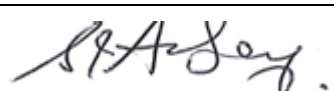
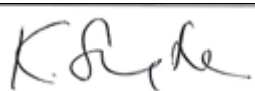


Policy Name
Safeguarding Adults Policy

Distribution

Name	Title	Date of Issue	Revision
All Staff, Safeguarding Steering Committee Members, Board Members		May/June 2026	3

This version of the Policy was initiated, reviewed and approved by:

Name	Title	Role	Signature	Date
Bridget Owen	County Safeguarding Officer	Initiator		24/4/26
Sonya Dey	Board Lead for Safeguarding	Reviewer		11/5/26
Krishna Shanmuganathan	Chair, The Board	Approver		18/5/26

Document Control Review and Update History

S/N	Reviewer	Version	Review Date	Details of Key Revisions	Effective Date
1	Simon Storey	1	March 2021	Original	1/3/21
2	Tracey Crouch	2	October 2023	- Changes in introduction - General updates	4/10/23
3	Bridget Owen	3	May 2026	- Changes to Scope and Commitment sections - Link to ECB Incident report form and new KCCC referral form - Adding reference to our inclusive culture and emphasis on listening - Changes to Contact Information	18/5/26

SAFEGUARDING ADULTS

POLICY

Scope of Policy: This Policy applies to everyone involved in the activities of Kent Cricket, including Professional Cricket, The Academy, Performance Pathway, Kent Women's and Girls' Cricket and St Lawrence Clinic.

This policy should be read in conjunction with the [ECB Safe Hands Policy](#) which Kent Cricket has adopted and implements. The safety of all children and adults participating in cricket is of paramount importance.

Commitment: Kent Cricket is committed to protecting adults from abuse, neglect and harm. This commitment applies to all adults involved in our cricket activities and promotes dignity, respect and empowerment for everyone within the game. Safeguarding adults means supporting their right to live safely, preventing harm wherever possible and enabling them to make informed choices about their lives.

Safeguarding is everyone's responsibility. All concerns will be taken seriously and reported promptly in line with the procedures of Kent Cricket and the ECB. This policy is guided by principles of zero tolerance of abuse, inclusivity, and partnership with statutory agencies and is committed to complying with the procedures of the Local Safeguarding Adults Board. By following these principles, we aim to create a safe, welcoming and inclusive environment where adults can enjoy cricket free from harm.

Some adults may have additional vulnerabilities. This may be on a permanent or temporary basis. In England, the Care Act 2014 legislation states 'an adult at risk' is anyone aged 18 or over who has care and support needs, is experiencing or at risk of experiencing abuse or neglect and cannot protect themselves from harm because of these needs. However this policy aims to support all adults.

Types of Abuse in Adults (Care Act 2014) – including examples

- Physical Abuse - includes hitting, slapping, pushing, misuse of medication, restraint or inappropriate physical sanctions
- Domestic Violence and coercive control – includes all forms of abuse in the domestic setting and 'honour based' violence
- Sexual Abuse – includes rape, indecent exposure, sexual harassment, inappropriate looking or touching, sexual teasing or innuendo, sexual photography, subjection to pornography or witnessing sexual acts, indecent

exposure and sexual assault or sexual acts to which the adult has not consented or was pressured into consenting

- Emotional or Psychological Abuse – includes threats of harm or abandonment, deprivation of contact, humiliation, blaming, controlling, intimidation, coercion, harassment, verbal abuse, isolation or unreasonable and unjustified withdrawal of services or support networks
- Financial or material abuse – includes theft, fraud, coercion in relation to an adult's financial affairs or arrangements, misuse or misappropriation of property, possessions or benefits
- Modern slavery – encompasses slavery, human trafficking, forced labour and domestic servitude
- Discriminatory abuse – includes all forms of harassment, slurs or similar treatment; due to race, gender or disability or any of the protected characteristics of the Equality Act 2010.
- Organisational abuse – including neglect and poor care practice within a hospital or care home
- Neglect and acts of omission – including ignoring medical, emotional or physical care needs, failure to provide access to appropriate health, care and support, or adequate nutrition or heating
- Self-neglect – covers a wide range of behaviour neglecting to care for one's personal hygiene, health or surroundings

Not included in the Care Act 2014 but also relevant:

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

Recognising Abuse

Abuse can be inflicted by anyone an adult comes into contact with. Anyone can be the victim of abuse. If a staff member suspects someone is being abused or neglected, inside or outside the cricket setting (a colleague or participant) they must act on their concerns and report them. There may be a transferrable risk if the alleged perpetrator of abuse works with others. Signs and indicators of abuse may be:

- Unexplained injuries or burns particularly if associated with parts of the body not normally prone to such injuries
- Inconsistent explanations for injuries
- Unexplained changes in behaviour
- Person has belongings or money going missing
- Person is prevented from socialising with other adults
- Fear of a particular group or individual
- They may self-harm
- Variations in eating patterns including overeating or loss of appetite, or gaining or losing weight
- Unkempt appearance
- Person no longer attending, or enjoying the sessions or their work
- They may tell you, or someone, they are being abused (i.e. make a disclosure)

