



Code of conduct for dealing with children and young people

1. PURPOSE

Le Page Park Cricket Club (LPPCC) is committed to providing a safe, welcoming, inclusive and supportive environment where all children and young people can participate in cricket, have fun, develop their skills and feel respected and valued.

The safety and wellbeing of children and young people is a shared responsibility.

This Code of Conduct establishes the standards of behaviour expected from all adults involved with LPPCC when interacting with children and young people.

The safety, wellbeing and best interests of children and young people must always be prioritised.

2. WHO THIS CODE APPLIES TO

This Code applies to all people involved with LPPCC, including:

- Committee members
- coaches and assistant coaches
- team managers
- officials and umpires where applicable
- volunteers
- employees and contractors
- parents and carers when acting on behalf of the Club
- senior players involved in coaching, mentoring or supervising junior players
- Any other person undertaking a role or activity involving children or young people on behalf of LPPCC.

For the purposes of this Code, a child or young person is a person under 18 years of age.

3. OUR COMMITMENT TO CHILD SAFETY, EQUITY AND INCLUSION

All children and young people have the right to feel safe, be safe, participate and have their views taken seriously.

LPPCC welcomes and supports children and young people of all backgrounds, identities, abilities and circumstances.

Particular consideration must be given to the safety and needs have:

- Aboriginal and Torres Strait Islander children and young people
- children and young people from culturally and linguistically diverse backgrounds
- children and young people with disability
- children and young people who are unable to live at home
- lesbian, gay, bisexual, transgender, intersex and gender-diverse children and young people
- Children and young people who may experience additional vulnerability or disadvantage.

Discrimination, racism, bullying, harassment, vilification or exclusion will not be tolerated.

LPPCC is committed to providing a culturally safe environment for Aboriginal and Torres Strait Islander children and young people where their identity, culture, family and community connections are respected and valued.

EXPECTED STANDARDS OF BEHAVIOUR

4. LANGUAGE, COMMUNICATION AND TONE

When communicating with children and young people, adults must:

- use positive, encouraging and respectful language
- provide clear and age-appropriate instructions
- encourage participation, confidence and development
- listen to children and young people and take their views and concerns seriously
- respect individual differences, identities, cultures and abilities
- Model appropriate sporting behaviour.

Adults must not:

- use threatening, intimidating, humiliating, degrading or frightening language
- swear at or verbally abuse a child or young person
- make racist, discriminatory, sexist, homophobic, transphobic or otherwise offensive comments
- make sexual comments, jokes, innuendo or suggestive remarks
- ridicule, shame, belittle or deliberately embarrass a child or young person
- Engage in bullying, harassment or victimisation.

5. PROFESSIONAL ROLE BOUNDARIES

Adults must maintain clear and appropriate professional boundaries with children and young people.

Adults must:

- act within the responsibilities of their LPPCC role
- ensure interactions with children and young people are related to legitimate Club activities
- avoid developing inappropriate personal, dependent or exclusive relationships with children or young people
- avoid showing favouritism or creating the appearance of favouritism
- Ensure their behaviour cannot reasonably be interpreted as grooming or attempting to establish an inappropriate relationship.

Unless appropriately authorised, adults must not:

- arrange unnecessary contact with a child or young person outside LPPCC activities
- involve themselves unnecessarily in a child's private or family matters
- provide support to a child or their family that is unrelated to their LPPCC role
- invite a child or young person to their home
- meet privately or socially with a child or young person
- Encourage a child or young person to keep a relationship, communication or activity secret.

Where a child or young person seeks assistance outside the person's role, the adult should appropriately support the child and refer the matter to the child's parent/carer and/or an LPPCC Child Safety Officer, subject to any child safety or reporting concerns.

A disclosure or concern about abuse or harm must always be taken seriously and managed in accordance with LPPCC's Child Safety and Wellbeing Policy and reporting procedures.

6. ELECTRONIC AND ONLINE COMMUNICATION

Electronic and online communication with children and young people must be directly related to LPPCC activities.

Adults must:

- use Club-approved communication channels wherever possible
- include a parent/carer and/or another authorised Club representative in electronic communications with a child or young person
- keep communication concise, respectful and relevant to cricket or Club activities
- maintain the same behavioural standards online as apply in person
- Report inappropriate or concerning online communication.

Adults must not:

- engage in private one-to-one electronic communication with a child or young person unless specifically authorised and appropriate
- privately message children through social media
- request or encourage children or young people to add, follow or privately contact them through personal social media accounts
- engage in inappropriate social conversations
- use disappearing-message services for Club communication
- send sexual, offensive, discriminatory or otherwise inappropriate material
- request that a child or young person keep communication secret
- Use electronic communication to arrange unauthorised social contact.

If a child or young person initiates inappropriate or overly personal communication, the adult must maintain appropriate boundaries and notify a parent/carer and/or Child Safety Officer where appropriate.

