
- The responsibilities of the role.
- The level of experience or qualifications required (e.g. where experience of working with children is an advantage).
- Details of Watsonian Cricket Club’s child protection policies and procedures.
- A statement that the position applied for is a child care position (exempted post) and that it requires a Disclosure Certificate check which will be requested before the appointment is confirmed and after the applicant has been offered the position.

[13] Watsonian Cricket Club recognise that on occasions it will not be necessary for a post to be advertised.

3.3 Pre-application Information

[14] Pre-application information for childcare positions will be sent to applicants and will include:

- A description of the position including roles and responsibilities.
- A candidate specification (e.g. stating qualifications or experience of working with children required).
- Application and self-declaration forms and guidance notes.
- Information on Watsonian Cricket Club and related topics.

[15] Evidence of qualifications will always be required and may be subject to verification with the awarding body.

3.4 Application and Self-Declaration Form

- [16] All applicants will be requested to complete an application form for the position applied for and a self-declaration form. The purpose of the application form is to obtain from the applicant relevant details about the applicant, their experience and qualifications to ensure that they are suitably qualified for the position, while the purpose of the self-declaration form is to provide information on past criminal behaviour, convictions and other recorded information or investigations. A Disclosure Scotland check will also be required. The self-declaration form shall be requested in a separate sealed envelope and will not be opened until the applicant is selected for an interview. If the applicant is not selected for interview the form will be returned unopened to the applicant or, if the applicant so requests, destroyed.

3.5 References

- [17] References will always be requested and checked with the person purporting to provide the reference. Where reasonably possible at least one of these references will be from an employer or a voluntary organisation where the position required working with children in any of the following capacities: employee; volunteer; or work experience. References from relatives will not be accepted. If the applicant has no relevant experience of working with children, then references will still be required but specific training requirements will be agreed before their appointment commences.

3.6 Interview

- [18] Interviews will be carried out for all child care positions. The purpose of the interview is to allow Watsonian Cricket Club to assess the suitability of the candidate for the role for which they have applied and in general to discuss any further issues whether for further training or any other issues. Where appropriate, e.g. the possible recruitment of a volunteer, the interview will take the form of a more informal discussion with the individual but nevertheless the purpose of the discussion will be the same as for an interview.

3.7 Offer of Position

- [19] Once a decision has been made to appoint the applicant, an offer letter will be sent to him or her including full details of the position, any special requirements that have been agreed, the obligations incumbent upon the applicant, the applicable probationary period (if any), and the responsibilities of the role. The offer must be formally accepted and agreed to in writing. A volunteer agreement will be completed for voluntary positions. In all cases the successful applicant will be required to agree to abide by the policies and procedures of Watsonian Cricket Club as set out in this document and elsewhere.

3.8 Disclosure Scotland Certificates

3.8.1 Domestic (UK) Applicants

- [20] Watsonian Cricket Club is registered with Central Registered Body in Scotland. Prior to appointment an Enhanced Disclosure check or equivalent international check (if applicable) or both will be completed for all individuals appointed to child care positions. This will require the applicant to complete and submit a Disclosure application form, which will be returned by the applicant to the Lead Signatory of Watsonian Cricket Club.
- [21] The applicant's appointment will only be confirmed when a satisfactory Enhanced Disclosure check has been returned to the Lead Signatory for Watsonian Cricket Club and satisfactory references have been received and checked. Where the disclosure reveals the existence of any potentially relevant convictions or other recorded information, a decision on the appointment will be referred to the Child Protection Group of Watsonian Cricket Club for a decision.

3.8.2 Overseas Applicants

[22] Applicants from overseas being appointed to childcare positions are also required to complete an Enhanced Disclosure check. [Definition].

[23] Watsonian Cricket Club recognises that the usefulness of a Disclosure Scotland check is potentially limited in the cases of an overseas applicant and therefore applicants from overseas will also be requested to provide a police check from their relevant country where possible. Where this is not possible, or in addition to the police check, the following information, where relevant to the position, will be requested:

- A statement from the governing body in the country of origin of the applicant and/or the country from which they are transferring in regard to their participation and suitability for the position.
- A statement from the international federation of the sport in regard to their participation and suitability for the position.

3.9 Induction

[24] The induction process will include the following:

- An assessment of training, individual aims, needs and aspirations.
- Clarification, agreement and signing up to the Child Protection Policy and procedures, including the Code of Conduct.
- Clarification of the expectations, roles and responsibilities of the position.

3.10 Training

[25] Newly appointed staff/volunteers will complete the following training over an agreed period:

- Protecting children.
- Working effectively with children (including presentation skills, developing child friendly resources and activities).
- First Aid.
- Any other identified training needs.

3.11 Probation

[26] Newly appointed staff/volunteers will complete an agreed period of probation on commencement of their role. For the avoidance of doubt, the probationary period may be waived in appropriate cases.

3.12 Monitoring and Performance Appraisal

[27] All staff in child care positions will be monitored and their performance appraised. The appraisal will be carried out in accordance with Watsonian Cricket Club's internal procedures. The appraisal will provide an opportunity to evaluate progress, set new goals, identify training needs and address any concerns of poor practice. All volunteers in child care positions will be supervised by a member of Watsonian Cricket Club staff or someone appointed by Watsonian Cricket Club and will be provided with regular feedback from the person supervising them.

3.13 Retention of Staff and Volunteers

[28] Watsonian Cricket Club recognises the contribution of all staff and volunteers to achieving the aims of Watsonian Cricket Club and will ensure that measures are in place to support the retention of staff and volunteers.

4. CODE OF CONDUCT FOR THE PROTECTION OF CHILDREN IN SPORT

4.1 General

[29] The Code of Conduct has a number of important functions. It:

- sets out what behaviour is acceptable and unacceptable
- defines standards of practice expected from those to whom it applies
- forms the basis for challenging and improving practice
- helps to safeguard staff by encouraging them to adhere to agreed standards of practice
- sets out for children and parents the standards of practice which they and the organisation should expect from those who work or volunteer to work with children

[30] Watsonian Cricket Club supports and requires all members of staff and volunteers who work in child care positions within the organisation to observe the following standards of practice when involved in activities with children.

[31] All concerns about breach of this Code of Conduct will be taken seriously and responded to in line with Watsonian Cricket Club Complaints Policy, Performance Management, Disciplinary Procedure and/or Procedure for Responding to Concerns about Child Abuse.

4.2 Good Practice

[32] The Code of Conduct aims to enable Watsonian Cricket Club's coaches to:

- Make cricket fun, enjoyable and to promote fair play.
- Treat all children equally, with respect, dignity and fairness.
- Involve parents wherever possible and appropriate.
- Build balanced relationships based on mutual trust that empower and include children in the decision-making process.
- Always work in an open environment and to avoid private or unobserved situations.
- Put the welfare of each child first before winning or achieving performance goals.
- Be an excellent role model including not smoking or drinking alcohol in the company of children.
- Give enthusiastic and constructive feedback rather than negative criticism.
- Recognise the developmental needs and capacity of children and avoid excessive training and competition, pushing them against their will and putting undue pressure on them.

4.3 Practice to be Avoided

[33] The following practice should be avoided:

- Having 'favourites' – this could lead to resentment and jealousy by other children and could be misinterpreted by others.

- Spending excessive amounts of time alone with children away from others.
- Entering children's bedrooms on trips away from home, unless in an emergency situation or in the interest of health and safety. If it is necessary to enter rooms, alert the occupants by knocking and announcing your intention to enter. The door should remain open, if appropriate.
- Where possible, doing things of a personal nature for children that they can do for themselves.

4.4 Practice Never to be Sanctioned

[34] The following practices will never be sanctioned:

- Engaging in sexually provocative games, including horseplay.
- Engaging in rough or physical contact except as permitted within the rules of the game or competition.
- Forming intimate emotional, physical or sexual relationships with children.
- Allowing or engaging in touching a child in a sexually suggestive manner.
- Allowing children to swear or use sexualised language unchallenged.
- Making sexually suggestive comments to a child, even in fun.
- Reducing a child to tears as a form of control.
- Allowing allegations made by a child to go unchallenged, unrecorded or not acted upon.
- Inviting or allowing children to stay with you at your home.
- Coaches and other leaders sharing a room alone with a child for sleeping accommodation.

[35] The following two situations may arise in the course of trips away from home and will require to be considered in advance of the trip:

- (a) Some residential facilities offer dormitory sleeping arrangements where leaders may be required to share with children. In such circumstances organisers must ensure that at least two adults who have been recruited and selected using the recommended procedure are present and that such arrangements have been discussed and agreed with children and parents in advance.
- (b) In some circumstances older children may be required to share rooms with senior team mates (i.e. over 18s). If this is necessary, it should be discussed and agreed in advance with the young person and the parents (where appropriate and practicable). The young people involved should also be aware of whom they should speak to if they have any worries or concerns during this time.

5. SAFE IN CARE GUIDELINES

5.1 General Information

[36] These guidelines have been introduced to provide practical guidance for those working directly with children (whether on a paid or unpaid basis) on practices to keep the child safe and to promote a safe operating environment for the member of staff or volunteer. These guidelines compliment and should be read in conjunction with the Code of Conduct for the Protection of Children in Sport. Breach of these guidelines may be dealt with under Cricket Scotland's Complaints Policy, Performance Management, Disciplinary Procedure and/or Procedure for Responding to Concerns About a Child or any combination of those procedures.

[37] Sports organisations have a *duty of care* towards all children involved in activities. Children under the age of 16 years should not be placed in positions of responsibility in relation to other children. For the avoidance of doubt, however, the effect of this provision is not intended to prevent a child under the age of 16 years from assisting in the coaching of other children. These guidelines apply to all children and young people under the age of 18 years. Common sense should be applied when considering the circumstances of older children (those over 12) and all children should have the opportunity to express their views on matters which affect them, should they wish to do so.

[38] As sport takes place in many different structures, locations, environments and formats, it is impossible to provide specific guidance on many of the issues covered. The following guidelines are therefore based on generally recognised good practice and common sense. Ultimately, most practical situations will require a judgment to be made about what is practicable and reasonable in the circumstances.

5.2 Adult to Child Ratios

[39] The following ratios are recommended in the National Care Standards Early Education and Childcare up to the age of 16 (Scottish Executive, 2005):

Age 3 and over	1:8
If all children are over 8	1:10

[40] All activities should, where practicable, be planned to involve *at least* two adults. As a general guide, the following factors will also be taken in to consideration in deciding how many adults are required to safely supervise children:

- The number of children involved in the activity.
- The age, maturity and experience of the children.
- Whether any of the group leaders or children has a learning or physical disability or special requirements.
- Whether any of the children have challenging behaviour.
- The particular hazards associated with the activity.
- The particular hazards associated with the environment.
- The level of qualification and experience of the leaders.
- The programme of activities.

There may be other considerations which are specific to the sport or environment in which the sport takes place.

5.3 Physical Contact

- [41] All forms of physical contact should be sensitive to the needs and wishes of the child and should, where possible, only take place after the child has been informed what is to be done. Children should be encouraged to express their views on physical contact.
- [42] In the first instance, coaching techniques should be delivered by demonstration (either by the coach or by an athlete who can display the technique being taught). Educational instruction should be clearly explained with a description of how it is proposed to handle or have contact with the child before doing so. This should be accompanied by checking if the child is comfortable. Manual support should be provided openly and must always be proportionate to the circumstances. In cricket, for example, it may be that a coach requires to alter a child's grip (whether on the bat or on the ball). The coach should explain what they are going to do before making the alteration to the grip and ask the child if they understand and if they are content with it.
- [43] If it is necessary to help a child with personal tasks e.g. toileting or changing, the child and parents should be encouraged to express a preference regarding the support and should be encouraged to speak out about methods of support with which they are uncomfortable. Staff/ volunteers should work with parents and children to develop practiced routines for personal care so that parents and children know what to expect. Generally, Cricket Scotland does not encourage its staff or volunteers to assist with such tasks as they fall outwith the normal role of the positions for which its staff and volunteers have been engaged. Cricket Scotland instructs its staff and volunteers not to take on the responsibility for tasks for which they are not appropriately trained e.g. manual assistance for a child with a physical disability or administering medication.

