



NORMANDY CRICKET CLUB

SAFER RECRUITMENT GUIDELINES

ECB is firmly committed to creating a safe and inclusive environment for children to enjoy the game.

It is essential that cricket clubs follow Safer Recruitment practices to ensure all staff and volunteers in cricket are suitable for their role, appropriately vetted and supported by their club.

As part of Safer Recruitment practice, clubs should consider taking the following measures:

- Clearly identify the role you are recruiting for
- Identify the skills and knowledge required for the role
- Interview volunteers – explore why they are interested in the role and why they want to be involved in cricket
- Collect references from a suitable organisation such as an employer, community organisation or sports club
- Ask to see certificates and evidence of qualifications
- Supervised Trial Session – this is particularly relevant for coaches and will enable you to see how they engage with children, young people, parents and other club members
- Discuss with the individual any gaps in their skills and knowledge and what training may be appropriate to address these
- Support the individual on an ongoing basis, including 1:1 check-ins, observations, recognising achievements and training needs.

All organisations working with children have safeguarding responsibilities and clear requirements placed upon them by legislation.

This applies whether you are a club, league, panel or another organisation. Legislation exists to ensure safer recruitment practices are followed, including DBS checks for those in regulated activity.

The roles in cricket that require an ECB Disclosure and Barring Service (DBS) check are:

Age Group Team Manager	All Stars / Dynamos Children's Activator
All Stars / Dynamos Children's Helper	Assistant Coach
Captain / Vice captain	Club Safeguarding Officer
Coach	County Safeguarding Officer
Junior Supervisor	League Safeguarding Officer
Physiotherapist	Safeguarding Recruiter
Scorer	Team Manager
Umpire	Volunteer Coordinator



NORMANDY CRICKET CLUB

Children's Cricket Talent Scout	Children Academy Director
Medical Staff	Personal Development Manager
Psychologist	Strength/Conditioning Coach

Signed:



NCC Chair

Dated: 15th May 2023

Next Review date: April 2024