



CAMBRIDGESHIRE COUNTY CRICKET CLUB

Code of Conduct and the Spirit of Cricket

Cricket is a game that owes much of its unique appeal to the fact that it should be played not only within its Laws, but also within the cricket's core values. Any action which is seen to abuse these values causes injury to the game itself.

This code of conduct is for all employees, contractors, directors, officials, coaches, managers and volunteers working for or on behalf of Cambridgeshire Cricket:

Follow Cricket's Core Values:

- ✓ **Run on Respect** – ensure the game is based on fairness, respect and decency
 - ✓ **Embrace Enjoyment** – make sure everyone finds fun in the game
 - ✓ **Build Belonging** – actively include so everyone finds a place in the game
 - ✓ **Progress with Purpose** – stay open to change to keep the game moving forward
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- Respect the rights, dignity and worth of every person within the context of cricket
 - Treat everyone with equity 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, for example fair play
 - Encourage all participants to learn the Laws and rules and play within them, always respecting the decisions of match officials
 - Actively discourage unfair play, rule violations and arguing with match officials
 - Recognise good performance not just match results

When working with children:

- Place the well-being and safety of children above the development of performance
- Ensure 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 while working with children at Cambridgeshire Cricket activities
- Not provide children with alcohol when they are under the care of Cambridgeshire Cricket
- 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

If relevant to the role:

- Have been appropriately vetted, if required
- 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)

NB This includes the online world – employees, contractors, directors, officials, coaches, managers and volunteers are discouraged from online or other electronic communication with children – any such communication should be via parents

- 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 physical contact is appropriate and necessary and is carried out within recommended guidelines with the young player’s full consent and approval
- Any form of sexually related contact with a young player is strictly forbidden as is sexual innuendo, flirting or inappropriate gestures or terms. In 2022 an amendment to Section 16 of the Sexual Offences Act 2003 raised the age of sexual consent from 16 to 18 for an adult in a Position of Trust over a child. The law has now been changed to include sport, so for a coach with responsibility for a child – the age of consent rises from 16 to 18. Breach of this legislation is likely to result in a custodial sentence and a place on the sex offender’s register.
- Attend appropriate training to keep up to date with their role, especially with respect to the safeguarding of children.