5.4 First Aid and the Treatment of Injuries

- [44] All staff and volunteers must ensure, so far as reasonably practicable, that:
- Where practicable all parents of children under 16 have completed a Partnership with Parents form before their child participates in cricket.
 - There is an accessible and well-resourced first aid kit at the venue.
 - They are aware of any pre-existing medical conditions, medicines being taken by participants or existing injuries and treatment required.
 - Only those with a current, recognised First Aid qualification treat injuries. In more serious cases assistance should be obtained from a medically qualified professional as soon as possible.
 - A Significant Incident Form is completed if a child sustains a significant injury along with the details of any treatment given. Common sense should be applied when determining which injuries are significant. However, any head injury should be treated as significant regardless of how minor it may seem at the time. The Significant Injury Form must be returned to Cricket Scotland.
 - Where possible, access to medical advice and/or assistance is available.
 - A child's parents are informed of any injury and action taken as soon as possible.

Following submission of a Significant Incident Form, the circumstances of the accident will be reviewed both by the Child Protection Officer of Watsonian Cricket Club and by the management of Watsonian Cricket Club to ascertain whether any remedial action requires to be taken in order to avoid any future similar incidents.

5.5 Managing Challenging Behaviour

5.5.1 General

[45] Volunteers who deliver activities to children may, from time to time, require to deal with a child's challenging behaviour. These guidelines aim to promote good practice and to encourage a practical and effective response to supporting children to manage their own behaviour. They suggest some strategies and sanctions which can be used and also identify unacceptable sanctions or interventions which must never be used by staff or volunteers.

[46] These guidelines are based on the following principles:

- The welfare of the child is the paramount consideration.
- A risk assessment should, where reasonably practicable, be completed for all activities which take in to consideration the needs of the all children involved in the activity.
- Children must never be subject by a volunteer working for Watsonian Cricket Club to any form of treatment that is harmful, abusive, humiliating or degrading and should always be able to maintain their respect and dignity.
- No volunteer should attempt to respond to challenging behaviour by using techniques for which they have not been trained.

5.5.2 Planning Activities where participants show challenging behaviour

[47] Good coaching practice requires planning sessions around the group as a whole but also involves taking into consideration the needs of each individual athlete within that group. As part of a risk assessment, coaches should consider whether any members of the group have presented in the past or are likely to present any difficulties in relation to either (i) the tasks involved, (ii) the other participants, or (iii) the environment.

[48] If staff or volunteers identify any potential risks, then strategies to manage those risks should be agreed in advance of the session, event or activity. The risk assessment should also identify the appropriate number of adults required to safely manage and support the session including being able to adequately respond to any challenging behaviour and to safeguard other members of the group and the staff/volunteers involved.

[49] All those delivering activities to children should receive training on these guidelines and should be supported to address issues of challenging behaviour through regular supervision.

5.5.3 Agreeing Acceptable and Unacceptable Behaviours

[50] Staff, volunteers, children and parents should where practicable be involved in developing an agreed statement of what constitutes acceptable and unacceptable behaviour and the range of sanctions which may be applied in response to unacceptable behaviour. This can be done at the start of the season, in advance of a trip away from home or as part of a welcome session at a residential camp. When children are specifically asked, as a group, to draw up a 'List of Acceptable and Unacceptable Behaviours and Sanctions for Unacceptable Behaviour' that will govern their participation in the group/team, they tend to arrive at a very sensible and working set of 'rules'. If and when such a list is compiled, every member of the group can be asked to sign it, as can new members as they join. It is recommended that this method is used where an activity is to last over a number of days whether or not it is residential in nature. At the end of an activity the participants (including the coaches, the players and the parents) may be asked to complete a questionnaire which will cover, in part, issues of discipline.

5.5.4 Responding to Challenging Behaviour

[51] In dealing with children who display risk-taking or challenging behaviours volunteers might consider the following options:

- Time out. This means time out from the activity, group or individual work.
- Reparation. This is the act or process of making amends. This could include, for example, the player apologising to someone they have wronged or fixing something they have broken.
- Restitution. This is the act of giving something back. This could include, for example, returning something to another participant which had been taken without permission.
- Behavioural reinforcement. This means rewards for good behaviour and consequences for bad behaviour. This is really as simple as, for example, clapping good behaviour and issuing some sort of consequence (as listed above and below) for bad behaviour.
- De-escalation of the situation. This really means talking through the incident and its consequences with the child. This might be done where, for example, there had been a short, sharp response by the child to some stimulus and the coach wishes to avoid the same reaction occurring in the future.
- Increased supervision by staff or volunteers. This is to make sure that the situation is monitored even more closely than would normally be the case.
- Use of individual 'contracts' or agreements for their future or continued participation. This can deal with the specific situation that arose and which caused the difficulty.
- Sanctions or consequences e.g. missing an outing. This is really a punishment for the wrong-doing. It contrasts with the other options in that those other options are generally used to prevent a situation getting out of control as well as to show the wrongdoer that they are in the wrong whereas this is a punishment which takes effect some time after the incident in question and is designed to make it clear to the wrong-doer that their conduct will not be tolerated.

[52] Adults and children shall never be permitted to use any of the following as a means of managing a child's behaviour:

- Physical punishment or the threat of such.
- The withdrawal of communication with the child.
- Being deprived of food, water or access to changing facilities or toilets.
- Verbal intimidation, ridicule or humiliation.

[53] Volunteers should review the needs of any child for whom sanctions are frequently necessary. This review should involve the child and parents to ensure an informed decision is made about the child's future or continued participation in the group or activity. Whilst it would always be against the wishes of everyone involved in cricket, ultimately, if a child continues to present a high level of risk or danger to him or herself, or others, he or she may have to be debarred from activity in the sport. Volunteers working for Watsonian Cricket Club must always bear in mind that they have obligations to all the players and the majority must not be adversely affected by one or two individuals who are incapable of behaving acceptably.

5.5.5 Physical Interventions

[54] The use of physical interventions should be avoided unless it is absolutely necessary in order to prevent a child injuring themselves or injuring others. It may in certain

circumstances be absolutely necessary to prevent a child from causing serious damage to property. All forms of physical intervention should be followed up by further action as detailed below.

- [55] Physical contact to prevent something happening should always be the result of conscious decision-making and not a subconscious reaction. Before physically intervening, the member of staff or volunteer should ask themselves, 'Is this the only option in order to manage the situation and ensure safety?'
- [56] The following must always be considered:
- Contact should be avoided with buttocks, genitals and breasts. Staff/volunteers should never behave in a way which could be interpreted as sexual.
 - Any form of physical intervention should achieve an outcome that is in the best interests of the child whose behaviour is of immediate concern.
 - Staff and volunteers should consider the circumstances, the risks associated with employing physical intervention compared with the risks of not employing physical intervention.
 - The scale and nature of physical intervention must always be proportionate to the behaviour of the young person and the nature of harm or damage they might cause.
 - All forms of physical intervention should employ only a reasonable amount of force- the minimum force needed to avert injury to a person or serious damage to property – applied for the shortest period of time.
 - Staff or volunteers should never employ physical interventions which are deemed to present an unreasonable risk to children or staff or volunteers.
 - Staff or volunteers shall never use physical intervention as a form of punishment.
- [57] That said, Watsonian Cricket Club recognises that physical intervention is only ever likely to become necessary in cases of great urgency in which the time accurately to assess the dangers and weigh up all the options for intervention is necessarily limited and that the member of staff or volunteer would not have had the benefit of twenty-two hindsight vision in deciding on their course of action. The urgency of the situation will therefore, of course, be taken into account when reviewing the actions taken by any member of staff or volunteer and in particular when ascertaining (i) the seriousness, or potential seriousness, of the threat which did exist, or could reasonably have existed, and (ii) the proportionality of the response in relation to that threat which did exist, or could reasonably have existed.
- [58] Any physical intervention used should be recorded as soon as possible after the incident by the staff/volunteers involved using the Significant Incident Form and passed to the Child Protection Officer as soon as possible. A timely debrief for staff and volunteers, the child and parents should if practicable take place following an incident where physical intervention has been used. This should include ensuring that the physical and emotional well-being of those involved has been addressed and ongoing support offered where necessary. Staff and volunteers, children and parents should be given an opportunity to talk about what happened in a calm and safe environment, if possible away from the area in which the event took place. There should also be a discussion with the child and parents about the child's needs and continued safe participation in the group or activity.

5.6 Transporting Children

[59] In general Watsonian Cricket Club does not take responsibility for the transport of players to an from venues for events. In general Watsonian Cricket Club will only take such responsibility where it expressly accepts it. Where it is necessary for Watsonian Cricket Club to transport children, the following good practice is required:

- It will be the responsibility of the parents to satisfy themselves about the appropriateness and safety of the transportation arrangements unless responsibility for those arrangements has been undertaken by Watsonian Cricket Club.
- Where Watsonian Cricket Club makes arrangements for the transportation of children the members of staff and volunteers involved will undertake a risk assessment of the transportation required. This will include an assessment of the following areas:
 - Ensuring that all vehicles are correctly insured for the purpose.
 - Ensuring the driver has a valid and appropriate license for the vehicle being used.
 - All reasonable safety measures are available i.e. fitted, working seatbelts.
 - An appropriate ratio of adults per child.
 - Ensuring drivers have adequate breaks.
- It is recognised that many of these issues will be adequately dealt with by the appointment of a reputable coach firm to provide transport for a particular journey.
- When transporting children, wherever possible they should be in the back seat of the car for health and safety reasons.
- Where practicable and planned, written parental consent will be requested if staff or volunteers are required to transport children.

[60] To safeguard the member of staff/volunteer the following good practice is recommended:

- Agree a collection policy with parents which will include a clear and shared understanding of arrangements for collection at the end of a session.
- Always tell another member that you are transporting a child, give details of the route and the anticipated length of the journey.
- Take all reasonable safety measures e.g. children in the back seat, seatbelts worn.
- Where possible, have another adult accompany you on the journey.
- Call ahead to inform the child's parents that you are giving them a lift and inform them when you expect to arrive.

5.7 Trips Away from Home (Involving Overnight Stays)

5.7.1 Designate a Child Protection Officer for the Trip

[61] Those in charge of the group will be responsible for the safety and well being of children in their care. It is recommended that one of the group leaders co-ordinates the arrangements to safeguard the safety and welfare of children during the trip. That person will be the Acting Child Protection Officer for the duration of the trip. The Acting

Child Protection Officer should ensure so far as reasonably practicable that all practical arrangements have been addressed and act as the main contact for dealing with any concerns about the safety and welfare of children whilst away from home. Their role should be made known to all those attending the trip and to the parents of the players attending. A detailed itinerary will be prepared and copies provided to the designated contact for Watsonian Cricket Club and parents.

5.7.2 Risk Assessment

- [62] Potential area of risk should be identified at the planning stage through a risk assessment, which is legally required, and which should be recorded in writing. Safeguards should be put in place to manage the risks, where appropriate. Risk assessment should be an on-going process throughout the trip as groups can often find themselves in unexpected situations despite the best laid plans.

5.7.3 Travel Arrangements

- [63] Organisers must ensure there is adequate and relevant insurance cover (including travel and medical insurance). If the trip involves travel abroad, organisers shall ensure they are aware of local procedures for dealing with concerns about the welfare of children and are familiar with the details of the emergency services in the location of the visit. Children should be informed of local custom regulations. If Watsonian Cricket Club is arranging transport to the port of departure then reference should be made to the Guidelines on Transporting Children.

5.7.4 Adult to Child Ratios

- [64] All trips away should be planned to involve at least two adults. The guidelines on adult to child ratios will inform an assessment of the numbers of adults required to safely supervise the group. Those involved should be recruited and selected in accordance with the procedure for recruiting child care positions. Group leaders should be familiar with and agree to abide by Watsonian Cricket Club Child Protection Policy, procedures and Code of Conduct. Where the group is a mixed group of males and females then at least one of the adults must be female.

5.7.5 Accommodation

- [65] Organisers should find out as much as possible about the accommodation and the surroundings at the planning stage. Where possible, an initial visit to the venue or the accommodation should take place to help those organising the trip identify all practical issues and allow time to address them in advance, in consultation with children and parents where appropriate.

- [66] The following is a (non-exhaustive) list of some of the practical things which should be considered in advance about the arrangements for accommodation:

- Location: central and remote locations both present different challenges.
- Sleeping arrangements. These will enable suitable sharing in terms of age and gender and appropriately located staff and volunteer bedrooms for both supervision and ease of access in case of emergency. Parents and children should be consulted in advance about arrangements for sharing where possible and appropriate.
- Appropriate safeguards where others have access to the sleeping quarters.
- Special access or adaptive aids required by group leaders or children.
- Environmental factors.

- Personal safety issues.

