



Harpsden Cricket Club Welfare Policy

Members and Guests of Harpsden 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. By their presence on club premises or at club events or activities they are deemed to have accepted and to abide by the provisions of this Code and any other relevant Codes of Conduct, Rules or Regulations the Club has adopted. The rules and guidelines set out below pay particular reference to the ECB “Safe Hands” Policy the link to which is on the Harpsden Cricket Club website.

This Policy was formally adopted by the Committee



All Members and Guests of Harpsden 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, following reporting procedures laid down by the ECB



Club Officers and Appointed Volunteers :

In addition to the above all club officers and appointed volunteers should

- Have been appropriately vetted, if required, before taking on their role. A list of positions requiring vetting is available on ECB's Safe Hands Policy for Safe Guarding Children.
 - 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 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 or behaviour with a young player. 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
 - Ensure that all contact with juniors is done via parents/guardians and not directly with the junior. This includes use of social media where any contact must be done on an open and transparent platform
- 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.



Code of Conduct for Young People

Harpden Cricket Club is fully committed to safeguarding and promoting the wellbeing of all its members.

Harpden Cricket Club believes that it is important that members, coaches, administrators and parents, carers or guardians associated with the club should, at all times, show respect and understanding for the safety and welfare of others.

Therefore, members are encouraged to be open at all times and to share any concerns or complaints that they may have about any aspect of the club with the appropriate club official.

As a member of Harpsden Cricket Club you are expected to abide by the following junior code of conduct:

- All members must play within the rules and respect officials and their decisions.
- All members must respect the rights, dignity and worth of all participants regardless of gender, ability, cultural or ethnic background or religion.
- Members should keep to agreed timings for training and competitions or inform their coach or team manager if they are going to be late.
- Members must wear suitable kit –appropriate protective equipment, appropriate clothing for the weather conditions – for training and match sessions, as agreed with the coach/team manager.
- Members must pay any fees for training or events promptly.
- 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.



All parents should also note the following:

- 1) The ECB recommends that all drivers transporting children on behalf of the club are appropriately qualified to drive and insured to provide such transport. Harpsden Cricket Club cannot monitor this and it is the parent/guardians responsibility to ensure the child is transported in a safe manner to cricket grounds both home and away and to ensure that they are collected at the agreed time.
- 2) All parents should be aware that on occasions young people may have to shower in changing rooms containing adults such as in Open Age cricket. The club policy is for adults to shower and change at different times within the facility as per the ECB guidelines. Parents should be aware that juniors and adults may have to share the same facility in open age cricket and must raise any concerns or objections to club.
- 3) Harpsden Cricket Club will keep Personal Player Profile forms electronically. This information is collected at the registration process and includes emergency contact numbers and medical information. This information will be readily available for all team managers and coaches as appropriate. Harpsden Cricket Club will endeavour to ensure this information is kept safe and limited to those who need it.
- 4) All photographs etc. are regarded as “personal data”. The Harpsden Cricket Club attempts to ensure that such data is processed in accordance with the principles within the Data Protection Act and within the ECB guidance on photography and video camera guidelines. Any parent that doesn't wish their child to be photographed and/or identified must make this known to an official of the club.
- 5) All adults who work with children at Harpsden Cricket Club, either as a volunteer or paid, must be recruited appropriately which includes being vetted for their suitability to work with children. HCC Vetting Procedures include the use of the Disclosure and Barring Service (DBS) checks. All parents who assist within junior teams are encouraged to achieve this qualification. If there is any doubt as to whether this vetting is necessary then the Team managers must contact the Club Welfare Officer for clarification.