



Isle of Man Cricket Association Safeguarding Policy



Responding to Concerns about a Child

1. Concerns about the General Welfare of a Child (NOT involving concerns about child abuse)

The Isle of Man Cricket Association (IOMCA) is committed to working in partnership with parents/carers whenever there are concerns about a child. Parents/carers have the primary responsibility for the safety and well-being of their children.

Where the concern does not involve the possibility of abuse, worries may be discussed with parents/carers. For example, if a child seems withdrawn, he/she may have experienced an upset in the family, such as a parental separation, divorce or bereavement. Common sense is advised in these situations.

Any significant, untoward or unusual incidents which cause concern about the welfare of a child should be recorded on the IOMCA Incident Report Form and reported to the IOMCA Child Welfare Officer as soon as possible. Parents/carers should also be informed of the circumstances as soon as possible.

Advice should be sought from the IOMCA Child Welfare Officer if there is any uncertainty about the appropriate course of action where there are concerns about the general welfare of a child.

2. Concerns about the Abuse of a Child

What to Do if a Child Tells You about Abuse

No member of the IOMCA shall investigate allegations of abuse or decide whether or not a child has been abused.

Allegations of abuse must always be taken seriously. False allegations are very rare. If a child says or indicates they are being abused or information is obtained which gives concern that a child is being abused, the information must be responded to on the same day in line with the following procedure:

2 (a). Respond

- React calmly so as not to frighten the child.
- Listen to the child and take what they say seriously. Do not show disbelief.
- Reassure the child they are not to blame and were right to tell someone.
- Be aware of interpreting what a child says, especially if they have learning or physical disabilities which affect their ability to communicate or English is not their first language.
- Do not assume that the experience was bad or painful - it may have been neutral or even pleasurable.
- Avoid projecting your own reactions onto the child.
- Avoid asking any questions. If necessary, only ask enough questions to gain basic information to establish the possibility that abuse may have occurred. Only use open-ended, non-leading questions e.g. Who? Where? When?
- Do not introduce personal information from either your own experiences or those of other children.

Avoid:

- Panicking.
- Showing shock or distaste.
- Probing for more information than is offered.
- Speculating or making assumptions.
- Making negative comments about the person against whom the allegation has been made.
- Approaching the individual against whom the allegation has been made.
- Making promises or agreeing to keep secrets and giving a guarantee of confidentiality.

3. Observation/Information from an Individual or Agency

A concern or possible abuse of a child may be observed by another child or adult and information can come from an individual or another agency/organisation.

Where there is uncertainty about what to do with the information, directly from a child's disclosure or from someone else, the IOMCA Child Welfare Officer must firstly be consulted for advice on the appropriate course of action.

If the IOMCA Child Welfare Officer is unavailable or an immediate response is required, the Police and/or Isle of Man Safeguarding Board officials must be consulted for advice. They have a statutory responsibility for the protection of children, and they may already hold other concerning information about the child. Record any advice given.

If you are concerned about the immediate safety of the child: Take whatever action is required to ensure the child's immediate safety. Pass the information immediately to the Police and seek their advice.

3 (a). Record

Make a written record of the information as soon as possible using the IOMCA Incident Reporting Form, completing as much of the form as possible. The following information will help the Police and Isle of Man Safeguarding Board officials decide what action to take next:

- Child's name, age and date of birth.
- Child's home address and telephone number.
- Any times, dates or other relevant information.
- Whether the person making the report is expressing their own concern or the concerns of another person.
- The child's account, if it can be given, of what has happened and how any injuries occurred, using the child's own words.
- The nature of the concern (include all the information obtained during the initial account e.g. time, date, location).

- A description of any visible (when normally dressed) injuries or bruising, behavioural signs, indirect signs (do not physically examine the child).
- Details of any witnesses.
- Whether the child's parents/carers have been informed.
- Details of anyone else who has been consulted and the information obtained from them.
- If it is not the child making the report, whether the child has been spoken to, if so what was said using the child's own words.
- The child's views on the situation.

If completing the form electronically, do not save copies to the hard drive, disk or pen drive. Print a copy, sign and date and then delete immediately. Pass the form to the IOMCA Child Welfare Officer that day. If the IOMCA Child Welfare Officer is unavailable, then pass the form onto Isle of Man Safeguarding Children Board official or the police.

3 (b). Sharing Concerns with Parents/Carers

Where there are concerns that the parents/carers may be responsible for or have knowledge of the abuse, sharing concerns with the parents/carers may place the child at further risk. In such cases advice must always firstly be sought from the Police or Isle of Man Safeguarding Board officials as to who informs the parents/carers.