5.7.6 Exchange Visits/ Hosting

- [67] Before departure, organisers should ensure there is a shared understanding of the standards expected during home stays between them, host organisation or families, parents and children themselves. These standards should include arrangements for the supervision of children during the visit. Host families should be appropriately Disclosure Scotland Checked where possible or equivalent police checks undertaken and references thoroughly checked. Organisers, parents and children should all be provided with a copy of emergency contact numbers. Children should be aware of who they should talk to if problems arise during the visit. This should in general be the Acting Child Protection Officer. Daily contact should be made with all children to ensure they are safe and well.

5.7.7 Residential at a Facility or Centre

- [68] Organisers should ensure the facility is appropriately licensed and has adequate and relevant insurance cover in place. The facility should have a policy on the protection of children and Health and Safety. Adequate security arrangements should be in place and facility staff should be Disclosure Scotland checked where appropriate. If this is not possible then during any activity run by the facility staff there should also be Watsonian Cricket Club volunteers present. Facility staff involved in the training or instruction of children must be appropriately qualified and trained. Organisers should ensure there is adequate supervision of the group for the duration of the stay, particularly when the facility is being shared with other groups.

5.7.8 Involving Parents

- [69] Where possible, a meeting should be held with parents before departure to share information about the trip, answer their questions and make joint decisions about arrangements where appropriate. A Code of Conduct shall be agreed with children and parents in advance of the trip along with sanctions for unacceptable behaviour. Parents must complete a Safe in Care - Watsonian Cricket Club Partnership with Parents Form and provide emergency contact details. In the event of an emergency at home during the trip, parents should be encouraged to make contact with the Acting Child Protection Officer in the first instance so that arrangements can be put in to place to support the child on hearing any distressing news.

5.7.9 During the Trip

- [70] Organisers must ensure, so far as reasonably practicable, that arrangements are in place for the supervision and risk assessment of activities during free time. Where practicable the activities should be risk assessed prior to departure. Children should not be allowed to wander alone in unfamiliar places. Group leaders should have clear roles and responsibilities for the duration of the trip. They must not be over familiar with or fraternise with children during the trip and remember that they are in a position of trust at all times. The use of alcohol or drugs or both or engaging in sexual relationships (between two young people) should not be condoned during the trip, even if the legislation relating to any of these behaviours is more lenient than in Scotland. Group leaders should maintain an overview of the well being of all children during the trip. This can help to identify issues at an early stage and resolve them as quickly as possible. Children can participate in this process by, for example, taking turns to complete a daily diary about the trip. This can be an overt or discreet way for them to communicate things (both positive and negative) that they want you to know.

5.7.10 After the Trip

- [71] Where appropriate, a debrief will take place with all those involved in the trip, including children. This will provide an opportunity to reflect on what went well, not so well and what could have been done differently. Feedback will be used to inform future trips.

5.8 Information and Communication Technology

5.8.1 General

- [72] These guidelines are applicable to events which are run or controlled by Watsonian Cricket Club. Where an event is run or controlled by Watsonian Cricket Club it will appoint a designated Event Child Protection Officer who will be responsible for dealing with certain matters at particular events. Their identity will be made known to players, parents and others.
- [73] The aim of these guidelines is to not to prevent bona fide persons from recording footage for performance development reasons or the recording of personal or group achievements. The aim is to ensure so far as reasonably practicable that (i) children are protected from the misuse of opportunities to take or manipulate film and video footage in a way that harms them or places them at risk of harm, and (ii) if any such footage is used inappropriately it is possible to ascertain the source of that footage.
- [74] Some sports take place in environments that are relatively easy to maintain control over. Others, however, take place in areas where organisers have little or no control over the environment such as an open river or areas to which the public have general rights of access e.g. the open countryside. In these circumstances, organisers should take all reasonable steps to promote the safe use of photographing and filming and to respond to any concerns raised. A lot of cricket coaching in the winter takes place indoors and therefore is within an environment that is relatively easy to control. Much of the summer cricket falls within this second category. Watsonian Cricket Club therefore has to be mindful of all of what follows.

5.8.2 Photographs, Film and Video

- [75] Watsonian Cricket Club has to be able to deal with technology which captures images of the events which take place under its control.
- [76] The scope of Cricket Scotland's policy is broadly as follows:
- Watsonian Cricket Club will take all reasonable steps to promote the safe use of photography and filming at all events and activities which are controlled by it. However, Watsonian Cricket Club has no power to prevent individuals photographing or filming in public places and nor does it have the power to prevent individuals taking photographs or filming at locations not controlled by it.
 - Watsonian Cricket Club reserves the right at all times to prohibit the use of photography, film or video at any event or activity which is controlled by it.
- [77] Parents will be notified of any filming or photography. In particular:
- Parents and children will be informed that they may, from time to time, be photographed or filmed whilst participating in cricket. This could be for one of the following reasons:
 - (i) Video footage for performance development.
 - (ii) Media coverage of an event or achievement.
 - (iii) Promotional purposes e.g. for the website or for publication (see below for further information).

- Materials promoting events will state, where possible, photography and filming will take place.
- Those who have sought and obtained permission from Watsonian Cricket Club to photograph or film will be provided by Watsonian Cricket Club with an identification badge in the form set out in Appendix []. The badge will be issued by Watsonian Cricket Club following production of identification documentation and, where appropriate, confirmation of the capacity in which the person is to photograph or film.
- Information about what to do if concerned about photographing and filming will be available at all events.
- Registration of intention to photograph will be required on the day. This enables tracking of the equipment and operator should concerns arise in the future.

[78] Permission will be sought before filming or photography takes place. In particular:

- Parents may withhold their permission to photography and filming. Any parent wishing to withhold such consent should make their wish known to the designated Event Child Protection Officer. However, in the absence of any expressed objection, parental agreement will be assumed.
- Where appropriate, children will be asked their views. Where a child is able to provide an informed view, this will be taken into consideration by the designated Event Child Protection Officer.
- Watsonian Cricket Club will do everything reasonable in the individual circumstances to give effect to the wishes of parents and children. All actions by Cricket Scotland will be based on the best interests of all the children involved in the event. Generally, however, if one parent or guardian withholds consent then photography of the group will not be permitted.
- If the event is a promotional event for Watsonian Cricket Club which requires publicity and therefore requires photography or filming then Watsonian Cricket Club reserves the right to remove the player on whose behalf consent has been withheld to enable the promotional images to be taken.

[79] Watsonian Cricket Club places restrictions on the use of images and related information. In particular:

- No unsupervised access or one-to-one sessions will be allowed unless this has been expressly agreed with the child and parent.
- No photography or filming will be permitted in changing areas under any circumstances.
- All images and accompanying information will comply with Watsonian Cricket Club Safe in Care Guidelines, where those images and the accompanying information are within the control of Watsonian Cricket Club .
- Watsonian Cricket Club will ensure that all negatives, copies of videos and digital photograph files are stored in a secure place. These will not be kept for any longer than is necessary having regard to the purposes for which they were taken.
- Images will not be shared with external agencies unless express permission is obtained from the child and parent.

[80] It may be that there are concerns about the way a particular individual is taking photographs or filming. Such conduct should be reported and in particular:

- Any person behaving in a way which could reasonably be construed as being inappropriate in relation to filming or photography should be reported to the designated Event Child Protection Officer. The person should be approached by the designated Event Child Protection Officer for an explanation. If a satisfactory explanation is not provided, the circumstances should be reported to the person in charge on the day or Watsonian Cricket Club Child Protection Officer.
- Where appropriate concerns should also be reported to the police.

5.8.3 Internet

[81] Permission must be obtained before any image or related information is published on the internet. In particular:

- Written consent must be obtained from the child's parent before publishing any image of or information about a child which could identify that child. If the image or information is changed to any material extent from the time at which consent is given, then the parents must be informed and consent sought for the changes. The revised image or information may only be used once the updated consent has been given.
- Special care must be taken in relation to vulnerable children, e.g. a child fleeing domestic violence or a child with a disability, and consideration given to whether publication would place the child at risk. If it would, or event it might, then it should not be published.
- Young athletes who have a public profile as a result of their achievements are entitled to the same protection as all other children. In these cases, common sense is required when implementing these guidelines. All decisions should reflect the best interests of the child.

[82] Watsonian Cricket Club places restrictions on the use of images and related information. In particular:

- Information published on the websites, whether in relation to an image or not, must never include personal information that could identify a child, e.g. the home address, the e-mail address, or the telephone number of a child. All contact must be directed to Watsonian Cricket Club. Credit for achievements by a child should be restricted to first names, e.g. Tracey was Player of the Year 2002.
- Children must never be portrayed in a demeaning, tasteless or a provocative manner. Children should never be portrayed in a state of partial undress, other than when depicting an action shot within the context of the sport. Attire such as tracksuits or t-shirts may be more appropriate. However, there are no circumstances within the context of cricket where participants should be in anything other than normal attire.
- Images, and information relating to those images, from specific events, e.g. coaching sessions or festivals, which have taken place must not be distributed to any individuals other than to those directly concerned. Note, however, that this is not intended to prevent promotional information about forthcoming events being restricted in circulation provided any images in that promotional material comply with the terms of this policy.

[83] Concerns

- Any concerns or enquiries about publications or the internet should be reported to Watsonian Cricket Club's Child Protection Officer.

5.8.4 Mobile Phones

(a) General

[84] Short Message Service (SMS) messaging is a quick and easy way to communicate with others and is a popular and often preferred means of communication between children. Staff and volunteers must be aware, however, that intimidating, bullying or even abusive messages can be sent covertly by text. Information sent in this way, even where well-meaning, could be misinterpreted. However, if the guidance set out in this policy is followed then that should not happen. Further, the risks presented by developments in modern technology are becoming increasingly recognised. Adults who seek to harm children have been known to use text messaging and internet chat rooms to “groom” children. This area is now specifically addressed by the Protection of Children and Prevention of Sexual Offences (Scotland) Act 2005.

(b) Text Messages

[85] Staff and volunteers must consider whether it is necessary and appropriate to hold the mobile phone numbers of children. Clearly there are some circumstances where it will be appropriate to hold such numbers. The general principle is that all communication with children should be open, transparent and appropriate to the nature of the relationship. In the first instance contact should always be made at the phone number the parent has provided on the child’s behalf. Good practice would include agreeing with children and parents what kind of information will be communicated directly to children by text message. Information communicated in this way should be information which is essential to the arrangement or, perhaps more importantly, the cancellation of an event such as the last minute cancellation of a training session or match. In cricket it may well be that the most efficient way of informing players of a cancellation of a match due to adverse weather is by text message.

[86] The following good practice is also required:

- the mobile phone numbers of children will be carefully stored (in accordance with data protection principles) and access will only be provided to those who need access for a legitimate reason.
- staff and volunteers must never engage in personal or sensitive communications with children via text message. There should be no need for a “text message conversation”.
- all concerns about the inappropriate use of text messaging will be dealt with in line with Watsonian Cricket Club Complaints Policy, Performance Management, Disciplinary Procedure and/or Procedure for Responding to Concerns about Child Abuse.

(c) CAMERA AND VIDEO PHONES

[87] There have been a number of cases where children have been placed at risk as a result of the ability to discreetly record and transit images through mobile phones. The use of mobile phones in this way can be very difficult to monitor.

[88] The Procedure for the use of Photographs, Film and Video should be observed in relation to the use of mobile phones as cameras/videos. Particular care is required in areas where personal privacy is important e.g. changing rooms, bathrooms and sleeping quarters. No photographs or video footage should ever be permitted in such areas of personal privacy. Watsonian Cricket Club does not recommend the use of mobile phone technology for taking photographs or videos.

- [89] All concerns about the inappropriate use of mobile phones to record photographs or video footage will be dealt with in line with Watsonian Cricket Club Complaints Policy, Performance Management, Disciplinary Procedure and/or Procedure for Responding to Concerns about Child Abuse. This may include the concerns being reported to the police.

6. PROCEDURES FOR RESPONDING TO CONCERNS ABOUT A CHILD

[90] These procedures apply to all involved in Watsonian Cricket Club.

6.1 Concerns about the General Welfare of a Child not involving concerns about child abuse

[90] Watsonian Cricket Club is committed, where appropriate, to working in partnership with parents whenever there are concerns about the general welfare of a child. Parents have the primary responsibility for the safety and well being of their children.

[91] In most situations, not involving the possibility of the abuse of a child, concerns should be discussed with parents. For example, if a child seems unusually withdrawn, then he or she may have experienced an upset in the family, such as a parental separation, divorce or bereavement. Common sense is advised in these situations.

[92] Any significant, untoward or unusual incidents which cause concern about the welfare of a child should be recorded on a Significant Incident Form and reported to Watsonian Cricket Club's Child Protection Officer as soon as possible. Parents should also be informed of the circumstances as soon as possible. If there is any doubt about whether the parents should be informed then they should not be informed until advice has been taken.

