



Ickenham Cricket Club

Oak Avenue, Ickenham, Middlesex UB10 8UT

Safeguarding Young People Ickenham Cricket Club Policy and Procedures

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The Ickenham Cricket Club
The Pavillion
Oak Avenue
Ickenham
Middlesex UB10 8UT
Phone : 01895 639366

Website: www.ickenhamcc.com

Safeguarding Young People Ickenham Cricket Club Policy and Procedures

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Glossary

Adult	Any person aged 18 or over
Colt	Any Young Person registered as an ICC juniors/colts member
Cricket and Club Staff	Coaches, Colt's team managers, senior players, umpires, scorers, groundsmen, bar staff and other officials and employees of ICC
ECB	England and Wales Cricket Board
ICC	Ickenham Cricket Club
Volunteer	Any person who has formally been accepted by the Colts Committee as a volunteer helper at matches and/or training sessions
Young Person or Young People	Any person or people under 18 years of age

The term "Parent" includes a reference to a Young Person's carer or guardian.

References to "club" includes a reference to ICC unless the context requires otherwise.

A copy of the ECB Cricket's Policy for Safeguarding Children is called 'Safehands'

Policy referred to throughout this document may be obtained:

- from the ECB website at:
www.ecb.co.uk/about/policies-and-regulations/safeguarding/safe-hands

or

- for inspection, from the Club Safeguarding Officer

1 Introduction

The ICC is committed to ensuring that all Young People who play cricket have a safe and positive experience.

The ICC is committed to developing and implementing policies and procedures that ensure that everyone knows and accepts their responsibility in relation to a duty of care for Young People. It is committed to ensuring that there are correct and comprehensive reporting procedures, by promoting good practice and sound recruitment procedures for all individuals working within the club. The ICC recognises that it is not the responsibility of those individuals working in cricket to determine if abuse has taken place, but it is their responsibility to act upon and report any concerns.

This document sets out the ICC's policy and framework to fulfil the club's and the ECB's commitment to good practice and the protection of Young People in their care within cricket.

To ensure a duty of care to all members of the club ICC has adopted and implemented the ECB **'Safe Hands' – Crickets Policy for Safeguarding Children Policy and any future versions of the policy** and subscribes to the following principles:

- Ensuring all children who take part in cricket, have a safe positive and fun experience, whatever their level of involvement.
- The welfare of all children is paramount.
- All Young People within cricket, regardless of age, gender, race, religion, sexual orientation, ability or disability, have the right to enjoy the game in an environment safe from abuse of any kind.
- All Young People participating in sport, and in particular cricket, have a right to do so in a safe environment.
- Importance of safeguarding children within the game and ICC is committed to developing, and implementing, policies and procedures which ensure that everyone knows, and accepts, their responsibility in relation to a duty of care for children.
- Ensuring there are correct and comprehensive procedures for responding to, recording and reporting child safeguarding concerns.
- Ensure all suspicions and allegations will be taken seriously, managed and dealt with swiftly and appropriately in line with ECB policy and procedures.
- ICC recognises that appropriate safeguarding is not just about preventing abuse but providing the best environment for children to enjoy themselves and the game of cricket.
- ICC recognises the responsibility of the statutory agencies and is committed to working with Local Safeguarding Children Boards and Local Authority Designated Officers and complying with their procedures and the statutory guidance "Working Together to Safeguard Children 2018".
- It is the responsibility of the child protection experts to determine whether or not abuse has taken place, but it is the responsibility of all those working within cricket to report any concerns.

All Young People have a right to be safe and enjoy their cricket. ICC recognises its duty of care to all Young People participating in cricket.

From a cricket point of view, duty of care and Safeguarding Young People is defined by the ECB as:

"Any individual, organisation, club, County Board squad etc has a duty of care to ensure the safety and welfare of any child, to safeguard and protect them from reasonably foreseeable forms of harm."

2 Particular matters

2.1 Good practice

It is important that all individuals working with Young People behave in an appropriate manner and operate within an accepted ethical framework.

