



West End Esher Cricket Club

Codes of Conduct

CODE OF CONDUCT FOR ALL MEMBERS AND GUESTS

All Members and Guests of West End Esher Cricket Club (the 'Club') are expected to understand 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, 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 e.g. 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.

ALL CLUB OFFICERS AND APPOINTED VOLUNTEERS WILL IN ADDITION TO ABOVE:

- Have been appropriately vetted if required, before taking on their role.
- 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).
- Inform Players and Parents/Carers/Guardians 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 that 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.
- Adopt 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".

- Attend appropriate training to keep up to date with their role, especially that relating to the safeguarding of children

CODE OF CONDUCT FOR COACHES

In addition to the above all appointed Club coaches are expected to understand and adhere to the following Code of Conduct:

- Assist in the creation of an environment where every individual has the opportunity to participate in cricket.
- Create and maintain an environment free of fear and harassment.
- Recognise the rights of all players to be treated as individuals.
- Recognise the rights of players to confer with other cricket coaches and experts.
- Promote the concept of a balanced lifestyle, supporting the well-being of the player both in and out of cricket.
- Promote the welfare and best interests of their players.
- Avoid sexual intimacy with players either while coaching them or in the period of time immediately following the end of the coaching relationship.
- Take action if they have a concern about the behaviour of an adult towards a child.
- Empower players to be responsible for their own decisions.
- Clarify the nature of the coaching services being offered to players.
- Communicate and cooperate with other organisations and individuals in the best interests of players.
- Be fair, honest and considerate to players and others in cricket.
- Project an image of health, cleanliness and functional efficiency.
- Be positive role models for players at all times.
- Ensure that the environment is as safe as possible, taking into account and minimising possible risks.
- Promote the execution of safe and correct practice.
- Be professional and accept responsibility for their actions.
- Make a commitment to providing a quality service to their players.
- Actively promote the positive benefits to society of participation in cricket.
- Contribute to the development of cricket coaching as a profession by exchanging knowledge and ideas with others.
- Gain ECB coaching qualifications appropriate to the level at which they coach cricket.

CODE OF CONDUCT FOR PARENTS, CARERS AND GUARDIANS

All parents, carers and guardians of junior members of West End Esher Cricket Club (the 'Club') are expected to understand 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, disability, race, ethnic origin, nationality, colour, parental or marital status, religious belief, class or social background, sexual preference or political belief.
- Ensure your child understands the requirements of the Code of Conduct for Junior Members.
- Encourage my child to learn the rules of cricket and to play within them.
- Discourage unfair play and arguing with officials. Publicly accept coaches' and officials' judgements.
- Help my child to recognise good performance, not just results. Set a good example by recognising fair play and applauding the good performances of all.

- Never force my child to take part in sport.
- Never punish or belittle a child for losing or making mistakes.
- Support my child's involvement and help them to enjoy their sport.
- Place the wellbeing and safety of young people above the development of performance.
- Use correct and proper language at all times.
- Advise a Club official about any particular condition (medical, behavioural, etc.) which may affect my child's participation in cricket activities.
- Ensure that appropriate and agreed fees are paid by my-self or by my child for cricket activities promptly.
- Ensure that if you volunteer to take children to or from a cricket event you always take your own child as one of the party, and that you have the permission of the other children's parents/guardians or of one of the Club's coaches.
- Ensure that any kit taken by each child is properly looked after.
- Be familiar with the dates and times of your child's coaching programme and fixtures in order that you can ensure that your child is fully involved and punctual. Inform the relevant team manager if your child becomes unavailable after being selected.
- Share any concerns you may have with Club officials.

CODE OF CONDUCT FOR JUNIOR MEMBERS

All junior members of West End Esher Cricket Club (the 'Club') are expected to understand 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, disability, race, ethnic origin, nationality, colour, parental or marital status, religious belief, class or social background, sexual preference or political belief.
- Play within the rules, and respect coaches and officials and their decisions.
- Respect other members and match opponents.
- Never bully or victimise another member or an opponent.
- Keep to agreed timings for training and competitions and inform my coach or team manager if I am going to be late.
- Wear suitable kit for training and match sessions, as agreed with the coach/team manager.
- Pay any fees for training or events promptly.
- Do not smoke on Club premises or whilst representing the Club.
- Do not consume alcoholic drinks or prohibited drugs of any kind on the Club premises or whilst representing the Club.
- Respect property that is not my own and be responsible for it whilst it is in my control.
- Respect grounds and pavilions, and leave dressing rooms tidy.
- Never use foul or sexually explicit language on Club premises or whilst representing the Club.

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