[93] In case of doubt about any aspect of this procedure, advice should be sought from Watsonian Cricket Club's Child Protection Officer if there is any uncertainty about the appropriate course of action where there are concerns about the general welfare of a child.

6.2 What to do if a child tells you about abuse

[94] The first thing to remember is that it is not the responsibility of Watsonian Cricket Club or its volunteers to investigate allegations of abuse or to decide whether or not a child has been abused. That is the role of social services and of the police.

[95] Allegations of abuse must always be taken seriously. False allegations are rare. If a child says or indicates they are being abused, or information is obtained which gives concern that a child is being abused, then the information must be responded to on the same day in line with the following procedure.

6.2.1 Respond

[96] When the disclosure is first made to you it will be necessary for you to respond. The response is important. The following responses are recommended:

- React calmly so as not to frighten the child.
- Listen to the child and take what they say seriously. Do not show disbelief.
- Reassure the child that they were right to tell someone and, if necessary reassure them that they are not to blame for what happened.
- Be aware of interpreting what a child says, especially if they have learning or physical disabilities which affect their ability to communicate or English is not their first language.
- Do not assume that the experience was bad or painful; it may have been neutral or even pleasurable. Avoid projecting your own reactions onto the child.

- Avoid, if possible, asking any questions. If necessary, only ask enough questions to gain basic information to establish the possibility that abuse may have occurred. Only use open-ended, non-leading questions. These are questions which do not suggest an answer to the question. For example, ask “Who did that to you?” rather than “Did [name] do that to you?”
- Do not introduce personal information from either your own experiences or those of other children.

[97] If at all possible you should avoid any of the following responses:

- Panicking.
- Showing shock or distaste.
- Probing for more information than is offered unless it is necessary to establish the possibility that abuse may have occurred.
- Speculating or making assumptions.
- Making negative comments about the person against whom the allegation has been made.
- Approaching the individual against whom the allegation has been made.
- Making promises or agreeing to keep secrets and giving a guarantee of confidentiality. If the child asks you to keep what they tell you a secret then you cannot agree to do that. If they ask you before telling you anything then you can say that you need to wait and hear what they have to say. If they ask you after telling you then you can say that you cannot guarantee to do so.

[98] Where there is uncertainty about what to do with the information, Watsonian Cricket Club’s Child Protection Officer must firstly be consulted for advice on the appropriate course of action. If Watsonian Cricket Club’s Child Protection Officer is unavailable or an immediate response is required the police and social work services must be consulted for advice. They have a statutory responsibility for the protection of children and they may already hold other concerning information about the child. Record any advice given.

[99] **If you are concerned about the immediate safety of the child then take whatever action is required to ensure the child’s immediate safety. Pass the information immediately to the police and seek their advice.**

6.2.2 Record

[100] Make a written record of the information as soon as possible using the Significant Incident Form (or the Child Protection Referral Form), completing as much of the form as possible. It may be best to avoid writing the information down when speaking to the child as that may seem very formal and intimidating. It is only necessary for you to provide an outline account; social services or the police or both will carry out investigations following the referral. The following information will help the police and social workers decide what action to take next:

- Child’s name, age and date of birth.
- Child’s home address and telephone number.
- Any times, dates or other relevant information.
- Whether the person making the report is expressing their own concern or the concerns of another person.

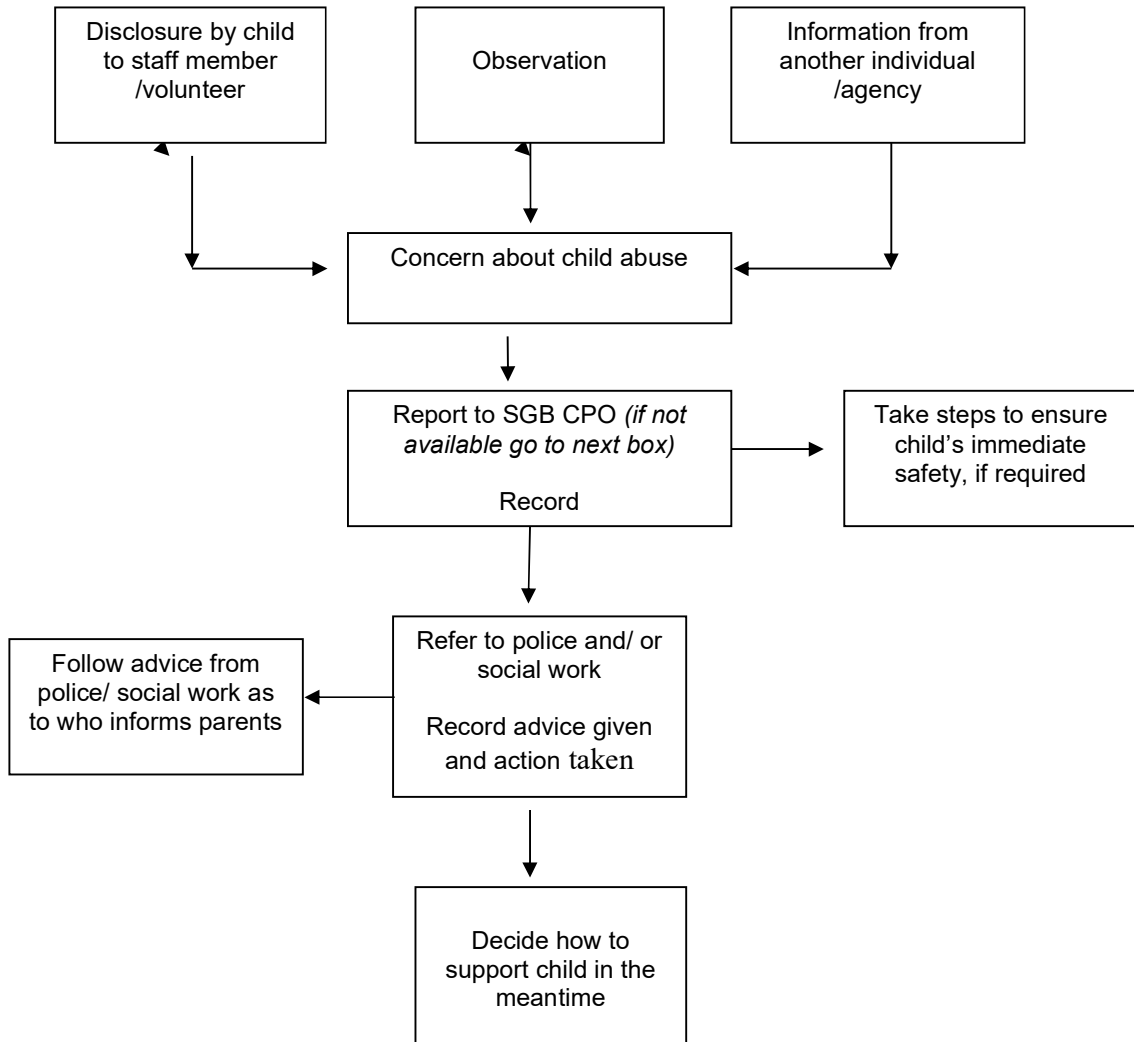
- The child's account, if it can be given, of what has happened and how any injuries occurred *using the child's own words*.
- The nature of the concern (include all of the information obtained during the initial account e.g. time, date, location).
- A description of any visible (when normally dressed) injuries or bruising, behavioural signs, indirect signs (do not physically examine the child).
- Details of any witnesses.
- Whether the child's parents have been informed.
- Details of anyone else who has been consulted and the information obtained from them.
- If it is not the child making the report, whether the child has been spoken to, if so what was said *using the child's own words*.
- The child's views on the situation.

[101] The current advise is that if completing the form electronically, do not save copies to the hard drive or floppy disk. Print a copy, sign and date and then delete immediately. Pass the record to social work services or the police and to the Watsonian Cricket Club Child Protection Officer that day. In light of that advice Cricket Scotland recommends that the form should be completed by hand.

6.2.3 Sharing Concerns with Parents

[102] Where there are concerns that the parent(s) may be responsible for or have knowledge of the abuse, sharing concerns with the parent(s) may place the child at further risk. In such cases advice must always firstly be sought from the police or social work services as to who informs the parents.

RESPONDING TO CONCERNS ABOUT CHILD ABUSE



7. PROCEDURE FOR RESPONDING TO CONCERNS ABOUT THE CONDUCT OF A MEMBER OF STAFF OR VOLUNTEER

7.1 General

[103] This section of the procedures should be read in conjunction with Watsonian Cricket Club's Complaints, Performance Management and Disciplinary Procedures. Section 3.2 (above) 'What to do if a Child tells you about Abuse', applies whether the information is about a member of staff or someone not connected in any way with the sport. That procedure should be followed and completed to ensure the immediate safety of the child where there is the possibility of abuse. The following section details the procedure to be followed where the concern is about a member of staff. It is also applicable where there is concern about a volunteer.

[104] These procedures aim to ensure that all concerns about the conduct of a member of staff are dealt with in a timely, appropriate and proportionate manner. No member from Watsonian Cricket Club who is in receipt of information that causes concern about the conduct of a member of staff towards children shall keep that information to himself or herself, or attempt to deal with the matter on their own.

[105] In the event of an investigation in to the conduct of a member of staff all actions will be carried out in accordance with the principles of natural justice, and in particular:

- Employees will be made aware of the nature of concern or complaint.
- Where the concern is about possible child abuse, advice will firstly be taken from the police as to what can be said to the employee.
- An employee will be given an opportunity to put forward their case.
- Watsonian Cricket Club will act in good faith, ensure the matter is dealt with impartially and as quickly as possible in the circumstances.

[106] In all cases where there are concerns about the conduct of a member of staff towards children, the welfare of the child is the paramount consideration. This does not affect the right of that member of staff to the benefit of the principles of natural justice.

[107] Remember, at any point in the management of concerns about the conduct of a member of staff, advice may be sought from the police or social work services.

7.2 Initial Reporting of Concerns

[108] Any concerns for the welfare of a child arising from the conduct of a member of staff must be reported to either (i) the line manager of the person who is the subject of the concern or (ii) the Watsonian Cricket Club Child Protection Officer as soon as practically possible, and in any event on the day on which the concern arises.

[109] Where the concern is about that line manager or about the Child Protection Officer then it must be reported to the President of Watsonian Cricket Club.

7.3 Recording

[110] Concerns must be recorded using the Significant Incident Form as soon as possible. Reporting the concerns to the line manager or Watsonian Cricket Club's Child Protection Officer should **not** be delayed by gathering information to complete the form or until a written record has been made. However, if a verbal report is first made then the written report should be completed as soon as possible thereafter.

- [111] All subsequent actions taken and reasons for those actions shall be contemporaneously recorded on the Significant Incident Form, signed and dated by the line manager or by Watsonian Cricket Club's Child Protection Officer or the person appointed to manage the response to the concerns. Where Performance Management Procedures or Disciplinary Procedures are invoked, a written record will be made of all actions and reasons for decision. Guidance on the storage, sharing and retention of such records is contained in the relevant procedure.

7.4 Establishing the Basic Facts

- [112] Once the concerns have been reported, the line manager or Watsonian Cricket Club Child Protection Officer will:

- Establish the basic facts
- Conduct an initial assessment of the facts in order to determine the appropriate course of action.
- Consult external agencies such as the police and social work services for advice at any time. This is important because they may hold other important information which, when considered alongside the current concerns builds a significant picture of concern.

7.5 Conducting the Initial Assessment

- [113] The line manager or Watsonian Cricket Club's Child Protection Officer will conduct the initial assessment. The purpose of the initial assessment is to clarify the nature and context of the concerns. It should determine whether there is reasonable cause to suspect or believe that a child has been abused or harmed or is at risk of abuse or harm. Reasonable cause in this context is a reasonable belief on the part of the line manager or Watsonian Cricket Club's Child Protection Officer that the child may have been abused. Every situation is unique so guidance cannot be prescriptive.

