



## Listening To Children Policy Statement

1. **Definitions** - In this Policy, the following terms/expressions shall mean:

- **Norfolk Cricket** – means Norfolk Cricket Board Limited
- **ECB** – means England and Wales Cricket Board
- **Children** – refers to persons under the age of eighteen
- **Safe Hands** - means the ECB's cricket policies and procedures for safeguarding children within cricket.

### 2. Policy Statement

The Norfolk Cricket 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.'

### 3. Purpose

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 have fun and be protected from harm in a safe environment.
- Issuing a welcome letter to new county squad members ahead of them starting so they know what is 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.'**
- Facilitating a player/parent induction meeting with the NCB Safeguarding team at the start of each season.
- Acknowledging that Norfolk 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.
- Encouraging players to complete the ECB online survey – their opinion counts!
- Reflecting with all players before/during/after training/matches to celebrate successes and address any concerns .
- Ensuring three-way participation (player, parent, coach) during the season through the completion of the Player Development Plans at appropriate age groups.
- Issue a minimum of one County-Age-Group player survey during any 12-month period seeking open and honest feedback (with an option to remain anonymous)

The Head of Performance Manager will be responsible for monitoring and challenging the success/effectiveness of 'Listening to Children' during his observations/coaching of his coaching team.

**Norfolk Cricket Contact Details:**

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