What to do if you have a concern or someone raises concerns with you

- It is not your responsibility to decide whether or not an adult has been abused. It is however everyone's responsibility to respond to and report concerns.
- If you are concerned someone is in immediate danger, contact the police on 999 straight away. Where you suspect that a crime is being committed, you must involve the police.
- If you have concerns or you are told about possible or alleged abuse, poor practice or wider welfare issues you must report this to the County Safeguarding Officer or Deputy.
- When raising your concern with the County Safeguarding Officer, remember 'Making Safeguarding Personal'. It is good practice to seek the adult's views on what they would like to happen next and to inform the adult you will be passing on your concern and
- It is important when considering your concern that you also ensure you keep the person informed about any decisions and action taken about them and always consider their needs and wishes.

How to respond to a concern

- Make a note of your concerns.
- Make a note of what the person has said using his or her own words as soon as practicable. Complete a [Safeguarding Referral form](#) and submit to the County Safeguarding Officer.

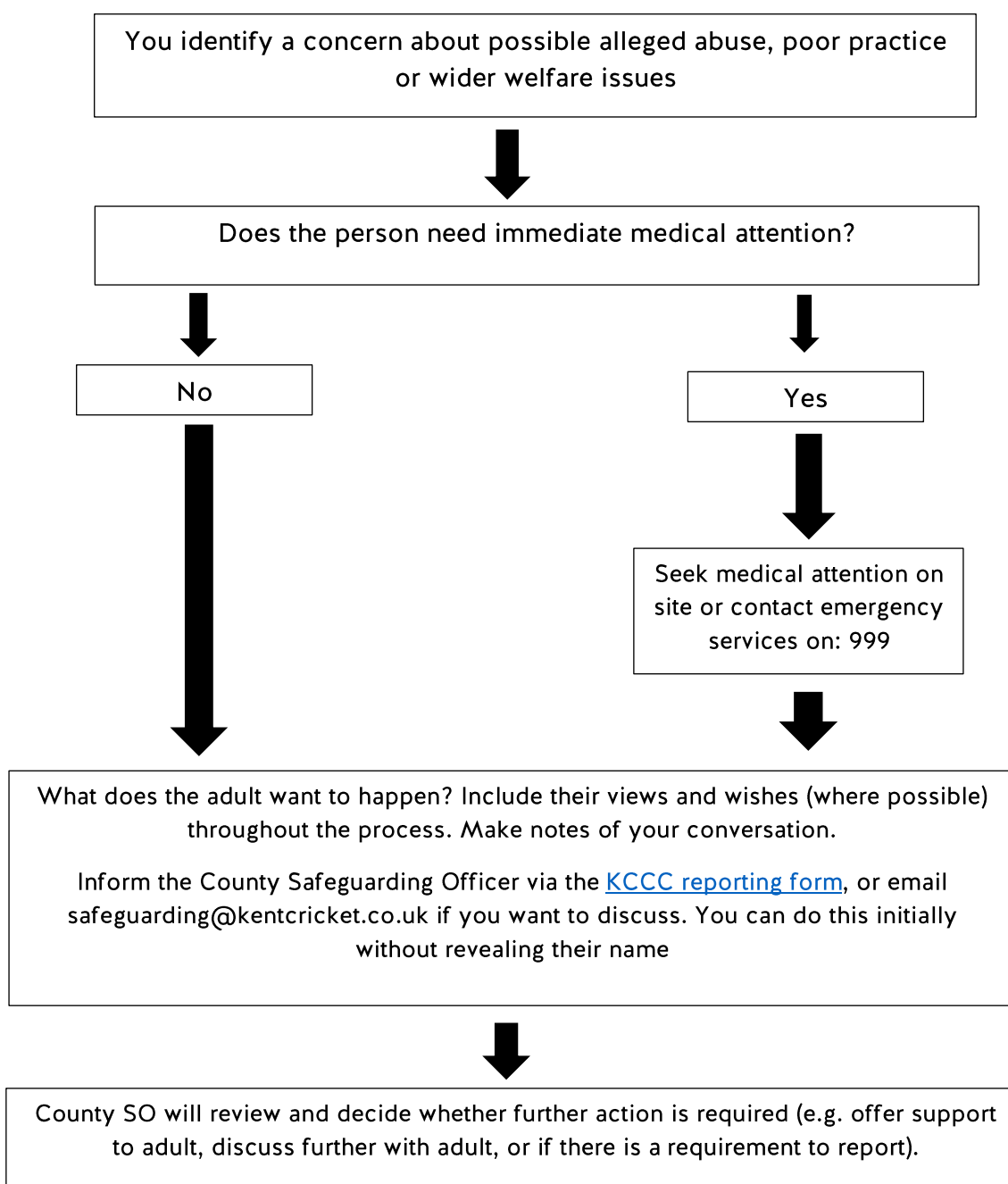
- Remember to make safeguarding personal. Discuss your safeguarding concerns with the adult, obtain their view of what they would like to happen, but inform them it's your duty to pass on your concerns to the county safeguarding officer.
- Describe the circumstances in which the disclosure came about.
- Take care to distinguish between fact, observation, allegation and opinion. It is important that the information you have is accurate.
- Be mindful of the need to be confidential at all times, this information must only be shared with the County Safeguarding Officer, and others on a need to know basis.
- If the matter is urgent and relates to the immediate safety of an adult contact the emergency services immediately.
- It is important to respect the wishes of the person and it would not usually be appropriate to pass on the concern to statutory services without their permission (unless they lacked capacity). Guidance can always be sought from the County Safeguarding Officer or Adult Social Services, without giving the person's name.

