



Registered Charity 1165948

Berkshire Cricket

Safeguarding Policy

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1. Introduction

Berkshire Cricket is the community cricket foundation for Berkshire and we work with partners across the county to enable more people to play cricket in more places, providing more cricket in Berkshire. We also work to improve the quality of the sporting experience to encourage more people to keep active and take part.

Berkshire Cricket is a charitable incorporated organisation whose objects and purposes is:

- to make cricket available for all communities so that every resident of Berkshire – no matter their age, background or ability may enjoy the benefits of one of our oldest games.
- to promote community participation in healthy recreation by providing and assisting in providing facilities for and the organising the playing of cricket and other sport and games capable of promoting health.
- to provide and assist in providing facilities for sport, recreation and other leisure time occupation of such persons who have need for such facilities because of their youth, age, infirmity or disablement, poverty, or social economic circumstances or for the public at large in the interest of social welfare with the object of improving their condition of life; and
- to advance the education of children and young people through such means as the trustees think fit.

Our values are:

- Excellence in everything we do
- Partnering and collaborating
- Creative in developing our offer
- Club and community focused
- Open and accessible to all
- Entrepreneurial

2. Policy Statement

Berkshire Cricket is committed to ensuring that all children who participate in cricket do so in a safe, friendly, secure and enjoyable environment. The safety of all children who are participating in cricket is our paramount concern.

To contribute to safeguarding children and young people in Berkshire we have the following key aims:

- Meeting the Standards for Safeguarding and Protecting Children in Sport (CPSU 2002 (Revised 2018)).
- Implementing and demonstrating best safeguarding practice when core staff, volunteers or others are providing services, activities, and programmes for children.
- Ensure that there is strong organisational and staff commitment to safeguarding, which is clearly reflected in the culture, policies, working practices, attitudes and behaviours.
- Working with partners to establish and implement agreed, consistent minimum safeguarding standards for sport and physical activity locally.
- Requiring those individuals or organisations that are funded to provide any service for children or young people to effectively address safeguarding requirements.
- Maximising its influence to promote safeguarding practice and principles within its wider partnership role and relationships.
- Provide and facilitate training and development opportunities for Berkshire Cricket staff and its partners.
- Ensure appropriate procedures are in place to deal with concerns including links to statutory agencies.
- To meet the Safeguarding Standards as set out by the Cricket Regulator in the County Partnership Agreement and the Safe Hands Policy.

Berkshire Cricket recognises its moral and legal responsibilities under The Children Act 2004 and is committed to working collaboratively in line with Working Together to Safeguard Children (HM Government, 2018 (Updated 2023)) guidance to provide a duty of care for children and young people, to safeguard their welfare and to protect them from abuse.

Berkshire Cricket will work in partnership to ensure that all young people (under 18 years) regardless of their age, gender, disability, race, ethnic origin, nationality, colour, parental status, religious belief, class or social background, sexual preference or political belief are able to take part in sport (as a participant or volunteer) in a fun, safe and child-friendly environment and are protected from harm.

Berkshire Cricket will ensure that all allegations and suspicions of abuse and poor practice are taken seriously and responded to appropriately in accordance with Berkshire Cricket disciplinary procedures or, where necessary, through referral to statutory agencies.

3. Principles

Berkshire Cricket's Safeguarding Policy is guided by the following principles:

- The welfare of children and young people (under 18 years of age) is the primary concern.
- A child centred approach is fundamental to safeguarding and promoting the welfare of every child. Listening to children is the foundation of a child centred approach. This means seeking, listening to and considering children's wishes and feelings both in individual decisions and in wider decisions about delivery.
- All young people, whatever their age, culture, disability, gender, language, racial origin, religious belief, and/or sexual identity have the right to protection from abuse.
- It is the responsibility of the child protection experts to determine whether abuse has taken place, but it is everyone's responsibility to report any concerns.
- All reports of poor practice and suspicions or allegations of abuse should be taken seriously and responded to swiftly and appropriately.
- Confidentiality should be upheld in line with the Data Protection Act 1988, the Human Rights Act 1998, and the Data Protection Act 2018 (implementation of General Data Protection Regulation (GDPR)).
- Berkshire Cricket is required to comply with Working Together and work in partnership with Safeguarding Partners to enable them to carry out their duties, to investigate concerns and to protect children from harm in accordance with the relevant legal framework, data protection law and regulations in force in England and Wales at any time. Berkshire Cricket is also committed to complying with the governmental guidance issued in July 2018 entitled "Information Sharing - advice for practitioners providing safeguarding services to children, young people, parents and carers". This guidance makes clear that information sharing is essential for effective safeguarding and promoting the welfare of children and young people, and details best practice principles for sharing information.

