



CAMBRIDGESHIRE COUNTY CRICKET CLUB

Listening Policy

Cambridgeshire cricket is committed to ensuring cricket in Cambridgeshire is a welcoming, safe, inclusive and enjoyable sport for all. To support this commitment, we aim to create a culture of listening to and consulting with our stakeholders both young and old on a range of issues.

We particularly want to create an environment where young people feel they have a voice – an environment where they can raise any concerns and where they can share their ideas and enhance their overall enjoyment of the game. We want to inspire the younger generation who are the future of our game to believe and say, 'cricket is a game for me.'

The following points outline how we as an organisation intend to create a culture of listening:

Across all cricket in Cambridgeshire, we will

- Recognise that all children participating in cricket (regardless of age, gender, race, religion, sexual orientation, ability, or disability) have a right to have fun and be protected from harm in a safe environment.
- Seek to promote a culture of listening with the aim of ensuring cricket in the County is both safe and enjoyable.

In our recreational cricket we will

- Encourage clubs in recreational cricket across our County to embed a culture of listening, particularly those with a junior section. This will be led by the County Club Safeguarding Officer in their communications and engagement with clubs. This will be a blend of Safe Hands workshops, club visits, online/in person group meetings and newsletters.
- Survey all of our clubs annually to seek their views on successes of the previous season, the opportunities they are looking to make the most of in the coming season, any challenges clubs anticipate that they may face in the future and what support they may need from us.
- Engage with the Chance to Shine programme to ensure the pupil survey is relevant to Cambridgeshire by adding any relevant questions that we feel appropriate and by acting on the data we receive from the responses.

In our pathway cricket we will

- Issue a welcome letter to all county squad members ahead of every season starting so they know what is expected of them, who to contact if they have any concerns and are reassured that 'If something is worrying you, don't keep it to yourself.'
- Acknowledge that Cambridgeshire is a big county and a new player might not know anyone else in the squad. We will incorporate player interactions between squad members throughout the programme. We will encourage leadership and communication opportunities for peer support such as player led team talks, warm- ups and facilitation of game reviews.
- Reflect with all players before/during/after training and matches to celebrate successes and address any concerns.
- Ensure player participation in their own development during the season through the completion of the Player Development Plans at appropriate age groups.
- Have a parent team manager for each age group squad who will act as a two-way line of communication between parents and coaches and the wider Cambridgeshire Cricket set up. They will also be an integral part of our network for seeking feedback and embedding a culture of safeguarding.
- Facilitate a player/parent induction meeting with the County Club Safeguarding Officer at the start of each programme.
- Issue QR Code keyrings to all pathway players to enable them to feedback at any point during the year as well as report if they feel unsafe or are worried or concerned about anything. Coaches will proactively encourage the use of these with their players on a regular basis.
- Issue two player surveys each year one at the end of the season and one at the end of the winter programme seeking open and honest feedback (with an option to remain anonymous).
- Issue a parent/guardian survey alongside the player one to seek views from them also NB. The environment we create should be one that players and parents feel heard and comfortable to talk to any coach/manager at any time not just through the platform of a survey.
- Encourage players and parents to complete the ECB online survey stressing that their opinion counts.
- Seek the views of our coaches through open dialogue with Pathway leads with a view to making sure our pathway is safe and enjoyable for all participants. This will be through a range of channels such as one-to-one dialogue, group discussion over email/messaging and during coach development days.
- Expect our coaches to implement this policy and promote a culture of listening in their interactions with our young cricketers.

Some roles within our organisation will have specific responsibility for fulfilling different parts of this policy. However, all staff, coaches and directors have a collective responsibility for creating an environment where listening is embedded and contributes towards safeguarding all participants. This in turn will support the growth and development of cricket in Cambridgeshire.

Cambridgeshire County Cricket Club Safeguarding Officer

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