

SAFEGUARDING POLICY STATEMENT



**TENDULKAR MIDDLESEX
GLOBAL ACADEMY**
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Tendulkar Middlesex Global Academy (TMGA) acknowledges the duty of care to safeguard and promote the welfare of children and is committed to ensuring safeguarding practice reflects statutory responsibilities, government guidance and complies with industry best practice.

The policy recognises that the welfare and interests of children are paramount in all circumstances. It aims to ensure that regardless of age, ability or disability, gender reassignment, race, religion or belief, sex or sexual orientation, socio-economic background, all children:

- have a positive and enjoyable experience of sport at TMGA in a safe and child centred environment
- are protected from abuse whilst participating in cricket or other activities delivered by TMGA.

TMGA acknowledges that some children, including disabled children and young people or those from ethnic minority communities, can be particularly vulnerable to abuse and we accept the responsibility to take reasonable and appropriate steps to ensure their welfare.

As part of our safeguarding policy TMGA will:

- promote and prioritise the safety and wellbeing of children and young people
- As well as TMGA Head Coach, TMGA will appoint a Designated Safeguarding Lead (DSL) employee within the senior leadership team.
- ensure everyone understands their roles and responsibilities in respect of safeguarding and is provided with appropriate learning opportunities to recognise, identify and respond to signs of abuse, neglect and other safeguarding concerns relating to children and young people
- ensure appropriate action is taken in the event of incidents/concerns of abuse and support provided to the individual/s who raise or disclose the concern





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- ensure that confidential, detailed and accurate records of all safeguarding concerns are maintained and securely stored
- prevent the employment/deployment of unsuitable individuals
- ensure robust safeguarding arrangements and procedures are in operation.

The policy and procedures will be widely promoted and are mandatory for everyone involved in TMGA activities. Failure to comply with the policy and procedures will be addressed without delay and may ultimately result in dismissal/exclusion from the organisation.

MONITORING

The policy will be reviewed a year after development and then every three years, or in the following circumstances:

- changes in legislation and/or government guidance
- as required by the Local Safeguarding Children Services, changes in industry best practices and/or by BCCI, MCA or Indian Police Law/Guidelines
- as a result of any other significant change or event(s)

REPORTING

If you have any concerns or wish to discuss any safeguarding matters, please contact the Designated Safeguarding Lead at TMGA D Y Patil - Arpita Nakhwa arpita.nakhwa@dypatil.edu +91 9819503526 or the TMGA's Administration Manager / Cricket Operations.

Timely reporting is crucial.

EMPLOYEE & WORKFORCE SAFEGUARDING STANDARDS

All TMGA employees or workforce members are required to meet minimum safeguarding standards in relation to the assigned role.

Individuals are responsible for keeping all criteria in date and to notify the Designated Safeguarding Lead for TMGA of any updates or changes. If any of the standards are not met,





temporary suspension will be enforced until rectified. If employees or work-force members repeatedly fall below these standards, disciplinary procedures may be pursued or positions terminated.

TMGA safeguarding officers will continuously monitor the status of these standards and an individual's compliance data.

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Coaches & employees with junior coaching responsibilities require the following:

1. A relevant coaching qualification / experience for the player, environment & role
2. Current police and vetting check – cricket specific
3. Current Safeguarding & Protecting Children training
4. Active member of the coaching union or have appropriate personal insurance
5. Current First Aid Certificate (which includes emergency aid)

Managers, Junior Co-ordinators & Junior Supervisors, require the following:

1. Current police and vetting check – cricket specific
2. Current Safeguarding & Protecting Children training
3. Current First Aid Certificate (which includes emergency aid)

Umpire & Scorers require the following:

1. Relevant qualification
2. Current police and vetting check – cricket specific
3. Umpiring union membership or appropriate insurance (umpires)

First Aid, Physiotherapist, Strength & Conditioning, Medical Support Staff, Psychologist & Sport Massage therapists, require the following:

1. Relevant qualification for the role
2. Current police and vetting check – cricket specific
3. Current Safeguarding & Protecting Children training
4. Current First Aid Certificate (which includes emergency aid)
5. Relevant membership or insurance for the industry





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Welfare Officers, require the following:

1. Current police and vetting check – cricket specific
2. Current Safeguarding & Protecting Children training
3. Advanced welfare training
4. Attend annual update training from TMGA DSL, ECB or BCCI & NSPCC

The above standards comply with the safer recruitment framework and support the safeguarding duty of care for organisation working with children and young people.

The above roles have been identified and assessed in the context of cricket's delivery in community, educational, club & performance environments.

For further information please contact Designated Safeguarding Lead at TMGA D Y Patil - Arpita Nakhwa arpita.nakhwa@dypatil.edu +91 9819503526

Please be aware of additional supplements on behaviour for COVID-19 to the code of conduct's set out below, and also to codes of conduct and usage policies that apply to TMGA Academy players when they are using the Sports Centre.

(Created October 2019. Reviewed February 2021)