4. Policy Aims

The aim of the policy is to meet the requirements of the Standards for Safeguarding and Protecting Children in Sport (CPSU 2002 (Revised 2018)) through:

- Implementing and demonstrating best safeguarding practice when core staff, volunteers or others are providing services, activities, and programmes for children.
- Utilising best safeguarding practice from Berkshire Cricket and its partners to drive an improvement in safeguarding children and young people in Berkshire.
- Utilising national best safeguarding practice from CPSU to implement locally.
- Ensuring that there is strong organisational and staff commitment to safeguarding, which is clearly reflected in the culture, policies, working practices, attitudes, and behaviours.
- Ensuring processes for the recruitment, training, and supervision of staff, paid and volunteers are in line with best practice guidelines to safeguard young people as well as to protect staff from allegations.
- Taking all reasonable steps to assess the suitability of all staff to work with children and young people using safeguarding checks (DBS), as required by legislation.
- Ensuring all staff employed/deployed are aware of their responsibilities for protecting the welfare of children and young people.
- Ensuring that all staff clearly understand and work in accordance with Berkshire Cricket Codes of Conduct and Safeguarding Policies and Procedures.
- Addressing poor practice through re-training and/or disciplinary procedures as deemed appropriate.
- Ensuring that commitment and responsibility for safeguarding is placed at the most senior levels within the organisation.
- Developing systems for regularly monitoring and assessing performance to support continuous improvement in relation to safeguarding.
- Working with partners to establish and implement agreed, consistent minimum safeguarding standards for sport and physical activity locally. This includes the delivery of Safe Hands training to Club Safeguarding Officers and then acting as a first point of contact for them in relation to safeguarding incidents and advice.
- Programme specific minimum safeguarding standards agreed with partners across Berkshire in line with national guidance around the programme.
- Consulting with service users to obtain feedback on policies, procedures, and their effectiveness.
- Providing access to advice, resources, and support.
- Requiring those individuals or organisations that are funded to provide any service for children or young people to effectively address safeguarding requirements.
- Including a requirement to address safeguarding within partnership, funding, and commissioning criteria.
- Ensuring that child protection procedures are available to all, including children and young people and their parents and carers and actively promoted on joining the organisation.
- Maximising its influence to promote safeguarding practice and principles within its wider partnership role and relationships.
- Emphasising the importance of adopting and implementing effective child protection policies and procedures to partners and local sports clubs.
- As new partnerships are developed Berkshire Cricket ensure safeguarding practice is addressed and good practice shared between partners.
- Actively promoting Berkshire Cricket's commitment to safeguarding children and young people to all.

- Providing and facilitating training and development opportunities for Berkshire Cricket staff and its partners.
- Providing comprehensive induction training for all staff (paid and volunteer), which includes familiarisation with the Safeguarding Policy.
- Providing staff with opportunities to learn about how to recognise and respond to concerns about child abuse.
- Ensuring staff with designated responsibilities in relation to safeguarding children have training to enable them to develop the necessary skills and knowledge and have regular opportunities to update their knowledge and understanding.
- Ensuring staff with responsibility for recruiting and selecting employees receive training on safer recruitment practices.
- Ensuring appropriate procedures are in place to be able to deal with concerns including links to statutory agencies.
- Ensuring there are clear and unambiguous procedures in place in respect of child protection, which provide systematic guidance on what action to take if there are concerns about a child's safety or welfare.
- Establishing robust processes for recording incidents, concerns and referrals and storing these securely in compliance with relevant legislation.
- Developing clear processes for dealing with complaints about unacceptable and/or abusive behaviour towards children and young people, with clear timescales for managing and resolving these complaints.
- Ensuring there are designated members of staff with clearly defined roles and responsibilities in relation to safeguarding.
- Ensuring that where there is direct responsibility for running/providing activities or services, operating standards are set out to ensure the highest possible standard of care.
- Implementing good practice protocols in relation to the use of photography/video equipment and use of electronic communication.

