



# **Welfare of Young People**

## **Ickenham Cricket Club**

### **Policy and Procedures**

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# Welfare of 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 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 Safe Hands - Welfare of Young People in Cricket Policy* referred to throughout this document may be obtained:

- from the ECB website at:
  - [www.ecb.co.uk/ecb/child-welfare/download-safe-hands.html](http://www.ecb.co.uk/ecb/child-welfare/download-safe-hands.html)
- or
- for inspection, from the Club Welfare 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.

ICC has adopted the *ECB Safe Hands - Welfare of Young People in Cricket Policy* and subscribes to the following principles:

- All Young People within cricket, regardless of age, gender, race, religion, sexual orientation, ability or disability, have the right to be protected.
- All Young People participating in sport, and in particular cricket, have a right to do so in a safe environment.
- Adults working within cricket will provide a safe, positive and fun cricketing experience for Young People.
- Adults, including all Cricket and Club Staff and Volunteers, will understand and be supported in their role and responsibility with regard to the duty of care for Young People.
- Individuals will receive support through education and training, to be aware of and understand best practice and how to manage any welfare issues which may come to light.
- All suspicions and allegations will be taken seriously, and managed and dealt with swiftly and appropriately.
- ICC recognises the responsibility of the statutory agencies and is committed to complying with the Local Area Child Protection Procedures.
- 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 welfare of Young People is defined by the ECB as:

*“The duty an individual, organisation, club or County Cricket Board has to ensure the safety and welfare of any Young Person involved in related activities, to safeguard them 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.

The *ECB Safe Hands – Welfare of Young People in Cricket Policy* 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 Welfare Officer.

### 2.2 ICC policy and guidance

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

- Child protection policy statement
- Equal opportunities policy
- Changing and showering policy
- Transport policy
- Photography and use of video policy
- 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 Welfare Officer, or may be downloaded from the ICC website ([www.ickenhamcc.com](http://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 Welfare Officer on an accident report form.

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

The Club Welfare 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 Welfare 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 – Welfare of Young People in Cricket Policy*.

### 3 Conduct

ICC believes all Adults and Young People participating in cricket or any activities of the ICC should adhere to an appropriate Code of Conduct. The ICC has developed three codes (based on the codes adopted by the ECB). These are reproduced at:

1. Appendix 1 - Code of Conduct for Cricket and Club Staff and Volunteers.
2. Appendix 2 - Code of Conduct for Parents.
3. Appendix 3 - 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.

Cricket and Club Staff and Volunteers are required to sign a copy of the relevant code every three years to coincide with the criminal records check (see below). Parents and Colts will sign up annually when enrolling or renewing family membership.

Failure to sign will result in non-admittance to ICC membership.

Individuals in breach of the relevant Code of Conduct may face disciplinary action by the ICC Management Committee or the ECB.

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

Additionally, 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.

Further advice for coaches is given on the ECB website ([www.ecb.co.uk](http://www.ecb.co.uk)).

#### 3.2 Criminal records checking

As with any organisation that has a large amount of Young People there are individuals who will seek to gain access to children who are unsuitable, or by law are disqualified from doing so.

One of the ECB's and the ICC's requirements is that certain people involved in the club's activities are regularly checked, either through the Criminal Records Bureau (CRB), or by self-certification.

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

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

##### 3.2.1 CRB

The ICC requires the following categories of people to be subject to a fully enhanced CRB check:

- club welfare officer

- qualified coaches
- club umpires
- club scorers
- colts chairman
- cricket chairman
- colts team and age group managers
- senior team captains

CRB forms and guidance on their completion are available from the Club Welfare Officer. The Club Welfare Officer or a designated person not connected with the club will sign off the completed forms and pass them to the ECB's CRB department for processing.

There is no fee to be paid unless an income is received from cricket. Such cases should be discussed with the Club Welfare Officer or the Club Chairman

Once processed by the ECB an enhanced CRB certificate will be sent to the individual. To maintain club records the individual will be asked to show the original of the certificate to the Club Welfare Office who will record the certificate number and expiry date. Any disclosures will be discussed by the Club Welfare Officer with the ECB CRB Department. If an individual wishes not to show his/her certificate to the Club Welfare Officer further guidance will be obtained from the ECB CRB Department before that person will be permitted to work with Young People.

Any person with any queries about CRB checks or who require further information may contact either the Club Welfare Officer, or call the ECB's CRB Department on 020 7432 1200 (email: [CRB@ecb.co.uk](mailto:CRB@ecb.co.uk)), or visit the ECB website at [www.ecb.co.uk/ecb/child-welfare/criminal-records-bureau.html](http://www.ecb.co.uk/ecb/child-welfare/criminal-records-bureau.html).

### 3.2.2 *Self-declaration*

The ICC requires all Cricket and Club Staff and Volunteers who have not completed a CRB disclosure, to complete a self-declaration of criminal offences, potential risks to children, and any disciplinary sanctions relating to child abuse. People included are:

- club president
- all senior players
- volunteer coaches and helpers
- club chairman
- house chairman
- club secretary
- membership secretary
- registration secretary
- club treasurer and assistant treasurer
- results secretary
- committee members
- fixture secretary

- website administrator
- groundsman
- bar manager and staff
- caterers
- any other person not specifically mentioned above, being a member of the Cricket and Club Staff.