This will protect both the Young People and the Adults within cricket.

ECB's Policy for Safeguarding Children is called 'Safe Hands'. It provides guidelines on acceptable and unacceptable behaviour when working with Young People. Any concerns or matters that Young People, their Parents, Cricket and Club Staff, Volunteers or any other person may have may be taken up in full confidence with the Club Safeguarding Officer.

"safeguarding children – the actions we take to promote the welfare of children and protect them from harm - is everyone's responsibility."

government guidance (Working Together to Safeguard Children 2018)

2.2 ICC policy and guidance

The ICC has issued the following guidance and statements to support its policy towards Young People in cricket.

- Safeguarding policy
- Safeguarding children with a disability
- Equal opportunities policy
- Changing and showering policy
- Transport policy
- Photography and filming policy
- Social media policy
- Anti-bullying policy
- Sun safety
- Supervising Children at Cricket Sessions Policy
- Missing Children Policy
- Healthy and Safety Policies
- Guidance notes for parents and carers
- Good practice and guidelines in the event of an emergency

A copy of any of these documents may be obtained from the Club Safeguarding Officer or may be downloaded from the ICC website (www.ickenhamcc.com).

2.3 Accidents

Any accident occurring that involves a Colt while in the care of the club must be recorded and reported to the Club Safeguarding Officer on an accident report form.

Accident report form is available onsite.

The Club Safeguarding Officer may make any recommendations required to reduce the risk of the accident reoccurring.

2.4 Away matches

When taking a team away from the club to play in a friendly or competitive game, consideration and planning needs to be paramount to ensure the duty of care for the Young People within the team is fulfilled.

ICC policy is that transportation to away matches remains the responsibility of the Parent. In exceptional circumstances Cricket and Club Staff may transport Colts to away matches. The Club Safeguarding Officer MUST be notified in advance, and a transport registration form completed prior to the scheduled away match. Note that confirmation that vehicle insurers have been informed must be provided.

When ICC is hosting a fixture, the policy for the duty of care of the ICC team is more or less the same as for a coaching or training session.

2.5 Tours

The Club Safeguarding Officer should be advised of any plans to arrange any tour or other trip involving an overnight stay of Young People.

The Club Safeguarding Officer should ensure that all club officials and Cricket and Club Staff attending and who have responsibility for the tour etc. are briefed on the appropriate actions to be taken concerning the welfare of those Young People. In particular, the Club Safeguarding Officer will remind those officials and Cricket and Club Staff of ICC policy on the management of Young People away from the club, augmented by the ECB policy on overnight stays set out in the ECB 'Safe Hands' – Safeguarding Children Policy.

3 Conduct

ICC adopts the ECB's codes of conduct for all cricket participants. These codes of conduct provide participants with details of acceptable, and unacceptable behaviour, and the expectations of others in relation to good operational practices.

1. Appendix 1 – ECB Code of Conduct for Members and Guests.
2. Appendix 2 – ECB Code of Conduct for Coaches.
3. Appendix 3 – ECB All Stars Code of Conduct.
4. Appendix 4 – ICC Code of Conduct for Parents.
5. Appendix 5 – ICC Code of Conduct for Colts.

All Cricket and Club Staff, Volunteers, Parents and Colts are required to sign up to and adhere to the appropriate Code of Conduct.

All adults who work with children in cricket, either as a volunteer or paid, must be recruited appropriately. This includes being vetted for their suitability to work with children. Vetting Procedures include the use of Disclosure and Barring Service (DBS) checks and/ or non-UK equivalent checks

Failure to sign will result in non-admittance to ICC membership. Breaches of these codes of conduct can be dealt with at a local, regional or national level as appropriate in each individual circumstance.

Through circulation of the relevant Code of Conduct to all its members, ICC also ensures that:

- All ICC members understand the relevant Code of Conduct.
- All ICC members are familiar with the policies and procedures if the Code of Conduct is not adhered to.

3.1 Coaches

To maximise the benefits and minimise the risks to players, cricket coaches must attain a high level of competence through qualifications, and a commitment to ongoing training that ensures safe and correct practice.