Appendix A - Information Sharing and Confidentiality

Confidentiality is vital when dealing with sensitive issues such as child abuse. At an early stage, it protects the interests of the child or young person as well as the alleged abuser.

Confidentiality is upheld in line with the Data Protection Act 1988, the Human Rights Act 1998, and the Data Protection Act 2018. Personal information about children, young people and their families will usually be confidential and should not be disclosed to a third party without explicit consent. However, the law allows for the disclosure of confidential information where this is necessary to safeguard the welfare of a child or young person.

All staff (paid and volunteer) are actively encouraged to pass on any concerns about poor practice or possible abuse to County Safeguarding Manager, Cricket Regulator Safeguarding Advisors, or statutory agencies in line with reporting procedures highlighted in [Appendix F](#).

Decisions to share information will be made using case-by-case judgements. In all cases, the safety and welfare of a child or young person will be the overriding consideration.

Disclosure of confidential information must be justifiable in each case, according to the facts. Berkshire Cricket will clearly record the reasons why a decision to share or not to share information was made.



Appendix B - Monitoring and Evaluating the Policy

This policy will be formally reviewed every year unless any proposal to the Berkshire Cricket Senior Management Team or legislation change requires an interim review and/or amendment.

A comprehensive Safeguarding Implementation Plan has been developed to underpin practical delivery of outlined policy aims and objectives. This Implementation Plan includes processes for regularly monitoring the effectiveness of key elements within the policy and will be updated on an annual basis.

Overall policy implementation will be monitored and evaluated on a 6-monthly basis in line with CPSU and Sport England requirements.

Mechanisms will be put in place to enable staff, partners, and other stakeholders to be part of the policy review process.

Appendix C - Safeguarding Contacts, Support & Advice Services

Berkshire Cricket Managing Director – Mark Roche

Tel: 07785 722242

Email: mark.roche@berkshirecricket.org

Berkshire Cricket Lead for Safeguarding – Stephen Spencer-Jones

Email: stephenspencerjones@yahoo.com

Berkshire Cricket Safeguarding Manager – Brian Cooper

Tel: 07789 250905

Email: brian.cooper@berkshirecricket.org

Berkshire Cricket Deputy Safeguarding Manager – Lee Collett

Email: lee.collett@berkshirecricket.org

If you believe a child is in immediate danger you should call the police on 999.

To contact the police in a non-emergency situation, call 101.

Local Authority Referral Team Contacts (Children & Young People)

Outside of normal office hours the Emergency Duty Service can be contacted on:

Tel: 01344 786543

Inside normal office hours the contact details relevant to each local authority are:

Bracknell Forest Council:

Tel: 01344 352005

Email: mash@bracknell-forest.gov.uk

Reading Borough Council:

Tel: 0118 937 3641

Website: www.brighterfuturesforchildren.org/report-concerns-about-a-child/

Email: cspoa@brighterfuturesforchildren.org

Slough Borough Council:

Tel: 01753 875362

West Berkshire Council:

Tel: 01635 519982

Email: wblscb@westberks.gov.uk

Royal Borough of Windsor and Maidenhead Council:

Tel: 01628 683150

Email: mash@achievingforchildren.org.uk

Wokingham Borough Council:

Tel: 0118 908 8002

Email: triage@wokingham.gov.uk

Safeguarding Adults Team Contacts (18+)

Outside of normal office hours the Emergency Duty Service can be contacted on:

Tel: 01344 786543

Inside normal office hours the contact details relevant to each local authority are:

Bracknell Forest Council:

Tel: 01344 351500

Online: www.bracknell-forest.gov.uk/health-and-social-care/keeping-adults-and-children-safe/forms/report-safeguarding-concern

Reading Borough Council:

Tel: 0118 937 3747

Slough Borough Council:

Tel: 01753 690444

Email: safeguarding.adults@slough.gov.uk

West Berkshire Council:

Tel: 01635 519056

Email: safeguardingadults@westberks.gov.uk

Royal Borough of Windsor and Maidenhead Council:

Tel: 01628 683744

Wokingham Borough Council:

Tel: 0118 974 6371

Online: www.wokingham.gov.uk/care-and-support-for-adults/safety-and-abuse/report-a-safeguarding-concern/

NSPCC

If you're worried about a child's safety or welfare or if you need help or advice, ring the NSPCC Helpline; a confidential and free service open 24 hour a day, seven days a week.

Helpline: 0808 800 5000

Website: www.nspcc.org.uk

Email: help@nspcc.org.uk

Child Protection in Sport Unit (CPSU)

The Child Protection in Sport Unit's mission is to safeguard the welfare of children and young people under 18 in sport and to promote their well-being. The CPSU is part of the NSPCC.

Tel: 0116 234 7278 or 0808 800 5000

Website: www.thecpsu.org.uk

Email: cpsu@nspcc.org.uk or help@nspcc.org.uk

Disclosure & Barring Service

The Disclosure and Barring Service (DBS) helps employers make safer recruitment decisions and prevent unsuitable people from working with vulnerable groups, including children. It replaces the Criminal Records Bureau (CRB) and Independent Safeguarding Authority (ISA).

Website: www.gov.uk/government/organisations/disclosure-and-barring-service

Kidscape

Kidscape provides information for parents on bullying and keeping children safe. They also operate a bullying helpline for parents, Monday to Friday, 10am to 4pm.

Tel: 020 7823 5430 (or WhatsApp on 07496 682785)

Website: www.kidscape.org.uk

Email: parentsupport@kidscape.org.uk

Family Lives

Family Lives provides information for parents on a variety of issues including bullying.

Helpline: 0808 800 2222

Website: <https://www.familylives.org.uk/>

Email: askus@familylives.org.uk

Support and Advice for Coaches and Volunteers

If you are the subject of an allegation of poor practice or abuse, please contact any of the below organisations who will be able to provide you with support and advice:

Samaritans

Samaritans provides confidential non-judgemental emotional support, 24 hours a day for people who are experiencing feelings of distress or despair.


Helpline: 116 123

Email: jo@samaritans.org

Website: www.samaritans.org

Citizens Advice

Citizens Advice Bureaux provide free, confidential, and independent advice to help people resolve their debt, benefits, housing, legal, discrimination, employment, immigration,



consumer, and other problems. Advice is available face-to-face and by telephone. Most bureaux offer home visits and some also provide email advice. To find your nearest CAB, go to:

Advice line: 0800 144 8848

Website: <http://www.citizensadvice.org.uk/index/getadvice.htm>

Appendix D - Recognising Abuse and Poor Practice

Abuse and neglect are forms of maltreatment. Somebody may abuse or neglect a child by inflicting harm, or by failing to act to prevent harm. Children may be abused in a family or in an institutional or community setting, by those known to them or, more rarely, by a stranger for example, via the internet. They may be abused by an adult or adults, or another child or children.

Physical Abuse

Physical abuse may involve hitting, shaking, throwing, poisoning, burning, or 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 of, or deliberately induces, illness in a child or young person. For example, in sport or play situations where the nature or intensity of the training or activity exceeds the capacity of the child/vulnerable adult's body or the child is forced to take part in any activity against their will.

Emotional Abuse

Emotional abuse is the persistent emotional maltreatment of a child such as to cause severe and persistent adverse effects on the child's emotional development. It may involve conveying to the child that they are worthless or unloved, inadequate, or valued only as far as they meet the needs of another person. It may include not giving the child or opportunities to express their views, deliberately silencing them or 'making fun' of what they say or how they communicate.

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 participating in normal social interaction.

It may involve seeing or hearing the ill-treatment of another. It may involve serious bullying (including cyberbullying), causing the child 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. For example, in sport or physical activity situation where a child or young person is subjected to unrealistic pressure, or where a child or young person's self-esteem is undermined, or where a child or young person's right to privacy is ignored, or where there is denial or access to facilities.

