

## Derbyshire County Cricket Club

### Listening to Children Policy

Derbyshire County Cricket Club (the Club) is committed to ensuring all children participating in cricket, have a safe and positive experience. We aim to create a culture of listening to and consulting with children on a range of issues. This will help us create an environment where people feel they can voice any concerns (about suspected child abuse/neglect and/or about poor practice) in addition to sharing their ideas, likes and dislikes to initiate improvements and enhance their overall enjoyment for the game. We want to inspire the younger generation, our future, to believe and say, 'cricket is a game for me'.

This policy explains how we will endeavour to create a listening culture.

We will do this by:

- Recognising that all children participating in cricket (regardless of age, gender, race, religion, sexual orientation, ability, or disability) have a right to create experiences to develop to be the best they can be. Learning to do this is not linear and that challenge will see failure, however they will be supported and protected from harm in a safe environment.
- Issuing a welcome pack to new county squad members ahead of them starting so they know what's 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.'
- Player/parent induction meeting with Head of Talent Pathway pre-season. Also present will be all coaching and support staff, ECB and PCA representatives and the County Safeguarding Officer.
- Acknowledging that it is a big county, and a new player might not know anyone else in the team, so incorporate team building exercises throughout the programme, encouraging leadership and communication opportunities for peer support e.g., player led team talks, conduct warmups, and facilitating game reviews etc. The role of the coaches is to create an environment where players feel comfortable to be themselves and have the platform to perform to the best of their ability without hinderance. Being too heavily player led at this age is risky. Coaches and support staff will lead with opportunities for players to chip in when appropriate. The environment created should be one that players are comfortable to talk when they feel the need.
- Encouraging players and parents to complete the ECB online survey – their opinion counts!
- Encourage two-way participation in any workshops e.g., Nutrition, Psychology, and Understanding Talent.

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- Reflecting with all players before/during/after training/matches to celebrate successes and unsuccessful things and address any concerns. We will work to an environment that is measured on learning and not solely on success. Our coaches and managers will work to ensure that they recognise the needs of individuals. Some players will respond to continual feedback and others may need it at different stages and in smaller doses.
- Ensuring three-way participation (player, parent, coach) during the season through the completion of the Player Development Plans (PDP's) for those players with the Academy and EPP. Those without PDP's will have continual two-way feedback throughout the year. The environment created should be one that allows all players to feel comfortable to approach coaches at any time.
- Issue a minimum of 2 player surveys during any 12-month period seeking open and honest feedback (with an option to remain anonymous). 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.

### Contact Details

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County Safeguarding Officer

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The ECB Safeguarding Team can be contacted on 0207 432 1200 or email [safeguarding@cricketregulator.co.uk](mailto:safeguarding@cricketregulator.co.uk)

If you wish to report a concern, please use the [Reporting Form](#)