Coaches must gain ECB coaching qualifications appropriate to the level at which they coach cricket.

The ECB requires all coaches, as part of their membership of the ECB Coaches Association and their Coach Licensing Scheme, to sign up to and adhere to the ECB Code of Conduct. If this is breached, coaches may face disciplinary action.

This section of "Safe Hands" provides guidance specifically for those involved in coaching cricket and covers the following areas:

- Promoting good practice
- Poor practice
- Practical coaching guidance
- ECB Coaches Association Code of Conduct

Further advice for coaches is given on the ECB website (www.ecb.co.uk).

3.2 Safer Recruitment and DBS Checks

ICC is firmly committed to creating a safe and inclusive environment for children to enjoy the game. ICC's recruitment practices aim to ensure all staff and volunteers in cricket are suitable for their role, appropriately vetted and supported by the club.

As part of Safer Recruitment practice, ICC considers taking the following measures:

- Clearly identify the role being recruited.
- Identify the skills and knowledge required for the role.
- Interview volunteers – to explore why they are interested in the role and why they want to be involved in cricket.
- Collect references from a suitable organisation such as an employer, community organisation or sports club.
- Ask to see certificates and evidence of qualifications.
- Supervised Trial Session – this is particularly relevant for coaches and will enable ICC to see how they engage with children, young people, parents and other club members.
- Discuss with the individual any gaps in their skills and knowledge and what training may be appropriate to address these.
- Support the individual on an ongoing basis, including 1:1 check-ins, observations, recognising achievements and training needs.

The roles in cricket that require an ECB Disclosure and Barring Service (DBS) check are:

All Stars / Dynamos Children's Helper	All Stars / Dynamos Children's Activator
Assistant Coach	Captain / Vice captain
Club Safeguarding Officer	Coach
Coach Support Worker	Coaching Ambassador
County Safeguarding Officer	First Aid Responder
Junior Supervisor	Juniors / Colts Manager
League Safeguarding Officer	Physiotherapist
Safeguarding Recruiter	Scorer
Team Manager	Umpire
Volunteer Coordinator	Children Academy Director
Children's Cricket Talent Scout	Masseur
Medical Staff	Personal Development Manager
Psychologist	Strength/Conditioning Coach

Special arrangements apply to overseas players, details of which are provided on the ECB website (www.ecb.co.uk).

Previous criminal offences do not necessarily preclude an individual from working on a regular basis in the club.

Applying for an ECB DBS check is straightforward, and the process is now all online – there are no paper applications involved.

If you require an ECB DBS certificate, please contact your Club Safeguarding Officer in the first instance to request that your application is initiated.

For further information on DBS content: www.ecb.co.uk

4 Colts signing-on

With the exception of initial assessments (see below) no Young Person may join in cricketing activities in the club (including coaching and matches) without having completed the club's colts signing-on form (countersigned by the Parent).

Parents are also required to sign a parent consent form that deals with the following particular matters:

- the Parent(s) agree to the Codes of Conduct for Parents and Colts,
- the Parent(s) acknowledge they have read a copy of the ICC Transport Policy (see 2.2 - ICC policy and guidance) and indicate their consent to their child(ren) attending away matches,
- the Parent(s) acknowledge they have received a copy of the ICC Changing and Showering Policy (see 2.2 - ICC policy and guidance), and
- (where applicable), the Parent(s) indicate their consent to their child(ren) playing in a senior side and to sharing changing facilities with Adults at senior matches.

Parents are also required to sign a medical information form detailing any specific conditions or medical treatment that coaches should be aware of. The signing on form has the authorisation for these policies.

Extracts of the signing-on form, Parent's consent form, and medical information form are made available to coaches and Colt's Committee members. Please read the full privacy notice carefully to see how the Club will treat the personal information that you provide to us.