Sexual Abuse

Sexual abuse involves forcing or enticing a child to take part in sexual activities, not necessarily involving a high level of violence, whether the child is aware of what is happening.

The activities may involve physical contact, including assault by penetration (for example, rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing, and touching outside of clothing. They may also include non-contact activities, such as involving children in looking at, or in the production of, sexual images, watching sexual activities, encouraging a child to behave in sexually inappropriate ways, or grooming a child in preparation for abuse (including via the internet).

Adult males do not solely perpetrate sexual abuse. Women can also commit acts of sexual abuse, as can other children. For example, in sport or physical activity situations, where a child or young person requires intimate or personal care which might be open to abuse; inappropriate videoing, photography etc.

Neglect

Neglect is the persistent failure to meet physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. Neglect may occur during pregnancy because of maternal substance abuse.

- Neglect may involve a parent or carer failing to:
- Provide adequate food, clothing, and shelter (including exclusion from home or abandonment)
- Protect a child from physical and emotional harm or danger
- Ensure adequate supervision (including the use of inadequate caregivers) or
- Ensure access to appropriate medical care or treatment

It may also include neglect of, or unresponsiveness to, a child's basic emotional needs. For example, in a sport or physical activity situations where a child or young person's personal needs are ignored; where a child is left alone in a dangerous situation or where basic needs are withdrawn as a form of punishment.

Bullying

Bullying is a deliberately hurtful behaviour, usually repeated over a period, where it is difficult for those bullied to defend themselves.

Bullies come from all levels of society, they bully for a variety of reasons and may even have been abused. Typically, bullies can have low self-esteem, be excitable, aggressive, and jealous. Crucially they have learned how to gain power over others and there is increasing evidence to suggest that this abuse of power can lead to crime.

Bullying takes many forms but can include:

- Physical: e.g. hitting, kicking and theft
- Verbal: e.g. name-calling, constant teasing, sarcasm, racist or homophobic taunts, threats, graffiti, and gestures
- Emotional: e.g. tormenting, ridiculing, humiliating, and ignoring
- Sexual: e.g. unwanted physical contact or abusive comments.

The damage inflicted by bullying can frequently be underestimated. It can cause considerable distress to children, to the extent that it affects their health and development or, at the extreme, causes them significant harm (including self-harm).

There are many signs that may indicate that a child is being bullied:

- Behavioural changes such as reduced concentration and/or becoming withdrawn, clingy, depressed, tearful, emotionally up and down, reluctance to go to school, training, or sports club
- A drop off in performance at school or standard of play
- Physical signs such as stomach-aches, headaches, difficulty in sleeping, bed-wetting, scratching and bruising, damaged clothes, and bingeing for example on food, cigarettes or alcohol
- A shortage of money or frequent loss of possessions

The competitive nature of sport makes it an ideal environment for the bully. The bully in sport can include:

- A parent who pushes too hard
- A coach who adopts a win-at-all costs philosophy

- A player who intimidates inappropriately
- An official who places unfair pressure on a person

Abuse of Disabled Children and Young People

Some disabled children and young people are mentally or physically more vulnerable than others, which could make it easier for abusers to exploit them. They may also find it more difficult to recognise and report abuse, and to be believed. For example, if their disability means that they:

- Have limited life experiences and so have not developed the social skills needed to work out what the behaviour and attitudes of others mean. This could make them less able to understand what is appropriate and inappropriate behaviour.
- Have been encouraged to comply with other people's wishes and not to question authority figures.
- Are afraid to challenge potentially abusive situations because of fear of the consequences. It is often easier to be compliant and pleasing rather than risk angering an authority figure and getting into trouble.
- May not be able to report abuse either because there is no-one they can report it to or because they do not have the appropriate language to use.
- May not be able to recognise that abuse has taken place.
- Feel powerless because they have to depend on others for personal support.
- May not be able to physically remove themselves from abusive situations.
- Are not believed because their authority figures cannot accept that anyone would abuse a disabled child.
- May not have anybody they can trust and confide in.
- May feel guilt or shame about the abuse, which prevents them from reporting it.
- May not have a sense of ownership of their own bodies because they are so used to being examined physically by others as part of their medical and physical care.
- Have low self-esteem and a poor self-image

Appendix E - How to Respond to a Safeguarding Concern

Creating an environment in which the views of children and parents are routinely sought and listened to fosters a culture in which children and those supporting them can say when something is worrying them.