- Where the established facts support a concern about possible abuse, the initial assessment will not form part of the disciplinary investigation.
- Subject to the nature and seriousness of the situation, if it is not clear at this stage whether a criminal offence may have been committed the member of staff may be approached as part of the information gathering process although it is not necessary in all circumstances for them to be approached.
- If the nature and seriousness of the information suggests that a criminal offence *may* have been committed, or that to assess the facts may jeopardise evidence, then advice must be sought from the police before the member of staff is approached.
- An initial assessment of the basic facts may require the need to ask a child(ren) some basic, open-ended, non-leading questions. This is solely with a view to clarifying the basic facts to establish whether there has been a breach of Watsonian Cricket Club's procedures. They are not being asked with a view to establishing any criminal offence. It may also be necessary to ask similar basic questions of other children, or other appropriate individuals.
- Interviewing children about possible abuse and criminal offences is the sole remit of specially trained police officers and social workers. Questioning of children by those conducting an initial assessment should always be avoided as far as possible. In most circumstances there will be enough material from other sources to establish the basic facts. If it is necessary to speak to the child in order to clarify the basic facts best practice suggests that consent from the parent be obtained.

7.6 Possible Outcomes following the Initial Assessment

[114] Possible outcomes of initial assessment may involve one or more of the following:

- (i) No further action (facts do not substantiate complaint);
- (ii) Situation is dealt with under procedures to manage poor practice;
- (iii) Disciplinary investigation (by Watsonian Cricket Club);
- (iv) Child protection investigation jointly by police and social work services;
- (v) Criminal investigation by the police. The results of a criminal investigation may well influence the disciplinary investigation, but not in all cases.
- (vi) Civil proceedings by the child or family who alleged abuse.

7.6.1 Initial assessment supports concerns about poor practice and/or misconduct (but not possible child abuse)

[115] The line manager or Watsonian Cricket Club's Child Protection Officer will deal with the situation in line with Watsonian Cricket Club's Performance Management Procedures or Disciplinary Procedures or both.

[116] Pending the outcome of any investigation conducted under Performance Management Procedures or Disciplinary Procedures, precautionary suspension will be considered in all cases where, if the allegation made against the member of staff was ultimately to be proved, then there would be likely to be a significant concern about the conduct of that member of staff towards children (*see section 4.7*). The welfare of children will be the paramount concern in such circumstances.

[117] Where the circumstances meet the referral criteria set out in the Protection of Children (Scotland) Act 2003 section 4.11, Cricket Scotland has a duty to make a referral to Scottish Ministers (*see section 4.11*).

7.6.2 Initial assessment supports concerns about possible child abuse

[118] Where the initial assessment of information gives reasonable cause to suspect or believe possible child abuse the line manager or Watsonian Cricket Club's Child Protection Officer will refer the concerns to the police or social work services or both by telephone as soon as possible on the day the information is received.

[119] The line manager or Watsonian Cricket Club's Child Protection Officer will make a written record of the name and designation of the social worker or the police officer to whom the concerns were passed together with a note of any other relevant discussions with that person and he or she will note the time and date of the call, in case any follow up is required.

[120] Referrals to the police or social work services will be confirmed in writing by the line manager or Watsonian Cricket Club's Child Protection Officer within 24 hours of the initial telephone call. A copy of the Significant Incident Form should be provided to the police or social work services on request.

[121] Appropriate steps will be taken to ensure the safety of the child or children or who may be at risk. The parents of the child or children involved will be informed as soon as possible following advice from the police or social work services unless the advice is that they should not be informed.

[122] Advice will firstly be obtained from the police or social work services about informing the staff member involved about the concerns. If the advice is to inform the staff member, they will be told that information has been received which may suggest an allegation of abuse. As the matter will be *sub-judice* no details will be given unless

advised by the police. All actions will ensure the best evidence is preserved for any criminal proceedings while at the same time safeguarding the rights of the employee.

- [123] Watsonian Cricket Club will take all reasonable steps to support a member of staff against whom an allegation of abuse has been made.

7.6.3 Precautionary Suspension

- [124] Suspension is not a form of disciplinary action. The staff member involved may be suspended whilst an investigation is carried out.

- [125] Suspension will be carried out by **[name of person/group/panel responsible]** in accordance with Watsonian Cricket Club Disciplinary Procedures. At the suspension interview the member of staff will be informed of the reason for suspension (within the confines of sharing information) and will be given the opportunity to make a statement should they wish to do so.

- [126] Notification of the suspension and the reasons will be conveyed in writing to the staff member in accordance with Watsonian Cricket Club Disciplinary Procedures.

7.6.4 Disciplinary Investigation

- [127] Following advice from the police, cases that also involve a criminal investigation, will not preclude disciplinary action being taken provided sufficient information is available to enable the line manager or Watsonian Cricket Club's Child Protection Officer to make a decision and that to do so does not jeopardise the criminal investigation. It may be appropriate to discuss with the police whether or not they see any reason in the particular circumstances for the disciplinary investigation to be delayed.

7.7 False or Malicious Allegations

- [128] Where an investigation establishes an allegation is false, unfounded or malicious:

- The member involved will receive an account of the circumstances and/or investigation and a letter confirming the conclusion of the matter. They may wish to seek legal advice.
- All electronic records (if any) pertaining to the circumstances and investigation will be deleted. All other records will be retained separately and securely. It is possible that they may be required in future civil proceedings and that they may be the subject of a document request in those proceedings. If necessary at that time confidentiality can be claimed and the court can consider whether or not the information should be released.
- The line manager or Watsonian Cricket Club's Child Protection Officer will take all reasonable steps to support the individual in this situation.
- In these circumstances Cricket Scotland will review the child's participation in cricket.
- Data collected for the investigation will be dealt with in accordance with the requirements of the Data Protection Act 1998.

7.8 Historical Allegations of Abuse

- [129] Allegations of abuse may be made some time after the event e.g. an adult who was abused as a child by someone who is still currently working with children. These procedures will be followed in the event of an allegation of historical abuse. Such allegations present obvious difficulties in the gathering of information and identification of witnesses even to the more limited extent necessary for establishing the basic facts.

If the matter is passed to the police then guidance may need to be sought from them in relation to some of these aspects.

7.9 Protection of Children (Scotland) Act 2003

[130] Watsonian Cricket Club is under an obligation to refer to Scottish Ministers the case of any member of staff who has (whether or not in the course of their role within Watsonian Cricket Club) harmed a child or placed a child at risk of harm. The 2003 Act refers initially to dismissal of an individual on the "ground" that that individual "has (whether or not in the course of their role within Watsonian Cricket Club) harmed a child or placed a child at risk of harm". The legislation also places obligations on in Watsonian Cricket Club situations where (i) the individual resigned or otherwise left their employment before they were dismissed on that ground, (ii) the individual was simply transferred and not dismissed, (iii) the individual's fixed term contract ended without the necessity for dismissal on that ground, and (iv) the individual is no longer in a child protection role for reasons other than a relevant ground but where a relevant ground is subsequently found.

[131] There is an obligation on Watsonian Cricket Club to refer in the following circumstances:

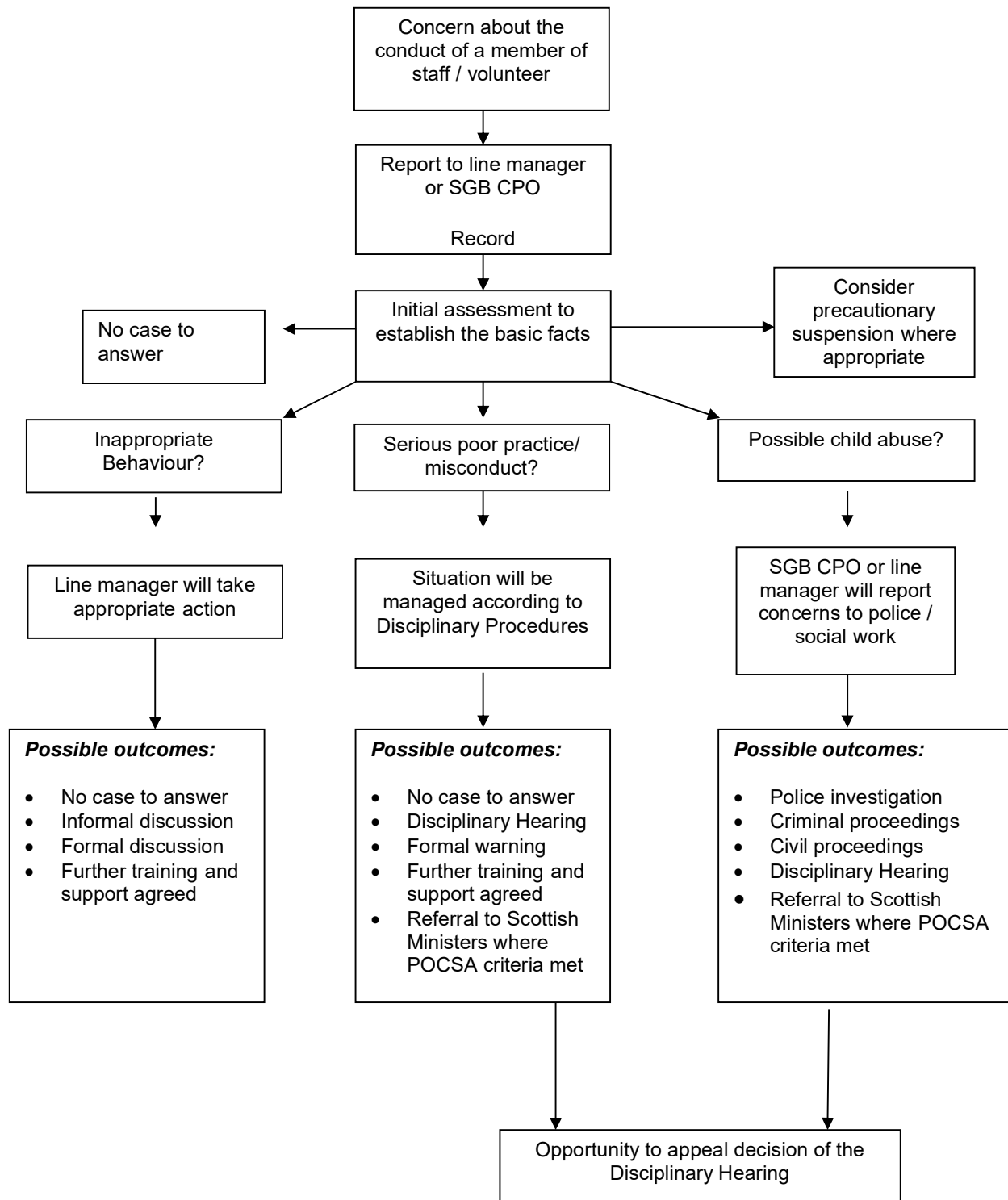
- (a) Watsonian Cricket Club has dismissed the staff member on the ground discussed above.
- (b) The staff member would have been dismissed, or that Watsonian Cricket Club would have considered dismissing the staff member, on such ground had the individual not resigned, retired or been made redundant.
- (c) Watsonian Cricket Club has transferred the staff member to a position in Watsonian Cricket Club which is not a child care position on such ground.
- (d) The staff member would have been dismissed, or that Watsonian Cricket Club would have considered dismissing the staff member, on such ground where employment was not due to end at the expiry of a fixed term contract; or if the staff member would have been dismissed or that Watsonian Cricket Club would have considered dismissing the staff member, on such ground had the contract not expired.
- (e) Watsonian Cricket Club will also refer the case of a staff member who has either (i) been dismissed by Watsonian Cricket Club, or (ii) resigned, retired or been made redundant, or (iii) been transferred to another position in which Watsonian Cricket Club is not a child care position, where the original reason for original dismissal, resignation, retirement, redundancy or transfer was not on such ground but where information not available at the time of the original dismissal, resignation, retirement, redundancy or transfer subsequently becomes available and Watsonian Cricket Club forms the opinion (on the basis of that subsequent information) that they would have dismissed or would have considered dismissing the staff member on such ground, had the information been available at the time of the original dismissal, resignation, retirement, redundancy or transfer.

[132] Where Watsonian Cricket Club receives information that a staff member who holds a child care position has been fully listed on the Disqualified from Working with Children List, the staff member will be removed from the child care position immediately.

7.10 Media

[133] All media enquiries relating to the conduct of a member of staff will be referred to Watsonian Cricket Club President or or the Child Protection Officer. In general it will not be appropriate to comment until all issues have been finally dealt with.