4.1 Initial assessments

The ICC recognises that many Young People are unsure whether they would like to take up cricket as a sport. The signing on procedure need not therefore be necessary for potential colts who attend organised coaching sessions for a maximum of two sessions. However, the Young Person's Parent must be in attendance throughout the coaching session and be directly responsible for their child in the event of an emergency (e.g. administering medication or first aid).

5 Suspicions and allegations

If you have any concerns about a child or adult at risk or the behaviour of an adult towards either of these, you should share these immediately. It is natural to feel a little anxious about reporting a safeguarding concern, but remember, it is not your responsibility to decide if abuse or neglect has taken place, but you do have a duty of care to share any concerns you have.

There are a number of ways to report a concern:

- To your Club Safeguarding Officer
- To your County Safeguarding Officer – details can be found from your local County Cricket Board.
- To the ECB Directly – you can do this by calling 020 7432 1200 and asking for a member of the Safeguarding Team or by emailing safeguarding@ecb.co.uk.
- If urgent and you cannot contact your club, or County Safeguarding Officer, you should call the NSPCC 24-hour helpline on **0808 800 5000**.
- If it is an emergency and someone is at immediate risk, then call the Police or Children's Social Care in your area.

There may be a number of reasons that an individual finds it necessary to report a concern:

- In response to something a Young Person has said.
- In response to signs or suspicions of abuse.
- In response to allegations made against a member of the Cricket and Club Staff or a Volunteer.
- In response to allegations made about a Parent or someone not working within the sport.
- In response to bullying.
- In response to a breach of a code of conduct/poor practice.
- Observation of inappropriate behaviour.

ICC has adopted a formal reporting process to respond to suspected or alleged abuse.

These procedures apply equally to concerns outside of cricket (e.g. concerns with regard to a Parent) as they relate to concerns within cricket (e.g. concerns with regard to Cricket and Club Staff or Volunteers).

5.1 Definition and indicators of abuse

Further guidance of what may constitute abuse is provided in the ECB 'Safe Hands'

5.2 Club procedures

The ECB has developed a national system for individuals to report any concerns or issues that they may have relating to a Young Person at their club or under their care. The ECB Case Management Team manage referrals and investigations when a safeguarding concern has been raised. They will assess people who may pose a risk of harm and put safeguards in place.

County Safeguarding Officers are appointed by each County Cricket Board in order to provide advice and assistance on safeguarding children for clubs, leagues and other affiliated organisations within each county.

All Club Safeguarding Officers have access to this support and the County Safeguarding Officer actively supports clubs in creating a fun and safe environment for everyone to enjoy the game.

ICC Club Safeguarding Officer's name and address is published on the club's official website as well as displayed on the club official notice board (see also section 6 – Club Safeguarding Officer).

Any person (Adult or Young Person) who has any concern must refer the matter to the Club Safeguarding Officer who will advise of the action to be taken.

In the event that the Club Safeguarding Officer or his/her deputy is unavailable and the matter requires urgent immediate attention advice should be taken from the County Board Safeguarding Officer or ECB Safeguarding Case Officer. In the absence of any of these people contact should be made with the local Social Services, Police, the Area Child Protection Committee (ACPC) or the NSPCC as appears appropriate (these agencies work closely together and will take immediate charge of any potentially highly volatile situations).

A full list of contacts is displayed on the official club notice board.

5.3 How cases are dealt with and the ECB role

Detail of the reporting mechanisms can be found in the ECB 'Safe Hands' –Safeguarding. www.ecb.co.uk

5.4 Informing Parents

Unless the allegation is aimed at the Parent, it is ICC policy for the Club Safeguarding Officer to notify the Parents of any allegations or concerns about abuse. The Club Safeguarding Officer will not necessarily reveal who has been involved in the allegation. In all cases, advice and guidance will be sought from the ECB Safeguarding Case Officer with respect to further consulting with parents.

5.5 Recording the incident

Information passed to the ECB Safeguarding Case Officer and ultimately to Social Services or the police (when appropriate) must be as helpful as possible, hence the necessity for making a detailed record at the time of the disclosure/concern.