If a child says or indicates that he/she is suffering from abuse, or information is obtained pointing towards abuse of a child, the person receiving this information should:

- React calmly, to not frighten the child or person reporting the concern.
- Tell the child it is not their fault – they are not to blame.
- Tell the child/person they were right to tell.
- Take what the child says seriously, recognising the difficulties in interpreting what a child, who has a speech disability or a difference in language says.
- Reassure the child, but do NOT make promises of confidentiality.
- When recording allegations or suspicions of abuse it is important to record the facts.
- Make a full record of what has been said, heard, and/or seen as soon as possible.

Information must be as detailed as possible as it may be used in any subsequent legal action. The incident report should contain the following information:

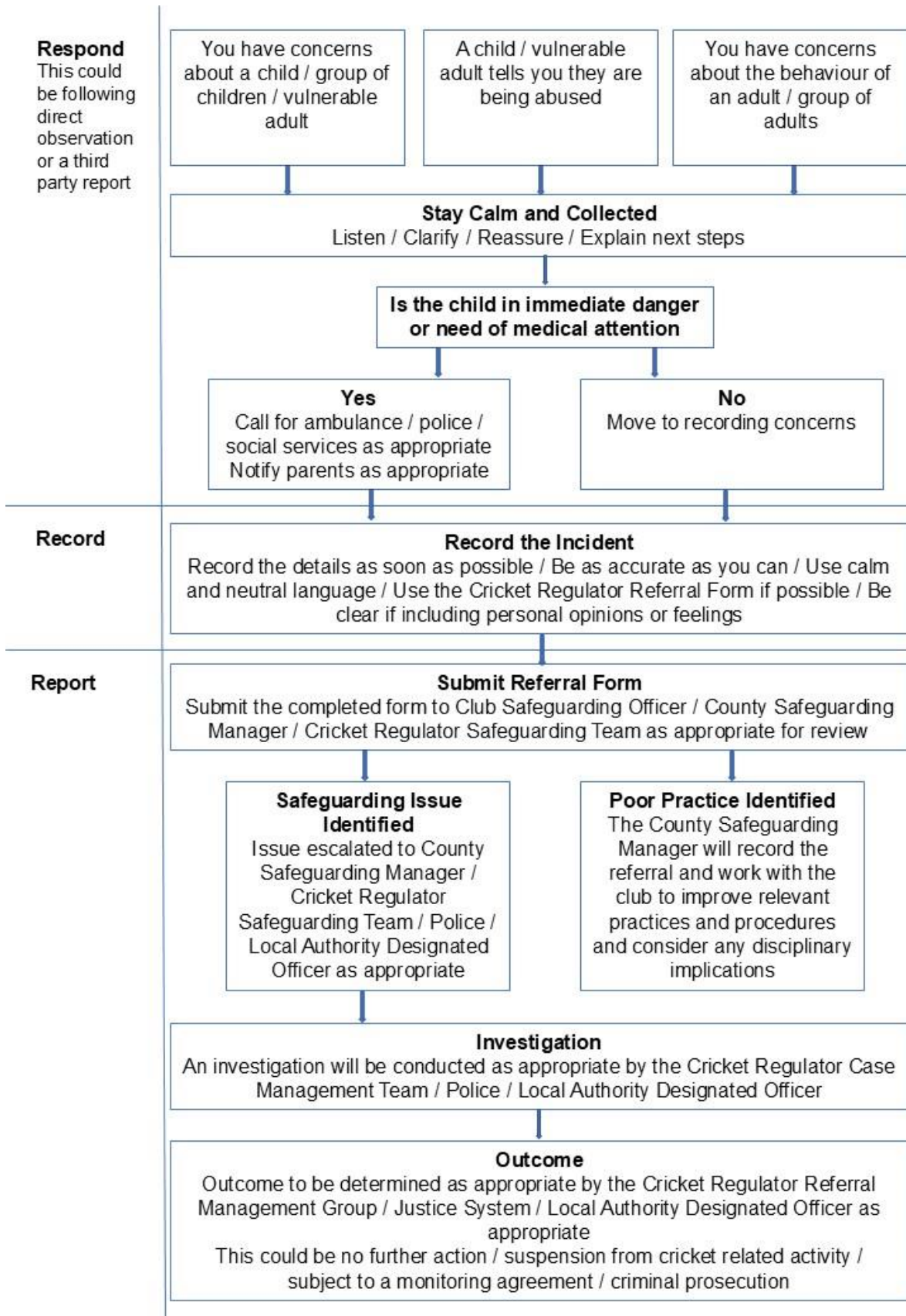
- The child/young person's name, age, date of birth, full address, and telephone number.
- The child/young person's account, if it can be given, of what has happened and who was involved.
- A description of any visible bruising or other injuries.
- Details of any witnesses.
- Any observations that have been made by you or to you.
- Any times, locations, dates, or other relevant information.
- A clear distinction between what is fact, opinion, or hearsay.
- Information and details of the alleged abuser, where possible.
- Your knowledge of and relationship to the child/young person.
- The date the incident was reported and to whom.
- Remember, this information should remain strictly confidential.