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RESPONDING TO CONCERNS ABOUT A CHILD - WORKFLOW

Disclosure by child to staff member/volunteer

Observation

Information from another individual/agency

Concern about child abuse

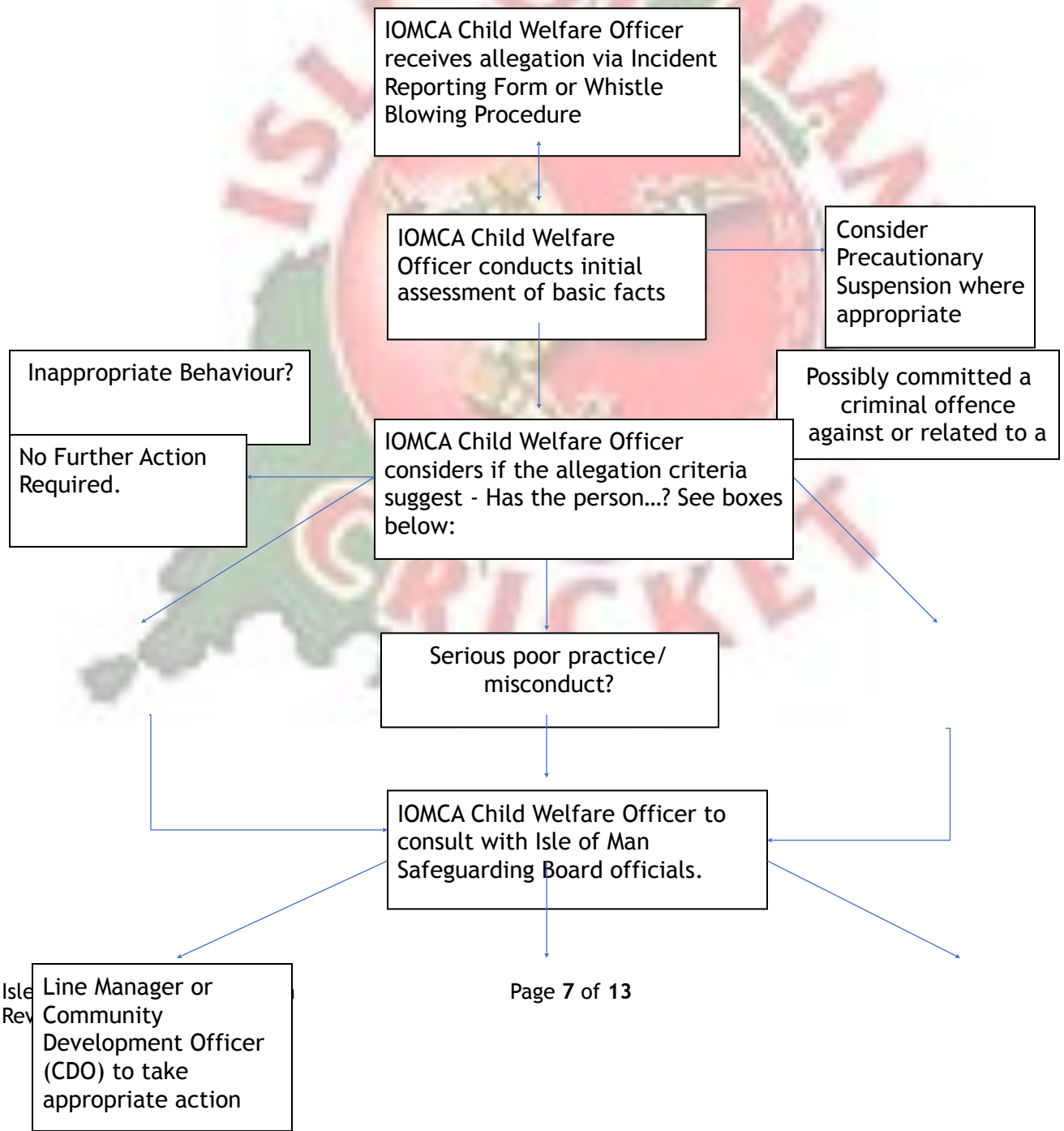
Record on IOMCA Incident Report Form
Report to IOMCA Child Welfare Officer

No further action required

Refer to Police and/or Isle of Man Safeguarding Board officials if necessary and record advice given or action

Follow advice from Police/Isle of Man Safeguarding Board officials re further

ISLE OF MAN CRICKET ASSOCIATION RESPONSE TO INCIDENT REPORTS **WORKFLOW**



Incident to be managed according to IOMCA Disciplinary Procedures.