The Club Safeguarding Officer will record the incident on a Safeguarding referral form. The form may also be used by any other person to record incidents or concerns that they wish to pass to the Club Safeguarding Officer.

The ECB Safeguarding Team will liaise with the Local Authority Designated Officer (LADO) on the behalf of ICC

5.6 Confidentiality

The legal principle that the 'Safeguarding the child is paramount' means that the considerations which might apply to other situations in the club should not be allowed to over-ride the right of Young People to be protected from harm. However, every effort must be made to ensure that confidentiality is maintained when an allegation has been made and is being investigated.

Information will not be stored unnecessarily by the Club Safeguarding Officer who will normally pass all papers for secure retention at the ECB Offices at Lord's. See ICC Privacy policy for further information.

5.7 Whistleblowing

ICC is committed to maintaining a culture where it is safe, and acceptable, for all those involved in cricket to raise concerns about unacceptable practice and misconduct.

Reasons for whistle blowing

Each individual has a responsibility for raising concerns about unacceptable practice or behaviour:

- To prevent the problem worsening or widening
- To protect or reduce risk to others
- To prevent becoming implicated yourself

What happens next?

- You should be given relevant information on the nature and progress of enquiries.
- All concerns will be treated in confidence. During the process of investigating the matter, every effort will be made to keep the identity of those raising the concern unknown, except to the minimum number of individuals practicable.
- Your Club Safeguarding Officer, County Safeguarding Officer and the ECB have a responsibility to protect you from harassment or victimisation.
- No action will be taken against you if the concern proves to be unfounded and was raised in good faith.
- Malicious allegations may be considered a disciplinary offence.

Who do I tell?

The first person you should report your suspicion or allegation to is your Club Safeguarding Officer.

If for any reason you cannot, or do not wish to report the matter to your Club Safeguarding Officer, you should refer to your County Safeguarding Officer. If you cannot, or do not wish to, report the information to either of these, then please contact the ECB Safeguarding Team by email on safeguarding@ecb.co.uk or telephone 020 7432 1200. Alternatively you can also contact Public Concern at Work on 020 7404 6609 or whistle@pcaw.org.uk

The amount of feedback relating to the issue will vary depending on the nature and result of the investigations. However, where possible, those who have raised concerns will be kept informed of the progress and conclusion of investigations, although they may not be informed of the detail unless they would need this information in order to safeguard children.

5.8 The alleged person

Any concerns involving the inappropriate behaviour of any person towards a Young Person will be taken seriously and investigated. The situation will be explained to the person at the centre of an allegation and they may be asked by the ICC or the ECB to stop working with Young People in cricket.

This may result in suspension from activity within cricket whilst a full investigation is carried out. This is to protect all parties involved.

On completion of the investigation, depending on the outcome, the ECB will assess the appropriateness of a return to work with Young People in cricket and how, if applicable, this will be managed.

The ECB will assess, on a case-by-case basis, any support needed for the person who has allegations made against them. They may choose to appoint an independent officer to provide support to the accused.

5.9 Social Media, texts, apps, email and messaging services

ICC recognises the increased use of technology and it's potential impact on safeguarding young people.

All club members and guests of this Club will adhere to the ICC Social Media, texts, apps, email policy

Depending upon the seriousness of the incident legal action may be taken and where suspected criminal activity has taken place a report will be made to the police.

In addition to the above club officers and appointed volunteers will:-

- Take responsibility for their professional reputation in the online environment, make sure they follow the above policy, adhere to privacy and safety settings and report any concerns in accordance with club and ECB policies and procedures.
- NOT ask for email addresses, mobile phone numbers or social networking profiles of Junior members (less than 18 years of age) or search for junior members on social networking services/search engines without prior consent of parents in line with the club's policy on the use of information including emergency situations.
- NOT develop an online relationship with a young player with the intention of meeting them offline to engage in sexual activity. Sexual exploitation, including grooming a child under the age of 16 for the purpose of meeting to engage in sexual activity, is a serious criminal offence.
- NOT view, possess, make or distribute sexual abuse/indecent images of children.