A copy of the incident form is available at [Appendix G](#).

Further information and advice is also available from the Cricket Regulator Safeguarding Kitbag at: [Responding to, Recording and Reporting Concerns](#)



Appendix F - Reporting Process – Flow Diagram



Appendix G - Safeguarding Reporting Form

When recording and reporting a concern people are advised to use the Cricket Regulator Referral Form which is available on the ECB website at the following link: [How to Share a Concern](#). Further information and advice and details of how a report will be dealt with is also available from this website.

The following are the incidents that will meet the threshold for an investigation by the Cricket Regulator Safeguarding Team:

1. Any referral relating to an allegation which meets the threshold of a statutory agency investigation.
2. Any referral in which the person under investigation is employed within a position of trust (education, health care settings, social work, care work and criminal justice settings) or volunteers with children or adults at risk for another organisation.
3. Any referral where the person under investigation is a County Safeguarding Officer, Club Safeguarding Officer or Board Safeguarding Lead within cricket.
4. Any referral relating to sexual misconduct (to include conduct over internet enabled devices) within the context of cricket.
5. Any referral relating to a physical assault on a child within the context of cricket.
6. Any referral about an individual who is subject to a suspension, monitoring, supervision or any ongoing plan imposed by the Safeguarding Panel pursuant to the Cricket Regulator's Safeguarding Procedure.
7. Any referral relating to a person who is subject to sex offender registration requirements.
8. Any referral involving an ECB/Cricket Regulator employee.
9. Any referral relating to a third (or more) incident of poor practice/low level concern, provided the previous two (or more) incidents have been reported to and recorded by a relevant Club, County or Cricket Regulator Safeguarding Team.
10. Any referral involving current or former professional cricketers or high-profile individuals within cricket.
11. Any other referral involving behaviours or matters which the Cricket Regulator Safeguarding Team consider give rise to transferable safeguarding risk.

Appendix H - Associated Policies

The following policies should be read in association with this Safeguarding Policy:

- Berkshire Cricket Safeguarding Adults Policy
- Berkshire Cricket Anti Bullying Policy
- Berkshire Cricket Listening to Children Policy
- Berkshire Cricket Photo, Video and Live Streaming Policy
- Berkshire Cricket Safer Recruitment Policy
- Berkshire Cricket Social Media, Online Communication and Safety Policy
- Berkshire Cricket Whistle Blowing Policy
- Berkshire Cricket Low Level Concerns Policy

The following documents should also be considered:

- Berkshire Cricket Coach and Staff Code of Conduct
- Berkshire Cricket Child Player Code of Conduct
- Berkshire Cricket Parent Code of Conduct

All of the documents are available on Berkshire Cricket website: [Policies – Berkshire Cricket](#)