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Hartlepool Junior Cricket Club Code of Conduct for Parents, Carers and Volunteers

All Members and guests of Hartlepool Junior Cricket Club, ("**HJCC**"), (ie. all Members and Officers of the Cricket Club, and all Guests of those Members and Officers, as well as all individuals who watch, attend, participate, officiate in matches hosted by the Cricket Club in whatever capacity), will, :-

1. Respect the rights, dignity and worth of every person within the context of cricket;
2. 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;
3. Not condone, or allow to go unchallenged, any form of discrimination that they may witness;
4. Display high standards of behavior at all times;
5. Promote the positive aspects of cricket, such as fair play and playing within the spirit of cricket;
6. Encourage all participants to learn the Laws and rules and play within them, respecting the decisions of match officials at all times;
7. Actively discourage unfair play, rule violations and arguing with match officials;
8. Recognise good performance by all, not just match results;
9. Place the well-being and safety of children above the development of performance;
10. Ensure that activities are appropriate for the age, maturity, experience and ability of the individual;
11. Respect children's opinions when making decisions about their participation in cricket;
12. Not to smoke, drink, or use banned substances whilst actively working with children in the Cricket Club;
13. Not provide children with alcohol when they are under the care of the Cricket Club;
14. Follow ECB guidelines set out in the "Safe Hands – Cricket's Policy for Safeguarding Children" and any other relevant guidelines issued; and
15. Report any concerns in relation to a child, following reporting procedures laid down by the ECB.

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

1. Have been appropriately vetted, if required, before taking on their respective role at the Cricket Club;
2. Hold relevant qualifications and be covered by appropriate insurance, ie. including the Cricket Club's insurance and any which an individual may hold in their own right, such as that obtained via the ECB;
3. Always work in an open environment, ie. avoid private, or unobserved situations and encourage an open environment. For the avoidance of any doubt, this also includes online and social media platforms : Club Officers and Appointed Volunteers should, as appropriate, communicate via Parents, or Carers, as opposed to undertaking online, or other electronic communications with children;
4. Inform players and Parents and Carers of the requirements of cricket;
5. Know and understand the ECB's "Safe Hands – Cricket's Policy for Safeguarding Children";
6. Develop an appropriate working relationship with young players, based on mutual trust and respect;
7. Ensure that physical contact is appropriate and necessary and is carried out within recommended guidelines with the young player's full consent and approval;
8. 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*";
9. Attend appropriate training to keep up to date with their role, especially that relating to the safeguarding of children and first aid; and
10. ECB Coaches will comply with the requirements of the ECB Coaches Code of Conduct.