This is a serious criminal offence.

Further information including a selection of online guides for children, parents/carers and volunteers are available from:-

www.childnet.com Know it all Guide

www.thinkuknow.co.uk

6 Club Safeguarding Officer

Safeguarding is about creating a culture where the game interacts with children as participants in cricket, be this as All Stars, players, officials, coaches, spectators, or volunteers. Safeguarding in cricket is all about providing a safe and welcoming environment tailored to the needs and requirements of children. It is about making sure they have fun, are safe, and have a great time.

6.1 Appointment

The Club Management Committee shall appoint a Club Safeguarding Officer, and a deputy Club Safeguarding Officer.

The individual is properly vetted and they are not barred from working with children. The Club Safeguarding Officer MUST have, or obtain, a current valid ECB DBS check. The ECB DBS check must always be current i.e., every year or via the ECB's annual check of the DBS Online Update service.

The appointments shall be ratified at the next General Meeting, and at each Annual General Meeting, by way of a motion moved by the Club Chairman. The Club Safeguarding Officer shall be a permanent co-opted member of the Club Management Committee.

6.2 Responsibilities

Essential "first point of contact" for everyone within the club and the ECB for child safeguarding matters, and crucially, to ensure the club is adopting and implementing, the safeguarding activities necessary for it to fulfil its duty of care for children.

The Club Safeguarding Officer's name and contact details must be made known to club members, and other persons associated with the club, and displayed on the club notice board.

Once trained, the club should display the Club Safeguarding Officer's training certificates on the club notice board.

The Club Safeguarding Officer should be present at welcome events / registration sessions and inform people of their role at these events. It is best practice for the Club Safeguarding Officer to have a presence during Junior sessions and matches.

6.2.1 Core Areas of Knowledge:

To be aware of the ECB process for reporting incidents to the County Safeguarding Officer, ECB and Statutory Agencies.

- To have a basic knowledge of the different forms of abuse that can occur within, and outside of sport, which are harmful to children.
- To have a basic understanding of the Statutory Agencies and their role in child safeguarding.
- To be aware of ECB safeguarding policies and procedures as set out in "Safe Hands".

Club Safeguarding Officers need to attend two sets of initial training, updated every 3 years:

- Safeguarding Young Cricketers Course (online)
- 'Safe Hands' workshop which is run by the local County Cricket Board

6.2.2 Core Skills

Ability to:

- Experience of child safeguarding either at work or in other volunteering, for example as a teacher, social worker, police officer, charity organiser.
- Empathy with children and the ability to communicate with children and parents.
- Excellent communication skills, including the ability to advocate the benefits of safeguarding.
- Able to collate and administer paperwork and information received in a confidential and secure manner.

6.2.3 Core Tasks:

Promote good practice in safeguarding and protecting children in their club, working with the coaching teams, club committee and club members to create a welcoming and child centred environment with a proactive safeguarding culture.

- To encourage and promote an environment where children and parents' views are actively sought and acted upon.
- To help safeguard and protect children by assisting in the promotion and implementation of the Safeguarding Children Policy at the club.
- To be the first point of contact for all club child safeguarding issues.
- To act as a source of advice on current best practice and provide support to the Club Committee and the members of the club on safeguarding issues and procedures.
- To attend Club Committee meetings as a member of that Committee.
- To ensure safeguarding is a mandatory standing item on the committee agenda and that safeguarding is considered the primary driver in junior cricket decisions.
- To advise the Committee on which roles within the club require the post holder to undertake the ECB vetting process and ensure such vetting applications are completed.
- To work closely with the Volunteer Co-ordinator, where one is in place, ensuring vetting checks and training are completed as required.
- To maintain accurate records and keep all documentation in a secure fashion.
- To ensure matters of a possible child safeguarding nature are reported/referred appropriately to the County Safeguarding Officer, the ECB and/or Statutory Agencies in a timely fashion, and in accordance with ECB procedures

Appendix 1 – Code of Conduct for Members and Guests.