Reporting a Concern:

Report your concerns to the County Safeguarding Officer via the Kent Cricket [Reporting Form](#).

Safeguarding Adults Flowchart Dealing with Concerns, Suspicions or Disclosures

- Do you have concerns about an adult?
- If you have concerns about an adult's safety and or wellbeing you must act on these.
- It is not your responsibility to decide whether or not an adult has been abused. It is however your responsibility to act on any concerns.
- Always share the information with the County Safeguarding Officer/deputy.



Kent Cricket believes:

- Everyone has the right to live their life free from violence, fear and abuse
- All adults have the right to be protected from harm and exploitation
- All adults have the right to independence which involves a degree of risk.

We will do this by:

- Ensuring individuals working within cricket at, or for, Kent Cricket provide a safe, positive and enjoyable cricketing experience for all adults
- Adopting and implementing the England and Wales Cricket Board (ECB) Safe Hands Policy
- Appointing a County Safeguarding Officer and ensuring they attend all current and future training modules required by the ECB, so they have the necessary skills to undertake their role effectively
- Creating an environment where the views of everyone within our sport are actively encouraged and genuinely heard, helping to build a culture in which everyone feels comfortable speaking up when something worries them
- Accepting that abuse can happen within our sport, and outside our sport but we still have a duty of care to act appropriately and, where applicable, make a referral
- Ensuring appropriate guidance in relation to safeguarding adults is made available to staff and volunteers
- Ensuring all staff know about responding, recording and reporting procedures
- Ensuring concerns or allegations of abuse are always taken seriously
- Ensuring that referrals are made to the appropriate authorities in a timely manner
- Ensuring all people who work in cricket at, or for, Kent Cricket understand their duty of care
- Ensuring all individuals working within cricket at, or for, Kent Cricket are recruited and appointed in accordance with ECB guidelines and relevant legislation
- Ensuring the name and contact details of the County Safeguarding Officer and deputy are available:
 - As the first point of contact for Kent Cricket staff and volunteers
 - As the first point of contact for adult members of Kent Cricket
 - As the first point of contact for parents and children
 - As a local source of procedural advice for Kent Cricket
 - As the main point of contact within Kent Cricket for the ECB Safeguarding Team, and
 - As the main point of contact within Kent Cricket for relevant external agencies in connection with protecting adults and safeguarding.

- Ensuring correct and comprehensive reporting procedures exist for raising and managing adult safeguarding concerns within the County. These procedures recognise the responsibility of the statutory agencies and are in accordance with predefined adult safeguarding procedures as set down by the ECB, Statutory Agencies and Local Safeguarding Adult Board guidelines and policies
- Providing everyone connected with Kent Cricket (including children, parents, members, County staff and volunteers) with the opportunity to voice any concerns they have, about possible suspected cases of abuse, and/or about poor practice, to the County Safeguarding Officer
- Ensuring all suspicions, concerns and allegations are taken seriously and dealt with swiftly and appropriately
- Ensuring access to confidential information relating to adult safeguarding matters is restricted to the County Safeguarding Officer, his/her deputy, the ECB Safeguarding team and the appropriate external authorities, such as the Police or Adults Social Care Services and in line with the Data Protection Act (2018)
- Ensuring there is zero tolerance to the abuse of adults.

Contact Information:

- The County Safeguarding Officer and deputy can be contacted on 01227 473618 or e mail safeguarding@kentcricket.co.uk
- The ECB Safeguarding Manager and ECB Safeguarding Advisors can be contacted on 0207 432 1207 or e mail safeguarding@cricketregulator.co.uk
- Kent and Medway Safeguarding Adults Board [website](#)
- Emergency number for contacting Kent Adult Social Care Services – 03000 41 61 61
- Emergency number for contacting Medway Adult Social Care Services – 01634 33 44 66
- Emergency out of hours number for Kent and Medway is 03000 41 91 91
- If you think someone is in immediate danger, call 999.
- For further guidance on Safeguarding Adults contact [The Ann Craft Trust](#)
- If your concern is about someone not connected with cricket, [report it here](#).