

JANUARY 25 NEWSLETTER

Middlesex Cricket Safeguarding and EDI Newsletter January 2025

Welcome to the Middlesex Cricket January 2025 newsletter, which provides you with information on safeguarding and EDI matters within cricket. In this newsletter we will keep you apprised of all key safeguarding and EDI matters. More specifically those that relate to the Middlesex County area.

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County Safeguarding Officer

As you may already be aware, Ken Palmer, the Middlesex County Safeguarding Officer, left his role in December 2024. We are in the process of recruiting a new county safeguarding officer, however, in the meantime Dal Babu, Middlesex Cricket's Designated Safeguarding Lead will be dealing with all safeguarding inquiries and training.

Dal's contact details are:

Email : Dalbabu@middlesexccc.com

Mobile : 07561853999

Middlesex Cricket Safe Hands Training Courses

In person attendance is required for all Safe Hands courses, which, when completed, are valid for three years. Please click [*HERE*](#) for information on upcoming courses, with links for booking.

Please note: Middlesex Cricket do not make any charges for the completion of these courses.

Reporting a Concern

Please ensure members, volunteers, and players (Junior & Senior) know 'How to Report a Concern' within your club environment. There is also the opportunity for anyone to report a concern via the Middlesex Cricket safeguarding form [Safeguarding Referral Form-3-2.pdf](#)

Disclosure and Barring Service (DBS) Checks and Application Information

To ensure DBS applications are successfully processed, please see below for important information...

DBS applications should be under the applicant's full legal name. An alias or shortened version of names E.G. Mo instead of Mohammed, Rob instead of Robert, Liz instead of Elizabeth etc will not be accepted.

Any certificate issued which is not in the applicant's full name is invalid and a new application will need to be made. This can result in a period of temporary suspension from their regulated role in cricket.

Please check an applicant's full legal name before initiating or carrying out a verification.

Once the applicant enters their document details, they should be encouraged to have the application verified promptly as any documents used need to be dated within the last 3 months. Out of date applications will need to be cancelled and started again.

The Safe Hands Management System (SHMS) requires the name to match the name on the DBS certificate so that it can be matched to confirm the person is compliant for their role.

Disclosure and Barring Service and Volunteers

Please see the update below regarding the DBS Update Service from the ECB.

This is an important change which impacts **volunteers only**. The process will remain the same for paid applicants.

What has happened?

The Disclosure and Barring Service has initiated a change in the process for updating certification for volunteers.

(Please note that this information was not communicated to us prior to its implementation).

The current procedure requires an individual (volunteer) to confirm annually to the ECB that they are continuing in their role which facilitates the automatic renewal of their DBS certificate.

The Disclosure and Barring Service has now modified its user agreement, mandating that all individuals log into their update service account to renew their subscription on an annual basis. Should this not be actioned, their account will lapse, resulting in a failed check for the ECB, and the individual will be required to apply for a new DBS certificate as the DBS does not permit the reinstatement of Update Service subscriptions after lapsing.

What is the ECB Doing to minimise the impact of the change?

The ECB has been working with its supplier, Atlantic Data, to understand the implications of the recent changes and to establish processes that can effectively mitigate the associated risks.

We have implemented the following changes:

- All on-screen text and email communications will be updated by 20 January, to clearly inform applicants of the necessary steps to renew their DBS with the ECB and to renew their subscription to the Update Service.
- Emails will be issued to all individuals who are due for renewal 30 days before renewal date, serving as an additional reminder of the required actions, including the new process.
- Communications will be shared with the network and wider game.
- We are in the process of recontacting all individuals who have lapsed since 1 January to assist them in submitting a new application where applicable, thereby reducing the number of applications that need to be initiated locally.

What does a County/Club or league need to do about the change?

We would kindly request that County organisations undertake the following actions:

- Please ensure that this update is communicated to relevant colleagues and Club Safeguarding Officers.
- Additionally, we ask that any local documents or websites be updated to accurately reflect this change.