RESPONDING TO CONCERNS ABOUT THE CONDUCT OF A MEMBER OF STAFF OR VOLUNTEER



SECTION 6

GLOSSARY & APPENDICES

GLOSSARY

Adversity	Difficulty or misfortune (<i>Source: Oxford Dictionary</i>).
Agencies	Organisations in the statutory or voluntary sector where staff, paid or unpaid, work with or have access to children and/or families. This includes, but is not exclusive to, social work, health, education and the police.
Child	For the purposes of these guidelines, the words “child” and “children” will be used to refer to all those under the age of 18 years.
Child Abuse	 See page 12 for the definition generally recognised in Scotland.
Child care position	One of the definitions in Schedule 2 of the Protection of Children (Scotland) Act 2003 that applies to many voluntary sector roles is “a position whose normal duties include caring for, training, supervising or being in sole charge of children”.
Child Protection Committee	The key local bodies for developing and implementing child protection strategies across and between agencies.
Child Protection Officer	A paid or voluntary position whose remit generally involves co-ordinating the implementation of Child Protection Policy and procedures within the organisation.
Concern	A suspicion or belief that a child might be in need of help or protection. For the purpose of these guidelines can also include a suspicion or belief that the conduct of an adult or another child is actually or potentially harmful towards another child.
Consent	Permission or agreement.
CRBS	Central Registered Body in Scotland registers voluntary organisations and processes their requests for Enhanced Disclosures to Disclosure Scotland. Also provides training and advice. See www.crbs.org.uk
Disclosure	In this context, the act of a child (or adult) making information about abusive or harmful experiences known to others. In many cases the child will have been keeping the information secret.
Disclosure Certificate	A document which details conviction and/or other relevant information held by the police and government departments.
Disability	A person has a disability if he or she has a physical or mental impairment, which has a substantial and long term adverse effect on his or her ability to carry out normal day to day activities. (<i>Source: Disability Rights Commission Scottish Code of Practice</i>).
Disclosure Scotland	The organisation with responsibility for issuing Disclosure Certificates. See www.disclosurescotland.org.uk
Disqualified from Working with Children List (DWCL)	Created by the Protection of Children (Scotland) Act, this is a list of persons who are considered to be unsuitable to work with children because they have harmed a child or considered to have placed a child at risk of harm and have had their positions terminated, or could have had their positions terminated because of this had they not resigned or left the organisation. Individuals who are fully listed will be disqualified from working with children and young people under the age of 18 years.

(DWCL cont/)	Scottish Ministers maintain the List. The only way to determine if an individual is named on the List is through a Disclosure Scotland check for a child care position.
Exempted Position	Exempted positions are detailed in the Exclusions and Exceptions (Scotland) Order 2003. Individuals appointed to an exempted position can legally be asked to disclose both spent and unspent conviction information. Child care positions are exempted positions.
Fully Listed (relates to DWCL)	In terms of the Protection of Children (Scotland) Act 2003, a person will be 'fully listed' when Scottish Ministers place their name on the Disqualified from Working with Children List and it is considered that they are unsuitable to work with children. Those who have been fully listed by Scottish Ministers will commit a criminal offence if they apply to or work with children.
Grooming	The term given to the process of forming a relationship with a child and significant people in the child's life with the ultimate aim of exploiting the relationships by sexually abusing the child.
Harassment	The act of causing worry or torment to another person.
Harm	Includes but it not restricted to physical harm. Actions or behaviours by others which have a detrimental effect on a child's physical and emotional health and well being. This means that " <i>harm</i> " would not only cover the deliberate infliction of physical or emotional harm but also where harm resulted, or might have resulted, from a degree of carelessness or neglect which amounted to misconduct.
Institutional racism	<i>"The collective failure by an organisation to provide appropriate and professional service to people on account of their race, culture and/or religion", MacPherson Inquiry Report on Stephen Lawrence.</i>
Inter- agency	Where more than one agency is working together.
Neglect	Failing to provide for, or to secure for a child the basic needs of food, warmth, clothing, emotional security, physical safety and well being. Also includes exposing a child to risk where it could have been avoided.
Misconduct	Unacceptable or improper behaviour (<i>Source: Oxford Dictionary</i>).
Parents	Those who have parental rights and responsibilities in relation to the child. For the purpose of these guidelines it also covers carers, guardians, co-habitees and others who have the primary responsibility for the care of the child.
Partnership	In this context where more than one person, agency, professional or community are working together towards shared and agreed aims and share responsibility for decisions and actions.
POCSA	Protection of Children (Scotland) Act 2003 see www.hmsso.org.uk This act applies to all organisations who appoint workers and/or volunteers in to child care positions.
Policy	A course or principle of action adopted or proposed by an organisation.

Poor Practice	In this context can be described, as but is not confined to: <ul style="list-style-type: none"> • Behaviour or practices which are contrary to the behaviours or practices set out in the Code of Conduct. • Behaviour which is not in keeping with professional standards or leadership as defined by the sport. • Practices which, if not challenged, result in risks to the safety, development and welfare of children or a group of children. • Behaviour which fails to meet the required standard of performance or conduct where the shortfall is of a minor nature.
Prevention	To stop something from happening/arising.
Professionals	In this context, staff who work directly or indirectly with children and/or families. Can include, but is not exclusive to, police officers, doctors, nursery staff, teachers, social workers, therapists, dentists, youth leaders, leisure and recreational workers, housing staff and staff who work in criminal justice, mental health or drug/alcohol services and the voluntary sector.
Provisionally Listed (relates to DWCL)	<p>Where an individual who is the subject of a referral to Scottish Ministers in terms of the Protection of Children (Scotland) Act 2003 is temporarily named on the Disqualified from Working with Children List, pending a full inquiry in to and consideration of the circumstances of the referral by Scottish Ministers.</p> <p>Provisional listing does not disqualify the individual from working with children and young people in a child care position for the period of time they are provisionally listed. Disclosure Certificates for child care positions will show that the person is provisionally on the List. Both the person who is the subject of the referral and any organisation known to be “employing” that person in a child care position (either as a paid or volunteer worker) will be notified of the provisional listing and the outcome of the decision process. Provisional listing will not normally last longer than 6 months (though there are some circumstances where this time period can be extended).</p>
Racism	Conduct, words or practices which disadvantage or advantage people because of their colour, culture or ethnic origin. It can be subtle or overt, intentional or unwitting and occur at different levels: individual, cultural or institutional (<i>Source: Scottish Executive</i>).
Resilience	Ability to cope with adverse circumstances.
Rights	Entitlements enshrined in treaties, legislation or regulation.
Risk	Exposure to harm or hazards.
Risk Assessment	The process of identifying hazards and who might be affected by them and determining what action needs to be taken to reduce and manage the hazard.
SGB	Scottish Governing Body of sport.
Safeguarded	Measures taken to protect or prevent something (<i>Source: Oxford Dictionary</i>).
Sectarianism	A form of religious bigotry which manifests itself in the form of prejudice, discrimination or harassment of an individual or a group of people on the grounds of their religious beliefs (<i>Source: Scottish Executive</i>).

Statutory Responsibilities	A responsibility enshrined in treaty legislation and/or regulation.
Sub Judice	Under judicial consideration and therefore prohibited from public discussion elsewhere.
UNCRC	United Nations Convention on the Rights of the Child (1989). The UK is a signatory to this international document which states the rights of all children under the age of 18. see www.unicef.org/crc/
Welfare	The health, happiness and fortunes of a person or group. Action or procedure designed to promote the basic physical and material well-being of people in need.
Volunteers	Someone offering services in an unpaid capacity for an organisation. For more information on volunteering see www.vds.org.uk
Vulnerable	Exposed to being attacked or harmed (<i>Source: Oxford Dictionary</i>).

APPENDIX 1: CHILD PROTECTION- LEGISLATION

This is intended as a brief guide to the legislation relevant to the care and protection of children in Scotland. SGBs should obtain advice from a solicitor in relation to specific legal issues.

INTERNATIONAL CONVENTIONS

United Nations Convention on the Rights of the Child (1989) UNCRC

An international agreement which prescribes the rights of all children and young people under the age of 18. The rights in the Convention are generally cover three areas: participation (e.g. a child's right to have a say in decisions which affect them), provision (e.g. provision of services to promote health and education) and protection (e.g. the right to be protected from all forms of abuse, harm and exploitation at all time).

The UK is a signatory to UNCRC and must report to a UN Committee on steps taken to promote and respect these rights. Whilst not legally binding, the Convention is highly influential on decisions made by courts and public authorities about the lives of children.

European Convention on Human Rights (1950)

This convention is legally binding on the UK because its provisions were introduced in to the law of Scotland by the Human Rights Act 1998 and the Scotland Act 1998. The rights prescribed apply to children and adults. The main articles of relevance are:

Article 8: right to respect for private and family life, home and correspondence

Article 3: the right not to be tortured or experience inhuman or degrading treatment

Courts and public authorities must act in a manner which is consistent with these rights and can only interfere (in some cases) where there is a legitimate reason to do so. The protection of children is one such reason. For a copy of the Convention see http://www.hrcr.org/docs/Eur_Convention/euroconv.html

UK and SCOTTISH LEGISLATION

Rehabilitation of Offenders Act 1974

Generally, criminal convictions become spent after a period of time (which depends on the sentence imposed by the court at the time of conviction). As a result of this Act spent convictions, generally, do not have to be disclosed to potential employers.

Exclusions and Exceptions (Scotland) Order 2003

There are certain jobs and voluntary positions for which prospective employers need to know about a person's criminal record to decide whether they are suitable for the position e.g. work with children. This Order lists the positions and professions where there is an exception to the general rule on non-disclosure of convictions.

Data Protection Act 1998

Applies to any information, however obtained and used, which relates to living persons. Covers how such information is to be gathered, stored, processed and protected. All organisations that hold or process personal data must comply.

Police Act 1997

Introduced three levels of disclosure information which are released in the form of Disclosure Certificates from Disclosure Scotland. Also introduced access to criminal records for those who engage or appoint volunteers in positions which bring them in to contact with vulnerable groups.

Age of Legal Capacity (Scotland) Act 1991

Children under 16 do not generally have legal capacity. This act sets out the circumstances in which children are regarded as having legal capacity including the ability to consent to medical treatment.

Commissioner for Children and Young People (Scotland) Act 2003

Scotland's Commissioner for Children and Young People is Kathleen Marshall. It is her job to promote and safeguard the rights of children living in Scotland as set out in UNCRC.

Criminal Procedure (Scotland) Act 1995

Schedule 1 to this Act contains a list of offences against children e.g. abandonment or wilful neglect. Someone who has committed an offence which is listed in this Schedule is often referred to by professionals as a "Schedule 1 offender".

Children (Scotland) Act 1995

The main piece of legislation covering child welfare and protection. Covers the rights and responsibilities of parents, the role of the local authority, the Children's Hearing System and introduced a number of measures for taking action to protect children in an emergency. This Act clearly states that the best interests of the child must always be considered and children should be given an opportunity to have a say on matters which affect them, should they wish to do so.

Criminal Justice (Scotland) Act 2003

Amended the law in Scotland in relation to the physical punishment of children by parents. This Act makes it illegal for parents to hit a child on the head, hit a child with an implement and to shake a child.

Sexual Offences (Amendments) Act 2000

Introduced a new offence of abuse of trust applicable to "positions of trust" which involve looking after children and young people who are in full time education, detained under a court order, looked after in a hospital/ children's home or other establishment providing social care or in foster care.

Protection of Children (Scotland) Act 2003

Provides for the creation of the Disqualified from Working with Children List. It will be an offence for an organisation to knowingly appoint a worker (paid and unpaid) who is fully listed in to child care positions (as defined in Schedule 2 of the Act).

The Act also creates a duty on organisations to refer an individual to the list where the individual has harmed a child or placed a child at risk of harm and has been dismissed or moved away from access to children as a consequence, or who would have been dismissed, but who has resigned, retired or was made redundant before the dismissal was completed or left at the end of a temporary contract.

Also creates a duty to remove an individual who is fully listed from a child care position.

Protection of Children and Prevention of Sexual Offences (Scotland) Act 2005

Addresses the predatory behaviour of those who "groom" children with the aim of abusing them by introducing a new offence of "grooming". Enables the police to take preventative action before the child meets the perpetrator. Provides the police and courts with additional powers to apply for and grant, a Risk of Sexual Harm Order on those who are considered to pose a risk to children.

APPENDIX 2: GUIDELINES FOR MANAGING BULLYING

Bullying may be seen as particularly hurtful behaviour usually repeated over a period of time, where it is difficult for those bullied to defend themselves. Bullying can take many forms including:

- Physical e.g. hitting, kicking, theft
- Verbal (including teasing) e.g. racist remarks, spreading rumours, threats or name-calling
- Emotional e.g. isolating a child from the activities or social acceptance of the peer group
- Harassment e.g. using abusive or insulting behaviour in a manner intended to cause alarm or distress.
- Children may be bullied by adults, their peers and in some cases by their families.