IOMCA Child Welfare Officer or Isle of Man Safeguarding Board officials to report concerns to Police.

Responding to Concerns about the Behaviour of an Adult

In all cases where there are concerns about the conduct of an adult towards a child, the best interests and wellbeing of the child will be the paramount consideration. These procedures aim to ensure that all concerns about the conduct of an adult are dealt with in a timely, appropriate and proportionate manner. Nobody in receipt of information that causes concern about the conduct of an adult towards children shall keep that information to himself or herself or attempt to deal with the matter on their own.

At any point in responding to concerns about the conduct of an adult, advice may be sought from the Police or Isle of Man Safeguarding Board officials.

If the Association (IOMCA) is notified that a member of staff is under consideration for listing by the Disclosure and Barring Service (DBS), a precautionary suspension should be put in place pending the outcome. A suspension is not a form of disciplinary action.

Initial Reporting of Concerns

Any concerns for the wellbeing of a child arising from the conduct of an adult must be reported to the IOMCA Child Welfare Officer on the day the concern arises, as soon as practically possible.

Where the concern is about the IOMCA Child Welfare Officer, concerns should be reported to the IOMCA Chairman.

Record

Make a written record of the information as soon as possible using the IOMCA Incident Reporting Form completing as much of the form as possible.

Report

Advise the IOMCA Child Welfare Officer as quickly as possible. This should not be delayed by gathering information to complete all sections of the form. The information on the form will help the Child Welfare Officer to decide what action to take next.

For advice and guidance if the IOMCA Child Welfare Officer is unavailable, or when an immediate response is required, contact the Police/Isle of Man Safeguarding Board officials.

Actions taken and reasons for decisions shall be recorded (in the order in which they happen) on the IOMCA Incident Report Form. This should be signed and dated by the IOMCA Child Welfare Officer.

1. Establish the Basic Facts

Once the concerns have been reported, the IOMCA Child Welfare Officer, who is handling the response process will:

- Establish the basic facts
- Conduct an initial assessment of the facts in order to determine the appropriate course of action
- Consult external agencies such as the Police and Isle of Man Safeguarding Board officials for advice at any time. This is important because they may hold other important information which, when considered alongside the current concerns, builds a significant picture of concern.

2. Conduct an Initial Assessment

The purpose of the initial assessment is to clarify the nature and context of the concerns. It should determine if the adult's conduct was inappropriate behaviour, serious poor practice/misconduct or whether there is reasonable cause to suspect an adult's behaviour and conduct has been criminal. Every situation is unique so guidance cannot be prescriptive.

- Where the established facts support a concern of criminal behaviour, the initial assessment will not form part of the disciplinary investigation.
- Subject to the nature and seriousness of the situation, if it is not clear at this stage whether a criminal offence may have been committed, the member of staff/volunteer may be approached as part of the information gathering process.
- Where the nature and seriousness of the information suggests that a criminal offence may have been committed, or that to assess the facts may jeopardise evidence, advice will be sought from the Police before the adult is approached.
- An initial assessment of the basic facts may require the need to ask a child some basic, open-ended, non-leading questions solely with a view to clarifying the basic facts. It may also be necessary to ask similar basic questions of other children, or other appropriate individuals.

- Interviewing children about possible abuse and criminal offences is the sole remit of specially trained Police Officers and Social workers. Questioning of children by those conducting an initial assessment should always be avoided as far as possible. If it is necessary to speak to the child in order to clarify the basic facts, best practice suggests that consent is obtained from a parent/carer.

Possible outcomes of initial assessment:

- (i) No further action (facts do not substantiate complaint)
- (ii) Situation is dealt with under IOMCA Disciplinary Procedures
- (iii) Child Protection investigation (jointly by Police and or Isle of Man Safeguarding Board officials)
- (iv) Criminal investigation (by the Police). The results of a criminal investigation may well influence the disciplinary investigation, but not in all cases
- (v) Civil proceedings (by the child/family who raised the concern)

Initial assessment supports concerns about poor practice and/or misconduct

In the event of an investigation into the conduct of a member of the IOMCA's volunteers/staff, all actions will be informed by the principles of natural justice:

- They will be made aware of the nature of the concern
- They will be given an opportunity to put forward their case
- The Association will act in good faith, ensuring the matter is dealt with impartially and as quickly as possible in the circumstances

Any impact on a child's wellbeing caused by an adult's poor practice/or misconduct will be managed under the IOMCA's disciplinary policy. Pending the outcome of an investigation, precautionary suspension will be considered in all cases where there is a significant concern about the conduct of an adult towards a child.