All Members and Guests of Ickenham Cricket Club will:

- Respect the rights, dignity and worth of every person within the context of cricket.
 - Treat everyone equally and not discriminate on the grounds of age, gender, disability, race, ethnic origin, nationality, colour, parental or marital status, religious belief, class or social background, sexual preference or political belief.
 - Not condone, or allow to go unchallenged, any form of discrimination if witnessed.
 - Display high standards of behaviour.
 - Promote the positive aspects of cricket, for example fair play.
 - Encourage all participants to learn the Laws and rules and play within them, always respecting the decisions of match officials.
 - Actively discourage unfair play, rule violations and arguing with match officials.
 - Recognise good performance not just match results.
 - Place the well-being and safety of children above the development of performance.
 - Ensure activities are appropriate for the age, maturity, experience and ability of the individual.
 - Respect children's opinions when making decisions about their participation in cricket. • Not smoke, drink or use banned substances while working with children in the club.
 - Not provide children with alcohol when they are under the care of the club.
 - Follow ECB guidelines set out in the "Safe Hands – Cricket's Policy for Safeguarding Children" and any other relevant guidelines issued.
 - Report any concerns in relation to a child, following reporting procedures laid down by the ECB
- * Members and Guests include all members and officers of the cricket club and all guests of those members and officers, as well as all individuals who watch/attend/participate/ officiate in matches hosted by the club in whatever capacity.

Putting things in place

In addition to the above, ICC club officers and appointed volunteers will:

- Have been appropriately vetted, if required.
- Hold relevant qualifications and be covered by appropriate insurance.
- Always work in an open environment (i.e. avoid private, or unobserved, situations and encourage an open environment) NB This includes the online world – club officers and volunteers are discouraged from online or other electronic communication with children – any such communication should be via parents.
- Inform players and parents of the requirements of cricket.
- Know and understand the ECB's "Safe Hands – Cricket's Policy for Safeguarding Children" .
- Develop an appropriate working relationship with young players, based on mutual trust and respect.
- Ensure physical contact is appropriate and necessary and is carried out within recommended guidelines with the young player's full consent and approval.

- Not engage in any form of sexually related contact with a young player. This is strictly forbidden, as is sexual innuendo, flirting or inappropriate gestures and terms. The ECB adopts the Home Office guidelines. These recommend “people in positions of trust and authority do not have sexual relationships with 16-17 year olds in their care”.
- Attend appropriate training to keep up to date with their role, especially with respect to the safeguarding of children.

Appendix 2 - Code of Conduct for Coaches.

This policy is run in conjunction with the ECB Coaches Code of Conduct.

Cricket coaches play a crucial role in the development of the game and in the lives of the players they coach. Good cricket coaches ensure that individuals in cricket have positive experiences and are therefore more likely to continue in the game and achieve their potential.

Good cricket coaching practice needs to reflect the following key principles:

• Rights

Cricket coaches must respect and champion the rights of every individual to participate in the game.

• Relationships

Cricket coaches must develop a professional relationship with players (and others) based on openness, honesty, mutual trust and respect.

• Responsibilities – personal standards

Cricket coaches must demonstrate proper personal behaviour and conduct at all times.

• Responsibilities – professional standards

To maximise the benefits and minimise the risks to players, coaches must attain a high level of competence through appropriate qualifications and a commitment to ongoing training that ensures safe and correct practice.

ICC adopts the ECB best practices and all coaches holding recognised ECB qualifications are required to abide by this code:

- is a constituent part of a policy and procedure for dealing with allegations and complaints
- is used as the definitive guide and benchmark measure of coaching practice in determining any need for sanctions against a coach
- is fully integrated into the cricket and coach education process
- is assessed as part of the cricket coach accreditation process
- is supported by the appropriate training and resources. sports coach UK has developed a suite of training resources that underpin many of the concepts contained within this Code of Conduct.

These include:

- Safeguarding and Protecting Children (formerly Good Practice and Child Protection)
- Equity in Your Coaching

Appendix 3 – All Stars Cricket Activators Code of Conduct.

