



Cheadle Hulme Cricket Club - Code of Conduct (Members, Guests, Club Officers & Volunteers)

Cheadle Hulme Cricket Club is fully committed to safeguarding and promoting the well-being of all its members. The Club believes that it is important that everyone, be they members, guests, club officers or volunteers, shows high standards of behaviour, therefore promoting the Club as an excellent place to play cricket. This includes their presence at the Club, any Club events or matches played whilst representing the Club.

Members & guests are encouraged to share any concerns they have regarding the behaviour of their fellow club members with Sue Gouldson or Corinne Winters, (Club Safeguarding Officers) or in writing to Sam Walker (Club Secretary). All concerns will be appropriately investigated and breaches to this code of conduct will result in disciplinary action being taken in accordance with the Club's disciplinary procedure (included in the Constitution).

All Members and Guests of Cheadle Hulme 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
 - For clarity: Racism is defined as discrimination due to a persons skin colour, nationality or ethnicity. Homophobia is defined as discrimination because of, or focusing on a person's sexuality. This is irrespective of which group a person belongs to or identifies with.

- Not condone, or allow to go unchallenged, any form of discrimination if witnessed
- Display high standards of behaviour
- Promote the positive aspects of Cricket e.g. spirit of cricket and fair play
- Encourage all participants to learn the Laws and rules and play within them, 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 that 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 whilst actively 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

In addition to the above, all Club Officers and Appointed Volunteers will:

- Have been appropriately vetted, if required, before taking on their role
- Attend appropriate training & maintain accreditation to keep up to date with their role and especially with respect to the safeguarding of young people.
- Hold relevant qualifications and be covered by appropriate insurance
- Inform Players and Parents of the requirements of Cricket

- Know and understand the ECB's 'Safe Hands – Cricket's Policy for Safeguarding Children'
- 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.
- Always work in an open environment, i.e. avoid private or unobserved situations and encourage an open environment.
- Ensure that physical contact is appropriate and necessary and is carried out within recommended guidelines with the young player's full consent and approval.
- Develop an appropriate working relationship with young players, based on mutual trust and respect
- Staff, coaches & volunteers cannot direct message anyone under 18 years old via email, text or social media platforms. Messages should be directed to the parents AND the young person or via open forums with appropriate language & content.
- 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 which recommend the principle - "People in positions of trust and authority do not have sexual relationships with 16-17 year olds in their care"