



Code of Conduct for Cricket Club Members and Guests* and Social Media Policy

Members and Guests of Berkswell Cricket Club are required to abide by the provisions of this Code of Conduct and any subsequent updates as may be in force from time to time, and by their presence on club premises or at club events or activities are deemed to have accepted and agree to abide by the provisions of this Code and any other relevant Codes of Conduct, Rules or Regulations the Club has adopted or is required to adhere to.

** Members and Guests include all members, officers and volunteers of the Cricket Club and all guests of those members, officers and volunteers, as well as all individuals who watch / attend / participate / officiate in matches hosted by the club in whatever capacity.*

All Members and Guests of Berkswell 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 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 to our Safeguarding Officer(s)
- In addition to the above, all Club Officers and Appointed Volunteers will:
 - o 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)
- 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. 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"
- Attend appropriate training to keep up to date with their role, especially that relating to the Safeguarding of children

If a breach of the provisions or principles of this Code occurs or is reasonably suspected to have occurred the Club reserves the right to take such action as it deems appropriate, including but not limited to asking the person responsible for the breach to leave the Club premises. Any disciplinary or complaint hearings in connection with a breach of these rules shall be dealt with in accordance with the disciplinary procedure as set out in the Club constitution or Cricket Section Regulations as may be amended from time to time.

COMMUNICATION AND SOCIAL MEDIA POLICY

Social Media and other communication applications provide exciting opportunities for us to engage with existing members and supporters of Berkswell Cricket Club and potential new members. However, to protect the integrity of the club and those under 18, the club requires all members, volunteers and parents to comply with this policy

- No under 18s should be contacted directly e.g., by phone, text, WhatsApp, email etc. All communication about the club, matches and training must be made through the junior's guardian. If a guardian gives permission, the under 18 may be copied in on communications, but the main contact is still with the guardian.
- All webpages and social media accounts that mention Berkswell Cricket Club must be approved by Cricket Committee before being created. A list of authorised accounts will be maintained by the Club Safeguarding Officers. A member of committee must also be given administration rights, so that if the main administrator is away, the account can still be moderated
- Coaching staff and Managers must not be "friends" with any junior member (i.e., under 18) on their own personal sites, unless they know the junior in another capacity (e.g. relative)
- If an under 18 is included on a communication application or social media site, their guardian must also be added to that site or application. Any guardian who does not wish to use the site or application must sign an authorisation that the Club Safeguarding officer may monitor the site on their behalf
- Posting personal statements of a defamatory or offensive nature regarding Berkswell Cricket Club, any of its members or coaching staff will be regarded as breaching Berkswell Cricket Club's code of conduct and will be dealt with under Berkswell Cricket Club's disciplinary procedure.

Note: The term social media includes, but is not restricted to, Twitter, Facebook, WhatsApp, LinkedIn, Snapchat, Instagram, YouTube