Initial assessment supports concerns about possible criminal behaviour

If the initial assessment gives reasonable cause to suspect an adult's behaviour has been a criminal offence, the IOMCA Child Welfare Officer will report the concerns to the Police as soon as possible on the day the information is received.

Referrals to the Police will be confirmed in writing by the IOMCA Child Welfare Officer within 24 hours. A copy of the IOMCA Incident Report form will be provided to the Police on request.

Appropriate steps will be taken to ensure the safety of the child(ren) who may be at risk. The parents/carers of the child(ren) involved will be informed as soon as possible following advice from the Police.

Advice will firstly be obtained from the Police about informing the adult involved in the concerns. If the advice is to inform them, they will be told that information has been received which may suggest an allegation of abuse or possible criminal offence. As the matter will be sub judice (i.e. under judicial consideration) no details will be given unless advised by the Police. All actions will ensure the best evidence is preserved for any criminal proceedings while at the same time safeguarding the rights of the adult.

Precautionary Suspension

Suspension should not be considered an automatic response to an allegation. It should be considered in circumstances where:

- There may be an ongoing risk to a child/ren
- To prevent the impediment of a Police or child protection inquiry.
- The allegation is so serious that, if substantiated, grounds for dismissal are warranted.

The decision to suspend should be regarded as a “precautionary act” to protect all parties. Suspension is not a form of disciplinary action. The adult will be informed in writing of the reason for the suspension.

Non-recent Allegations of Abuse

Allegations of abuse may be made some time after the event e.g. an adult who was abused as a child by someone who is still currently working with children. The same procedures will be followed in the event of an allegation of non-recent abuse. For further guidance, please consult with or Isle of Man Safeguarding Board officials.

Appendix A – Definitions of Abuse - Children

NB – The Definitions below are intended as a guide only. Professional guidance should always be sought.

PHYSICAL ABUSE

Physical abuse may involve hitting, shaking, throwing, scalding, drowning, suffocating or otherwise causing physical harm to a child. Physical harm may also be caused when a parent or carer fabricates the symptoms or deliberately induces, illness in a child.

EMOTIONAL ABUSE

Emotional abuse is the persistent emotional ill treatment of a child such as to cause severe and persistent adverse effects on the child's emotional development. It may involve conveying to a child that they are worthless and unloved, inadequate, or valued only insofar as they meet the needs of another person. It may feature age or developmentally inappropriate expectations being imposed on children. These may include interactions that are beyond the child's developmental capability, as well as overprotection and limitation of exploration and learning, or preventing the child from participating in normal Social interaction. **It may involve seeing or hearing the ill-treatment of another, including domestic violence** or serious bullying causing children frequently to feel frightened or in danger, or the exploitation or corruption of children. Some level of emotional abuse is involved in all types of maltreatment of a child, though it may occur alone.

SEXUAL ABUSE

Sexual abuse involves forcing or enticing a child or young person to take part in sexual activities, including prostitution whether or not the child is aware of what is happening. The activities may involve physical contact, include penetrative (e.g. rape, buggery or oral sex) or non-penetrative acts. They may include non-contact activities such as involving children in looking at, or in the production of sexual online images, watching sexual activities, or encouraging children to behave in sexually inappropriate ways.

NEGLECT

Neglect is the **persistent** failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. Neglect may occur during pregnancy as a result of maternal substance misuse. It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

Once a child is born, neglect may involve a parent or carer failing to:

- Provide adequate food, clothing and shelter (including exclusion from home or abandonment)
- Protection a child from physical harm or danger
- Ensure adequate supervision (including the use of inadequate caregivers)
- Ensure access to appropriate medical care or treatment

Appendix B - Contact details.

Isle of Man Cricket Association (IOMCA) Child Welfare Officer.

Email: Aiom50@icloud.com

Isle of Man Safeguarding Board.

If you have any safeguarding concerns in relation to children,
please contact (01624) 686179 during office hours or (01624) 631212 out of office hours.

Telephone: (01624) 687365 (Office)

Email: safeguardingboard.co@gov.im

Website: <http://www.isleofmanscb.im/>

Isle of Man Constabulary.

Telephone: (01624) 631212

Website: <https://www.iompolice.im/>