What does an individual need to do?

1. Action the communication from the ECB once received 30 days prior to renewal by giving consent and confirming their Role/Club/Contact details.
Email from dbs@ecb.disclosures.co.uk
Titled: ECB DBS Expiry - Important Message - Action required
2. Action the communication from the DBS Update service received 30 days prior to renewal by logging in and renewing subscription.
Email from donotreply@dbs.gov.uk
Titled: FYI - Action required to renew your Update Service Subscription

To query the DBS status for specific individuals, please check using DBS checker and if the query is unresolved, please contact the ECB Customer Support team via our [HELPCENTRE](#)

WhatsApp change of policy access from 16 years to 13 years

The age limit within What's App was reduced from 16 to 13 earlier this year. The safeguarding precautions remain firm, and everyone should be extra vigilant and ensure that the guidance is clear that no contact occurs directly between an adult and a child on this or any other social media platform. We recommend that you ensure that all your members are aware and that

reminders are made at junior introduction sessions. Please see this useful guide for Parents/Carers with more information. [WhatsApp-Parent-and-Carers-Guide.jpg \(1125x1555\)](#)

Safe Hands Management System (SHMS)

The club safeguarding officer should either be the nominated club administrator for SHMS or have a good working relationship with the club administration.

Please ensure SHMS is accurate and regularly reviewed with all volunteers and roles updated on the system with qualifications and DBS checks in place prior to the start of the season. Further information on what is required can be found [Safe Hands FAQ's – Safe Hands](#) or contacting safeguarding@middlesexccc.com

Safeguarding for Specialist Roles (SSR)

This is a free online course with two modules to complete – an overall module and then an additional one for committee members and club safeguarding officers. The combined training should take 1 1/2 hours. This has replaced the safeguarding young cricketers and safeguarding protecting children's courses and must be completed every three years. [ECB Safeguarding Courses – Safe Hands](#)

Committee members should complete the revised online ECB training. Although this is voluntary it is strongly encouraged by MCCC and MITC safeguarding team.

All county safeguarding officers must have a current ECB DBS and should be on the DBS update service.

Safeguarding Policies

During this winter period we believe it is appropriate for clubs to check their policies and procedures. The ECB has revised their policy templates and they can be found here, [England and Wales Cricket Board \(ECB\) - The Official Website of the ECB](#)

Please ensure your policies are accessible to your members on notice boards and your websites.

Code of Conduct.

Please ensure all your members are aware of your club code of conduct and the importance of adhering to it. We have found during investigations how important it is for club members to understand what is expected of them and that it is essential their behaviour and standards ensure a safe environment for all.

Listening to Young People.

Kayleigh Saunders, Chole Longdon, and Jack Davis are coordinating Middlesex Cricket's Listening to Young People initiative. Kayleigh, Chloe, and Jack have extensive experience of working with Young Persons' Panels in a variety of sports.

1. Dia Nair is the Chair of the Middlesex Cricket Young Person's Panel. The group will meet four times a year online and once a year in person at Lord's.

2. The aims of the Young Person's Panel are:

- To strengthen and diversify governance and leadership for cricket, by training the next generation of leaders and Board members.
- To provide a greater range of skills and viewpoints, which better reflect the diverse audiences and communities we aim to serve.
- To ensure the effective voice of young people in safeguarding policy and best practice.
- To embrace innovative and fresh perspectives and help us to remain relevant.
- To provide greater scrutiny and better-informed decision making.
- To build and help our relationships with our Middlesex CCC/MITC Communities.
- To strengthen the voice of the child in cricket.