Action to Help the Victim(s) and Prevent Bullying:

- Take all signs of bullying very seriously.
- Encourage all children to speak and share their concerns. Help the victim(s) to speak out and tell the person in charge or someone in authority. Create an open environment.
- Take all allegations seriously and take action to ensure the victim(s) is safe. Speak with the victim and the bully(ies) separately.
- Reassure the victim(s) that you can be trusted and will help them, although you cannot promise to tell no-one else.
- Keep records of what is said i.e. what happened, by whom and when.
- Report any concerns to the person in charge at the organisation where the bullying is occurring.

Action towards the Bully(ies):

- Talk with the bully(ies), explain the situation and try to get the bully(ies) to understand the consequences of their behaviour.
- Seek an apology from the bully to the victim(s).
- Inform the bully's parents/guardians.
- If appropriate, insist on the return of 'borrowed' items and that the bully(ies) compensates the victim.
- Impose sanctions as necessary.
- Encourage and support the bully(ies) to change behaviour
- Keep a written record of action taken.

SECTION 6

SAMPLE FORMS & GUIDANCE NOTES

LETTER TO PROSPECTIVE APPLICANTS FOR A CHILD CARE POSITION¹

Dear [Name]

[Role Applied For]
[Any Further Relevant Heading]

We thank you for your interest in taking up this post with Cricket Scotland and have pleasure in enclosing the undernoted forms for completion and return.

The post you are interested in applying for falls within the definition of a child care position as defined by the Protection of Children (Scotland) Act 2003. Cricket Scotland has a legal duty to ensure the suitability of any individual who works or volunteers to work in child care positions. In accordance with the Cricket Scotland Child Protection Policy and Procedures, everyone seeking appointment to a child care position must complete an Application Form and a Self-Declaration form prior to appointment. We would ask, therefore, that you complete the enclosed Application and Self-Declaration forms.

Please note that because the position in which you are interested is a child care position within the meaning of the legislation Cricket Scotland will require the person appointed to undertake an Enhanced Disclosure Scotland Check. Your agreement to this check is part of the declaration on the application form. This cost of this will be met by Cricket Scotland.

Once you have completed the forms, please seal the Self-Declaration form in the envelope marked, "Self-Declaration - Only to be opened if applicant is to be interviewed" and return it together with the application form to Cricket Scotland at the address on the letterhead.

Please be assured that all information will be strictly managed in accordance with **Cricket Scotland's** Policy on the Secure Storage of Information and its Policy on the Rehabilitation of Offenders **and will only be shared with those who are involved in decisions about recruitment and selection**. Previous convictions do not automatically mean that you will not be considered for the position applied for. A full assessment of each applicant's suitability will be undertaken based on all available information.

Thank you, again, for your interest in promoting the game of cricket amongst children and young people. We look forward to receiving your application in due course.

Yours sincerely

Note:

1. Role description
2. A blank Application Form
3. A blank Self-Declaration Form
4. An envelope marked "Self-Declaration – Only to be opened if candidate is to be interviewed"
5. Guidance Notes on Completing the Self-Declaration Form

¹ Adapted from Template Letter for Prospective Applicants for Positions Involving Contact with Children, developed by Donald MacKenzie, Camanachd Association.

APPLICATION FORM

Cricket Scotland is committed to ensuring that all staff and volunteers who are recruited in to child care positions (as defined in Schedule 2 of the Protection of Children (Scotland) Act 2003) are suitable for the position.

In accordance with **Cricket Scotland** Child Protection Policy all staff and volunteers seeking appointment to a child care position must complete this application form, prior to appointment.

PART A PERSONAL DETAILS

Title: _____

First Name: _____

Middle Name: _____

Surname: _____

All previous names by which you have been known: _____

Address: _____

Post Code: _____

Telephone Contact: Day: _____

Evening: _____

Mobile: _____

PART B PRESENT/ MOST RECENT EMPLOYMENT/ ROLE

Organisation: _____

Position held: _____

Dates of employment/ involvement: _____

Responsibilities: _____

Reasons for Leaving: _____

PART C PREVIOUS POSITIONS (continue on separate sheet if necessary)

NAME OF ORGANISATION	POSITION/ RESPONSIBILITIES	START/ END DATE

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PART D QUALIFICATIONS AND PREVIOUS EXPERIENCE OF WORKING WITH CHILDREN (include name of organisation, responsibilities/ duties, dates involved and reasons for leaving).

PART E ADDITIONAL INFORMATION

Please provide details of relevant experience, voluntary work, principal achievements, personal skills and qualities and explain how you might use them in this post (continue on a separate sheet if necessary).

PART F REFEREES

Please provide details of 2 referees (not relatives). At least one should have knowledge of your previous work with children. Referees will be contacted for the purposes of verifying the information contained in this form.

<p>Name: _____</p> <p>Organisation: _____</p> <p>Address: _____</p> <p>_____</p> <p>Telephone: _____</p> <p>Relationship to Applicant: _____</p>	<p>Name: _____</p> <p>Organisation: _____</p> <p>Address: _____</p> <p>_____</p> <p>Telephone: _____</p> <p>Relationship to Applicant: _____</p>
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TO BE COMPLETED BY APPLICANT

I am aware that in accordance with the Data Protection Act 1998, information provided on this application form will be stored for the purposes of processing the data for recruitment and selection and monitoring the recruitment and selection process.

If successful, I consent to a relevant Disclosure Scotland check being requested.

I have completed this form accurately and truthfully and to the best of my knowledge.

Signature: _____ **Date:** _____

TO BE COMPLETED BY HUMAN RESOURCES/ CHILD PROTECTION OFFICER

I confirm that I have seen the following identification documents, relating to **[insert name of applicant]**:

- 1.
- 2.

Note: at least one form of identification must be photographic.

I confirm to the best of my ability that the identification documents are accurate.

Signature: _____ **Date:** _____

Print Name: _____ **Position:** _____

SELF-DECLARATION FORM FOR A CHILD CARE POSITION

It is the policy of **Cricket Scotland** that all applicants to child care positions are required to complete a self-declaration form. Before completing this form, please read the guidance notes which are included with this form.

**Part A: Previous convictions.
To be completed for positions which require an Enhanced Disclosure Check?**

Date(s) of conviction(s):
Court(s) where your conviction(s) were heard:
Type of offence(s):
Sentence(s) received
Please give details of the reasons and circumstances that led to your offence(s)

Cont/d over

Please give details of how you completed the sentence(s) imposed, (for example did you pay your fine(s) as required; what conditions were attached to your probation/community service/supervised attendance order(s), did you comply with the requirements of your custodial sentence(s).

Have any other organisations supported you to work through any of the above issues/difficulties?

What have you learned from your experience?

**Part B – Details of any disciplinary action relating to behaviour to children.
To be completed for positions which require an Enhanced Disclosure check.**

Have you been disciplined because of inappropriate behaviour towards a child which may have harmed them or put them at risk of harm? **YES/NO**

If YES, please give details.

Cont/d over

Part C: Police Investigations – this should include relevant police non-conviction information.**To be completed for a positions which require an Enhanced Disclosure check**

Date of investigation(s):
Police Division(s) involved:
Details of investigation(s)
Please give details of the reasons and circumstances that led to your investigation(s):
Disposal(s) if known:

Are you, or have you ever been, known to any Social Work Department/Social Services Department (in England and Wales) as an actual or potential risk to children? YES/NO

If yes, please provide details

Cont/d over

Part D: Protection of Children (Scotland) Act 2003 Self -Declaration.

Before answering the question below, please read the following notes

Section 11 of the *Protection of Children (Scotland) Act 2003* creates a new offence which **an individual who is disqualified from working with children will commit** if they apply for, offer to do, accept or do any work in a child care position. An organisation will also be guilty of an offence if they knowingly employ (paid or unpaid) a disqualified person in a child care position.

Section 17 of the *Protection of Children (Scotland) Act 2003* defines “disqualified from working with children”. **It extends to Scotland disqualifications which previously applied in England and Wales only.** A person is disqualified from working with children if they are:

- Included (otherwise than provisionally) in the Disqualified from Working with Children List established under section 1(1) of the *Protection of Children (Scotland) Act 2003*;
- Included (otherwise than provisionally) in the List kept under section 1 of the *Protection of Children Act 1999*;
- On List 99 and subject to direction under subsection (1)(a) of section 142 (prohibition from teaching etc.) of the *Education Act 2002* given on the grounds mentioned in subsection (4)(b) of that section, not to carry on work to which that section applies;
- Subject to a Disqualification Order within the meaning of the *Criminal Justice and Court Services Act 2000*.

To help us ensure we are complying with the new child protection laws, please complete the following declaration.

I _____ [full name in block capitals]

Of [address] _____

confirm that I am not subject to any of the disqualifications set out in section 17 of the *Protection of Children (Scotland) Act 2003*

OR

I am the subject of a disqualification from working with children under

I understand that deliberately giving false information can result in prosecution.

Signed _____ **Date** _____

Part E: Declaration to be completed by all applicants

I hereby declare and represent that, except for as disclosed above, I have not at any time, whether in the United Kingdom or abroad, been found guilty and sentenced by a court for a criminal offence.

I give my consent to **Cricket Scotland** requesting a Disclosure Certificate (if appropriate) and to requesting references for the purposes of verifying the replies given in this declaration, including enquiries of any relevant authority.

I agree to inform **Cricket Scotland** if I am convicted of an offence after I take up any post within the organisation. I understand that failure to do so may lead to the immediate suspension of my work with children with the organisation and/or the termination of my services.

If I am appointed to a post, I agree to abide by the organisation's Code of Conduct and Child Protection Policy and Guidelines.

I agree to abide by the conditions above and certify that the information contained in this form is true and correct to the best of my knowledge and I realise that false information or wilful omissions may lead to the immediate suspension of my work with children or the termination of my services.

Signed: _____ **Date:** _____

Please note that any information you give in this form will be managed according to the organisation's Confidentiality Policy.

Please return the completed self-declaration form to the organisation in the pre-addressed envelope. Please do not put your completed application form in this envelope. It is important that the forms are kept separate. Your completed self-declaration form will only be seen by those individuals in the organisation who have a responsibility for recruiting staff and volunteers.

GUIDANCE ON COMPLETING SELF-DECLARATION FORMS

Please read these notes before completing the Self-Declaration Form.

The information you give in this Self-Declaration Form will support the information we also obtain from your application form, references and, where we decide to make an appointment, a Disclosure Certificate. All of these sources of information will help us to make an informed decision about your application.

1. Who must complete the Self-Declaration Form?

It is the policy of this organisation to ask all applicants who apply to work in "child care" positions to complete a self-declaration form. The post which you are applying for is also exempt from the *Rehabilitation of Offenders Act 1974* by the *Exclusions and Exceptions (Scotland) Order 2003*. This means we are entitled to ask you about your criminal convictions. You are therefore advised to declare all convictions including 'spent' convictions.

2. Which sections of the form must I complete?

As the Job/Task description states that the position requires an **Enhanced Disclosure** check you must complete all parts A, B, C, D and E of this form.

You must also provide identification so that the personal details you provide can be verified. You will be asked to provide these should we invite you to interview.

3. Who gets to read the Self-Declaration Form?

The Self-Declaration Form should be sent to us in a sealed envelope. Please do not send it with your completed application form. If you are not invited to interview, the envelope will either be destroyed or returned to you unopened for you to dispose of.

The envelope will be opened if you are being considered for interview. If you are selected for interview and you have recorded previous convictions or other relevant information, you will be given the opportunity to discuss this at the interview.

4. What happens to the Self-Declaration Form after a decision has been made on my application?

If you are unsuccessful the Self-Declaration Form will either be destroyed or returned to you for you to dispose of.

If you are successful, Disclosure checks will then be requested. The Self-Declaration Form and the Disclosure certificate will then be retained by us until a decision has been made on your application. Usually, this information will not be kept any longer than six months.

5. What happens if my application is successful?

If your application is successful you will also be required to complete an **Enhanced Disclosure** check under the terms of the *Police Act 1997 (Part V)*.

6. What happens if I do not wish to complete a Self-Declaration Form?

In accordance with our child protection policy and guidelines you will not be allowed to work in a "child care" position within our organisation.

GUIDANCE ON DISCLOSURE CERTIFICATES

Recent changes in the laws have enhanced the ways in which employers and organisations can take steps to ensure that people who work with children are suitable for such positions. The following provides answers to commonly-asked questions.

1. Do I have to employ people with previous convictions?

The Rehabilitation of Offenders Act 1974 provides that after a certain amount of time, a conviction will be regarded as 'spent'. This means that in certain circumstances, a potential employee does not have to declare this conviction. It is illegal to discriminate against someone on the grounds of a spent conviction.