Self-certification forms and guidance on completion are available from the Club Welfare Officer. The Club Welfare Officer will retain completed forms and eventually destroy them after a period of three years.

Any disclosures will be discussed by the Club Welfare Officer with the ECB CRB Department.

If you have any queries about self-declarations or require further information please contact either the Club Welfare Officer, or call the ECB's CRB Department on 020 7432 1200 (email: [CRB@ecb.co.uk](mailto:CRB@ecb.co.uk)), or visit the ECB website at [www.ecb.co.uk/ecb/child-welfare/criminal-records-self-declaration-forms.html](http://www.ecb.co.uk/ecb/child-welfare/criminal-records-self-declaration-forms.html).

### 3.2.3 *Period of validity*

Both CRB certification and self-declarations will remain valid for three years, at the expiry of which a new declaration must be made.

### **3.3 Recruitment and selection of Cricket and Club Staff and of Volunteers.**

As normal good practice and to prevent unsuitable people from working within cricket, the ICC has adopted (where practically possible given the circumstances of the particular post) the recruitment and selection policy for all Cricket and Club Staff and Volunteers set out in the *ECB Safe Hands – Welfare of Young People in Cricket Policy*.

In particular, the relevant CRB clearance or self-declaration must be satisfactorily completed before an individual may be confirmed in their role. People will be able to take up a temporary role pending completion of the CRB or self-certification process.

## 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 received 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 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.

Extracts of the signing-on form, Parent's consent form, and medical information form are made available from to coaches and Colt's Committee members. These extracts are confidential and for club use only.

### 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

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.
- Observation of inappropriate behaviour or other poor practice.

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 – Welfare of Young People in Cricket Policy*.

### 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.

To ensure that appropriate action is taken when there is suspected abuse, bullying or poor practice, the ECB:

- has trained and appointed a National Welfare Case Officer based at Lord's,
- has appointed a group of individuals who will be responsible for the management of any disclosure or referrals received - the Referral Management Group, and
- requires all County Boards and affiliated clubs (working with Young People) to recruit, appoint and train a welfare officer, who will receive training through the ECB Education and Training Strategy.

As regards the last bullet point the ICC Club Welfare 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 Welfare Officer).

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

In the event that the Club Welfare Officer or his/her deputy is unavailable and the matter requires urgent immediate attention advice should be taken from the County Board Welfare Officer or ECB Welfare 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.

ICC's responsibilities are primarily to report suspicions and allegations of abuse to the County Board Welfare Officer or the ECB Welfare Case Officer, and where appropriate to the agencies (social services, police etc). The Club Welfare Officer provides any support required by any of those authorities in any ensuing investigation or enquiry.

**Neither ICC nor its Club Welfare Officer is responsible for determining whether abuse has occurred.**

### **5.3 How cases are dealt with and the ECB role**

Detail of the reporting mechanisms can be found in the *ECB Safe Hands – Welfare of Young People in Cricket Policy*.

### **5.4 Informing Parents**

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

### **5.5 Recording the incident**

Information passed to the ECB Welfare 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 Welfare Officer will record the incident on an incident report form. The form may also be used by any other person to record incidents or concerns that they wish to pass to the Club Welfare Officer.

Generally, liaison with the authorities will be through the Club Welfare Officer, but reporting the matter to the police or Social Services department should not be delayed simply because the Club Welfare Officer is not available. Nor should there be a delay by attempts to obtain more information. Where it is necessary to refer incidents to the authorities a record must be made of the name and designation of the Social Services member of staff or police officer to whom the concerns were passed, together with the time and date of the call, in case any follow-up is needed.

A copy of this information will normally sent via the Club Welfare Officer to the ECB Welfare Case Officer.

### **5.6 Confidentiality**

The legal principle that the 'welfare of 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 Welfare Officer who will normally pass all papers for secure retention at the ECB Offices at Lord's.

## 5.7 Whistleblowing

It is important that any concerns with regard to the behaviour of any person towards a Young Person are shared with the Club Welfare Officer. All concerns will be taken seriously and managed accordingly within the policies and procedures for the welfare of Young People in cricket.

All information received and discussed will be treated in confidence and only shared with those individuals within the club and/or the ECB who will be able to manage and resolve the situation. On occasion it may be necessary to seek advice from, or inform the statutory agencies e.g. Social Services or the Police.

## 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 E Safety

### **Ickenham Cricket Club recognises the increased use of technology and it's potential impact on safeguarding young people.**

All club members and guests of this Club will:-

- Take responsibility for their own use of communication and interactive technologies, making sure they use new technologies safely, responsibly and legally within the context of cricket.
- No communication device or service, including interactive communication services such as social networking may be used to bring the club, its members or cricket into disrepute.
- No communication device or service, including interactive services such as social networking may be used for inappropriate behaviour online within the context of cricket including the bullying or harassment of others in any form, defamation, obscene or abusive language, the uploading of material which is libellous, defamatory, obscene, illegal, shows nudity or is violent.
- Report any known misuses of communication and interactive technologies within the context of cricket, including unacceptable behaviour, inappropriate contact with children online and illegal content including sexual abuse/indecent images of children and or adults, according to the relevant club and ECB safeguarding policies and procedures.
- Need to be aware that any report of the misuse of communication and interactive technologies within the context of cricket will be investigated according to the club's policy and procedures and may result in the club's sanctions being enforced.