If you have not already done so, please explore a young person notice board at your club and website and utilise the free poster on ECB website [Colourful Fun Summer Sports Camp Flyer NEW](#)

Kayleigh, Chloe, and Jack will be visiting clubs during the year and are keen to discuss how we enhance the voice of the child. For any further information, please contact:

jack.davis@middlesexccc.com

chloe.longdon@middlesexccc.com

Juniors Playing in Open Age Cricket

Further to the consultation last Summer regarding U12s playing open age cricket, regulatory staff at the ECB have reflected the feedback in the new Recreational Cricket Safety Regulations. These have been approved by the ECB Board and are due to be released to the game imminently. The new regulations (for 2025) are outlined below.

3.2.1 Subject to Regulation 3.2.2 Junior Cricketers are not eligible to play Open Age Cricket until they are 12 years old.

3.2.2 In exceptional circumstances only, a player who:

(a) is 11 years old;

(b) has started school year 7;

(c) is selected for a squad in either County Age Group Cricket, Wales Age Group Cricket, or a Sub-County Programme;

(d) has written approval from their County Talent Pathway Lead; and

(e) has written parental consent,

is eligible to play Open Age Cricket.

3.2.3 Junior Cricketers who are eligible to play in Open Age Cricket may only participate in Open Age Cricket where written parental consent is provided.

A consent form for the exceptional circumstances ground at 3.2.2 will be provided to county talent pathway leads.

Photo and Videoing

Photo, Video and Live Streaming Guidance for Clubs. The ECB has produced guidance that gives an outline of how your club can capture and use Streams, Photos and Recordings and allow others to do so within the confines of the law and good practice. This guidance is currently being updated to reflect ECB safeguarding policies and will be available shortly. As more clubs move to live streaming their matches it is their duty to ensure that this is done legally, and all the permissions are obtained as required. There has been a recent change where consent to live streaming is required from a parent/carer of any player under 18 (as opposed to 16 in previous guidance). For more information on the current guidance, please read this link. [Photo-Video-and-Live-Streaming-Guidance-For-Clubs-webpage.docx](#)

Useful Information Safe Hands Kitbag – guidelines and templates to use in your club.

[England and Wales Cricket Board \(ECB\) - The Official Website of the ECB](#)

Safeguarding Kitbag Resources - ECB Rules and Regulations for recreational clubs

[England and Wales Cricket Board \(ECB\) - The Official Website of the ECB](#)

Rules and regulations Safe Hands Management System (SHMS) helpdesk:

safehands@ecb.co.uk

safehands@ecb.co.uk E-Learning: Elearning@ecb.co.uk

Overseas Players

The ECB has recently produced useful documentation regarding overseas players in cricket clubs. Rather than summarise the content, the documents that should be useful are listed below:

Additional Information for Cricket Clubs - June 2024

Player Registration Information - June 2024

Visa Overview Guidance - June 2024

ECB Health and Safety Pack

If overseas players are going to be undertaking a regulated role, then an ECB DBS is required, and the ECB Non-UK Resident Vetting Form must be completed. They will require a local police check or certificate of good conduct which is easier to obtain whilst still in their country of residence.

[Additional-Information-June-2024.pdf](#)

[Player-Registration-Information-June-2024.pdf](#)

[Visa-Overview-June-2024.pdf](#)

[ECB Coaches- Safety Pack 2017.pdf](#)

[Non-UK-Resident-Vetting-Form-2024.pdf](#)

Equity, Equality, Diversity, and Inclusion (EDI)

As we start 2025, we look at the changing world of Equity, Equality, Diversity, and Inclusion and what it looks like in cricket. Middlesex understand we are at the heart of London and within some of the most diverse communities and therefore we want Middlesex to radiate a sense of belonging, we want to be reflective of our communities and we take inclusion seriously.

At Middlesex Cricket we aspire to be the most inclusive and diverse club in the UK. We believe in a club where diversity and inclusion are sewn into the framework of the organisation, to create a sense of belonging for everyone linked to the club. This is not because we have a responsibility to do so, but because we want to be the best EDI club.

We want people to want to be a part of Middlesex.

Want to talk about it or know more – drop me an email:

Inclusion@Middlesexccc.com

Kind regards

Afreen Pellen