2. Are there exceptions to this rule?

Yes. For certain positions, a prospective employer can ask you to declare all spent and unspent convictions. These are known as 'exempted positions' and are listed in the Rehabilitation of Offenders Act 1974 Exclusions and Exceptions (Scotland) Order 2003. These include child care positions and includes voluntary positions.

3. How can I ask people about their previous convictions?

Applicants for child care positions (paid and unpaid) will be made aware that such positions are exempted i.e. they will be asked to declare all convictions. As part of our recruitment and selection procedures all staff/ volunteers should complete an application form and a self-declaration form. The self-declaration form provides an opportunity to declare convictions and is confidential. The interview process helps us to identify the person we wish to appoint. At this point your successful applicants will be asked to complete a Disclosure Scotland check. This will verify or otherwise the information contained in the self-declaration form.

4. How can I get access to criminal records information?

Part V of the Police Act 1997 changed the procedures for checking criminal records. Organisations can apply for criminal records information to Disclosure Scotland. Disclosure Scotland began operating as part of the Scottish Criminal Records Office in Scotland on 29th April 2002.

To access a Disclosure Scotland Certificates an organisation must firstly register with Disclosure Scotland. Each registered body will have to pay a fee of £150 to register with an additional £10 per named signatory. From 1 April 2006 the cost rose to £20 and organisations will need to decide whether they will seek to pass on the charge this cost. Unpaid volunteers in the voluntary sector can access free Disclosures through the Central Registered Body for Scotland (CRBS) run by Volunteer Development Scotland.

5. What are the different types of Disclosure Certificates?

For those applying for a child care position, an Enhanced Disclosure is required. Enhanced Disclosures are only available for exempted positions.

Enhanced Disclosures can only be obtained through a Registered Body and the Lead or Counter signatory must sign the application form. A copy of the Enhanced Disclosure Certificate will be sent to both the applicant and the Registered Body. The Enhanced Disclosure reveals details of all spent and unspent convictions and may also include non-conviction information held locally by the police, where this is considered relevant to the post or voluntary work sought. Only an Enhanced Disclosure will be considered suitable for a child care position.

6. Is more than one Disclosure Certificate required?

For people who work in more than one different area e.g. Club and Local Authority, it is possible that more than one check will be required. At present there is no guidance or rule about this and each employer must decide whether another check is necessary. A Certificate issued for one post may not be appropriate for another. Only applicants have the right to show their Disclosure Certificate to whomever they choose.

7. *What happens to the Disclosure Certificate?*

Disclosure Scotland recommends the Disclosure Certificate be destroyed after a decision on recruitment has been reached. They must not be kept any longer than 6 months.

8. *What if the information on the Certificate is incorrect?*

Disclosure Scotland has provided an appeals procedure for the applicant to challenge the accuracy of the information on the Certificate assuming the inaccuracy is known about.

REFERENCE FORM

Cricket Scotland is committed to ensuring that all staff and volunteers who are recruited in to child care positions (as defined in Schedule 2 of the Protection of Children (Scotland) Act 2003) are suitable for the position.

In accordance with **Cricket Scotland** Child Protection Policy, references will be obtained and thoroughly checked for all staff and volunteers seeking appointment to a child care position.

DETAILS OF REFEREE

Name: _____

Position held: _____

Organisation: _____

Address: _____

Post Code: _____

Telephone: _____

Relationship to Applicant: _____

[name of applicant] has expressed an interest in a position in **cricket** and has given your name as a referee. The position is a child care position (as defined in the Protection of Children (Scotland) Act 2003). As an organisation committed to the welfare and protection of children we are anxious to know -is any reason at all to be concerned about this applicant being in contact with children?

YES/NO Delete as appropriate. If you have answered yes we will contact you in confidence.

All the information on this form will be treated confidentially and in accordance with relevant legislation and guidance. Information will only be shared with the person conducting the assessment of the applicant's suitability for the position and the immediate supervisor should they be offered a position.

We would appreciate you being extremely candid in your evaluation of this person.

How long have you known this person: _____

In what capacity: _____

What qualities does this person have that would make them suitable to work with children? _____

Please rate this person on the following (please tick one)

	Unsatisfactory	Satisfactory	Good	Excellent
Attendance				
Responsibility				
Maturity				
Self Motivation				
Can motivate others				
Ability to work as a team				
Willingness to follow instructions				
Commitment				
Communication skills				
Trustworthiness				
Reliability				

OTHER RELEVANT INFORMATION

Please use this space to provide any other information about the applicant which you consider is relevant to the position applied for (continue on a separate sheet if necessary).

TO BE COMPLETED BY REFEREE

I declare that all the information contained in this form is accurate and truthful to the best of my knowledge.

Signature:

Date: _____

Print Name:

Please return this form in an envelope marked **PRIVATE and CONFIDENTIAL** to:

[insert name of Child Protection Officer]

[insert address of organisation]

SUGGESTED INTERVIEW/ DISCUSSION QUESTIONS FOR CHILD CARE POSITIONS²

Interviews are a two way process of gathering information. The best way to do this is to ask questions that seek to explore a person's previous experiences, their attitudes and to look at how they have used those experiences and their awareness of attitudes.

Questions that allow for simple 'Yes' or 'No' answer should be avoided. The following suggested questions will help you to plan the interview/ discussion and should be built around other information gathering questions. The questions are accompanied by the sorts of words and phrases that interviewers might look for in a good candidate.

Question	Answers should demonstrate:
Can you tell us why you want to take on the post of [insert]?	<i>A commitment to helping young people enjoy the sport safely and to share knowledge and experience.</i>
Can you tell us about your experience of caring for, working with, or coaching children and young people?	<i>Experiences as a parent, employment or voluntary work. Interviewers must also assess what level of direct, unsupervised contact was involved.</i>
What do you think are the attributes/skills required in a good coach/team manager of children and young people?	<i>An understanding of issues that affect children. Communication skills. The importance of promoting enjoyment, not just achievement. Promoting healthy competitiveness. Being sensitive to the ability of children. Encouragement, not criticism.</i>
Can you give us examples of where and how you have used some of those skills?	<i>Experience at work (perhaps working with adults, but the skills should be evident) or in voluntary work.</i>
Can you think of an example where you have been critical towards a child? How could you have handled it differently?	<i>Positively demonstrating or explaining how child could have acted/behaved.</i>
If we approached people who know you well, what would they say were your strengths so far as this post/role is concerned?	<i>Patience. Supportive. Encouraging attitude, etc.</i>
If a child approaches you to say they're being bullied by others in the team, how will you handle this?	<i>Interviewers should refer to the relevant section in the procedures and compare applicant's response.</i>
How will you gain the respect and trust of children and young people?	<i>Being fair, consistent, not having favourites, being clear in what I say and do, Being honest, positive. Listening. Respect</i>

² Adapted from Suggested Interview Questions for Positions involving Contact with Children and Young People, developed by Donald MacKenzie, Camanachd Association.

Question	Answers should demonstrate:
Can you give us an example of where you have seen or heard someone treating a child inappropriately (verbally or physically) (at sports match, in the home, in the street)? What was the adult doing wrong?	<i>Venting their frustration. Failing to understand the child's perspective. Failing to recognise that they are an adult and dealing with a child (using adult orientated language etc).</i>
Imagine you've had a rotten day at work. Now, this evening, you have a coaching session. You're feeling very irritable and could take this out on the young people. What do you do about that?	<i>Asking another adult to assist at the session. Being aware that that was work, this is now sport. Focusing on the session and the young people.</i>
A young child is lingering in the showers after a game. He says he can't dry himself properly and asks you to do it. What do you do?	<i>Interviewers should refer to Code of Conduct and compare applicant's response. Ask child why. Get another adult to view (unobtrusively) actions.</i>
Can you tell us what has given you greatest pleasure with your own children (or children of relatives/friends etc)?	<i>Seeing them happy. Seeing them succeed. Seeing them participate in Helping them solve problems/acquire new skills</i>
Will you undertake training sessions for coaches?	<i>If the answer is 'No' then you do not have a successful candidate.</i>
Will you undertake to read and abide Cricket Scotland Child Protection Policy and Procedures of the Cricket Scotland?	<i>If the answer is 'No' then you do not have a successful candidate.</i>

REQUEST FOR PERMISSION TO USE CAMERA AND VIDEO EQUIPMENT

This form must be completed by individuals seeking permission to use camera or video equipment.

Section A To be Completed by the Applicant

Name: _____

Designation: _____

Address: _____

Venue/event: _____

Date(s): _____

Purpose: _____

I declare that the pictures/film(s) produced will not be altered in any way without prior written permission the person(s) concerned. I understand that I may only use the pictures/film(s) for the purpose stated above. I agree to abide by **Watsonian Cricket Club's** Child Protection Policy.

SIGNATURE: _____ **DATE:** _____

Section B For Club Use Only

Application APPROVED / REFUSED (delete as appropriate)

Date: _____

Signed: _____

Print Name: _____

Designation: _____

Reason for Refusal: _____

Now complete "Notification to Applicant" form, and keep a copy of this form.

NOTIFICATION TO APPLICANT

Your application has been **ACCEPTED / REFUSED** (delete as appropriate) for use as follows:

Name: _____

Designation: _____

Venue/event: _____

Date(s): _____

Purpose: _____

Official Signature: _____

Designation: _____

Date: _____

NOTE: Proof of identity and this letter of approval must be produced on request at the event or activity to which it relates.

**SIGNIFICANT INCIDENT FORM
and / or
CHILD PROTECTION REFERRAL FORM**

This form must be completed as soon as possible after receiving information that causes concern about the welfare or protection of a child. The form must be passed to **Cricket Scotland** as soon as possible after completion; do not delay by attempting to obtain information to complete all sections.

Complete Part A of this form if the concerns relate to the general welfare of a child.

Complete Parts A and B if the concerns relate to possible child abuse.

1. CHILD'S DETAILS

Child's Name: _____
 Date of Birth: _____
 Address: _____
 Telephone Contact: _____

Child's Ethnicity: _____
 Child's Preferred Language: _____

Is an Interpreter Required? **YES / NO** (delete as appropriate)
 Is the child affected by disability? **YES / NO** (delete as appropriate)
 If yes, give details:

2. DETAILS OF PERSON RECORDING CONCERNS

Name: _____
 Position/Role: _____
 Address: _____
 Telephone Contact: _____

3. DETAILS OF INCIDENT GIVING RISE TO CONCERNS

(Record details including date, time, location, nature of concerns)

4. DETAILS OF ANY WITNESSES

(Record names, addresses and telephone contacts)

5. DETAILS OF INJURIES

(Record all injuries sustained, location of injury and action taken)

PART B *where there are concerns about possible child abuse*

6. DETAILS OF PERSON ABOUT WHOM THERE IS A CONCERN

Name: _____
Relationship to _____
Child: _____
Address: _____
Telephone Contact: _____

7. DETAILS OF CONCERNS

(Continue on a separate sheet if necessary)

8. DETAILS OF ANY ACTION TAKEN

9. DETAILS OF AGENCIES CONTACTED

(Record date, time, name of person contacted and advice received)

10. Have the child's parents been informed? YES / NO (delete as appropriate)

If yes, record details:

11. Child's views on situation (if expressed)

Signed:

Date:

Print

Name: Position:

SECTION 7

USEFUL CONTACTS AND WEBSITES

USEFUL CONTACTS AND WEBSITES

Child Protection in Sport Service	CHILDREN 1 ST 61 Sussex Street, Glasgow, G41 1DY 0141 418 5674 www.childprotectioninsport.org.uk
sportscotland	Caledonia House South Gyle, Edinburgh EH12 9DQ 0131 317 7200 www.sportscotland.org.uk
Help For Clubs	www.helpforclubs.org.uk
CHILDREN 1ST	83 Whitehouse Loan Edinburgh EH9 1AT 0131 446 2300 www.children1st.org.uk
ChildLine Scotland	0800 1111 www.childlinescotland.org.uk
ParentLine Scotland	0808 800 2222
Child Protection in Sport Unit (NSPCC- covers England, Wales and Northern Ireland)	0116 234 7278 www.thecpsu.org.uk
Scottish Disability Sport	0131 317 1130 www.scottishdisabilitysport.com
Central Registered Body in Scotland	General Helpline: 08700 100 450 Overseas Helpline: 01786 849 777 www.crbs.org.uk
Disclosure Scotland	0870 609 6006 www.disclosurescotland.co.uk
Scottish Executive	www.scotland.gov.uk/childprotection
Commissioner for Children and Young People	www.cypcommissioner.org
Volunteer Development Scotland	01786 479 593 www.vds.org.uk