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, making sure they follow e-safety advice, 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](http://www.childnet.com) Know it all Guide

[www.thinkuknow.co.uk](http://www.thinkuknow.co.uk)

## **6 Club Welfare Officer**

### **6.1 Appointment**

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

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 Welfare Officer shall be a permanent co-opted member of the Club Management Committee.

### **6.2 Responsibilities**

The protection and support of Young People in Cricket is of paramount importance to the ECB and the ICC. The Club Welfare Officer will, therefore, act as a first point of contact for any person in cricket at a club level who has a concern about child welfare and protection.

#### *6.2.1 Core Areas of Knowledge:*

- Basic knowledge of and/or familiarity with the pertinent legislation and Government guidance relevant to this role.
- A basic knowledge of the roles and responsibilities of the statutory agencies within child protection, such as Social Services, Police and the NSPCC.
- Understanding of local procedures for reporting child protection concerns to the statutory agencies.
- Familiarisation with the *ECB Safe Hands - Welfare of Young People in Cricket Policy* and a knowledge of how to put this into practice in relation to Young People in the club.
- Awareness of equity issues within the context of child protection.
- A basic knowledge of the different forms of behaviour that can occur within and outside of sport which are harmful to children, from poor practice to child abuse.

#### *6.2.2 Core Skills*

Ability to:

- Administrate and organise paperwork and record information received.
- Act as a local source of advice on child protection matters.
- Support the interests of children within cricket.
- Communicate with others

#### *6.2.3 Core Tasks:*

- To help safeguard Young People by assisting in the promotion and implementation of the *ECB Safe Hands - Welfare of Young People in Cricket Policy* at club level.
- To be the first point of contact in the club for the reporting of child welfare and protection concerns.

- To assist in the raising of awareness of others involved in cricket at a club level in respect of child protection.
- To become a co-opted member of the ICC Management Committee.
- To uphold confidentiality, as far as is practically possible, in all child protection matters.

## Appendix 1 - Code of Conduct for Cricket and Club Staff and Volunteers

The ICC believes all people participating in cricket or any activities of the club should adhere to a number of Codes of Conduct. All coaches, team managers, umpires, scorers, groundsmen, bar staff and other officials and employees of club, and any person who has formally been accepted by the Colts Committee as a volunteer helper at matches and/or training sessions, are required to sign up to and adhere to the following Code of Conduct.

- Respect the rights, dignity and worth of every person within the context of cricket.
- Treat everyone equally and do not discriminate on the grounds of age, gender, religion, race, sexual orientation or disability.
- If you see any form of discrimination do not condone it or allow it to go unchallenged.
- Place the well - being and safety of the Young Person above the development of performance.
- Develop an appropriate working relationship with Young People, based on mutual trust and respect.
- Ensure that physical contact is appropriate and necessary and is carried out within recommended guidelines with the Young Person's full consent and approval.
- Always work in an open environment (e.g. avoid private or unobserved situations and encourage an open environment)
- Do 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.
- Know and understand the ECB Welfare of Young People Policy and procedures.
- Respect Young People's opinions when making decisions about their participation in cricket.
- Inform players and parents, carers and guardians of the requirements of cricket.
- Be aware of and report any conflict of interest as soon as it becomes apparent.
- Display high standards of language, manner, punctuality, preparation and presentation.
- Do not smoke, drink or use banned substances whilst actively working with Young People within the club. This reflects a negative image and could compromise safety of the Young People.
- Do not give Young People alcohol when they are under the care of the club.
- Hold any relevant qualifications and insurance cover.
- Ensure the activities are appropriate for the age, maturity, experience and ability of the individual.

- Promote the positive aspects of cricket, e.g. fair play.
- Display high standards of behaviour and appearance.
- Follow ECB guidelines set out in the ECB Safe Hands – Welfare of Young People in Cricket Policy and any other relevant guidelines issued.
- Ensure that you attend appropriate training to keep up to date with your role and the welfare of Young People.
- Report any concerns that you may have in relation to a Young Person, following reporting procedures laid down by the ECB.

Failure to sign will result in non-admittance to ICC membership.

Individuals in breach of the relevant Code of Conduct may face disciplinary action by the ICC Management Committee or the ECB.

## Appendix 2 - Code of Conduct for Parents

The ICC believes all people participating in cricket or any activities of the club should adhere to a number of Codes of Conduct. 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.
- Recognize 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 colt's section is 100% reliant on parents, carers or guardians becoming involved.

Failure to sign will result in non-admittance to ICC membership.

Individuals in breach of the relevant Code of Conduct may face disciplinary action by the ICC Management Committee or the ECB.

## Appendix 3 - 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 protective equipment.
- 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.