- Make sure you and the children have fun!
- Introduce yourself as the Activator at the start of the Sessions and welcome the children by name when they arrive where possible.
- Display high standards in use of language, manner, punctuality, preparation and presentation.
- Make sure you have enough Assistant Activators / Parent Helps to run the session safely (at least 1 adult for every 8 children).
- Always treat all individuals with respect and challenge any discrimination – we must make sure everyone has fun!
- Communicate with and provide feedback to children in a way that reflects respect and care. (Remember what you say and how they hear it may be different).
- Promote good practice and challenge any poor practice. By 'practice' we mean the way people are around children, the things they do and don't do, their preparation etc.
- Be aware of the physical needs of the children and ensure that the activity and equipment is appropriate in line with the All Stars Cricket Curriculum. (Any specific needs will be identified on child registration – Activators can ask their ASC Champion to help with any amendments to activities if required).
- Ensure that physical contact is appropriate and necessary and is carried out with the child's full consent and approval.
- Use the All Stars Cricket equipment and do not allow children to use inappropriate equipment e.g. hard balls, wooden bats. Use the correct size of bats and balls.
- Be a friendly professional. Friendly and professional!
- Inform parents/guardians immediately if you are at all concerned about the welfare of a child, unless the concerns may be around the parent/guardian.
- Use the 'Safe Hands' reporting procedures if you have a concern – share it with your Club Safeguarding Officer.

Not taking action is not acceptable.

Appendix 4 - Code of Conduct for Parents

The ICC believes all parents, carers and guardians are required to sign up to and adhere to the following Code of Conduct.

- Be familiar with the coaching and training programme dates and times in order that you can ensure that your child is fully involved and punctual.
- Inform relevant team manager if your child is unable to attend any training session.
- Inform relevant team manager giving as much notice as possible if your child becomes unavailable after being selected to represent the club so a replacement can be found.
- Share any concerns you may have, with club officials.
- Encourage but do not force your child to play cricket.
- Support your child's involvement and help them enjoy their cricket.
- Encourage your child to learn the laws of cricket and play within them at all times.

- Recognise children's efforts and performances, rather than winning and losing.
- Use correct and appropriate language at all times.
- Do not shout or offer advice from the boundary.
- Always show appreciation of good play from both your own club and the opposition.
- Respect decisions made by managers and coaches and encourage the young players to do likewise.
- If at all possible please volunteer your help at coaching sessions or on match days. The colts section is 100% reliant on parents, carers or guardians becoming involved.
- Pay any fees for training or events promptly.

Failure to agree to comply with the Clubs Code of Conduct may result in non-admittance to or expulsion from ICC membership. Individuals in breach of the relevant Code of Conduct may face disciplinary action by the ICC Management Committee or the ECB.

Appendix 5 - Code of Conduct for Colts

The club believes all people participating in cricket or any activities of the ICC should adhere to a number of Codes of Conduct. All Colts registered as members of ICC are required to sign up to and adhere to the following

Code of Conduct.

- Play cricket because you want to do so, not to please your parents and coaches.
- Be attentive at all training and coaching sessions at all times.
- Always wear the appropriate safety/protective equipment for training and match sessions.
- Enjoy cricket; fun and enjoyment are essential to skill development.
- Recognise good play not only from your own team but also the opposition.
- Display good sportsmanship – win or lose.
- Learn and play to the laws of the game.
- Accept all umpires' decisions without dispute or comment.
- Remember cricket is not an individual sport it is a team game.
- Treat all players as you would like to be treated yourself. Verbal or physical abuse are totally unacceptable.
- Appreciate the efforts of coaches, team managers and parents.
- Respect coaches and team manager's decisions.
- Recognise that all young players have the right to participate in a safe and friendly environment.
- Understand you have the right to report any incident or occurrence that you feel uncomfortable about, to either an adult or club official.
- Junior members are not allowed to smoke on club premises or whilst representing the club at competitions.
- Junior members are not allowed to consume alcohol or drugs of any kind on the club premises or whilst representing the club.