7. SUPERVISION

Adults supervising children and young people must:

- provide appropriate supervision for the activity, age and needs of participants
- wherever practicable remain observable by other adults
- avoid isolated or unsupervised one-to-one situations
- ensure activities take place in safe and appropriate environments
- appropriately supervise interactions between children and young people
- respond to bullying, harassment, discrimination, unsafe behaviour or inappropriate peer-to-peer behaviour
- Consider the individual support requirements of children with disability or additional needs.

Where individual coaching or assistance is necessary, it should wherever practicable occur in an open and observable location.

8. PHYSICAL CONTACT

Physical contact with a child or young person must:

- be appropriate to the delivery of cricket or the child's immediate safety or wellbeing
- be appropriate to the child's age and developmental needs
- occur with the child's consent wherever possible
- Respect the child's personal and cultural boundaries.

Appropriate physical contact may include demonstrating a cricket technique, providing first aid, preventing injury or providing appropriate reassurance to a distressed child.

Adults must not engage in physical contact that:

- involves or appears to involve sexual contact
- involves touching breasts, genitals or buttocks except where legitimately required by an appropriately qualified health professional
- is intended to cause pain or distress
- is unnecessarily physical
- involves wrestling, tickling or rough physical play
- is unnecessary for the activity
- is against the child's wishes, unless immediately necessary to prevent injury or serious harm
- Could reasonably be viewed as inappropriate.

Any sexualised or otherwise concerning physical behaviour between children and young people must be appropriately addressed and reported to a Child Safety Officer.

9. SEXUAL BEHAVIOUR AND GROOMING

Sexual behaviour between an adult involved with LPPCC and a child or young person is prohibited.

This applies regardless of the young person's age or the legal age of consent.

Prohibited behaviour includes:

- sexual contact
- sexual conversations
- sexual jokes or innuendo
- flirting
- sexualised electronic communication
- requesting or sharing sexual images
- exposing a child or young person to sexual material
- Grooming or conduct intended to establish an inappropriate emotional or sexual relationship.

Any suspected grooming or sexual misconduct must be reported immediately in accordance with LPPCC's child safety reporting procedures and any applicable legal reporting obligations.

10. POSITIVE GUIDANCE AND BEHAVIOUR MANAGEMENT

LPPCC expects adults to use positive, fair, respectful and developmentally appropriate behaviour guidance.

Adults should:

- clearly explain expected behaviour
- provide children with opportunities to correct inappropriate behaviour
- recognise positive behaviour
- respond consistently and fairly
- Consider the child's age, developmental stage, disability, cultural background and individual circumstances.

Adults must never use:

- physical punishment

- corporal punishment
- degrading or humiliating treatment
- intimidation or threats
- cruel or frightening behaviour
- discriminatory punishment
- excessive exercise as punishment
- Denial of food, drink, medication or access to toilets as punishment.

11. GIFTS AND FAVOURITISM

Adults must not give individual gifts, money or special benefits to a child or young person where doing so could create an inappropriate relationship, obligation, secrecy or appearance of favouritism.

Club-approved awards, team gifts or recognition provided openly and consistently are permitted.

Any significant individual gift must be approved by LPPCC and the child's parent/carer.

12. PHOTOGRAPHS, VIDEO AND LIVESTREAMING

Photographs, video footage and livestreaming involving children and young people must be undertaken in accordance with LPPCC policies and appropriate parent/carer consent arrangements.

Images or recordings must:

- relate directly to cricket or an approved LPPCC activity
- show children appropriately dressed and posed
- respect the dignity and privacy of children and young people
- be taken in an open and observable environment
- Be stored, shared and published only through authorised arrangements.

Adults must not:

- photograph or record children in change rooms, toilets or other private areas
- take sexualised, degrading or inappropriate images
- unnecessarily identify children by full name alongside images
- distribute images outside authorised Club channels without appropriate consent
- use images of LPPCC children for personal or commercial purposes without authorisation
- Privately request photographs or videos from children or young people.

Consent preferences provided by parents/carers and, where appropriate, the child or young person must be respected.

13. CHANGE ROOMS, TOILETS AND PRIVATE AREAS

Children and young people have a right to privacy and safety in change rooms, toilets and similar facilities.

Adults must:

- avoid being alone with a child or young person in a change room
- provide appropriate supervision while respecting privacy
- where supervision is required, supervise from an appropriate location such as outside the entrance where practicable
- knock or announce themselves before entering
- where entry is necessary, have another authorised adult present wherever practicable
- Provide appropriate privacy and reasonable adjustments for individual needs.

Adults must not:

- shower, undress or change clothing in the presence of children they are supervising
- use toilet facilities at the same time as a child where this creates an inappropriate one-to-one situation
- take photographs, videos or audio recordings in change rooms, toilets or similar private areas
- enter unnecessarily while children are changing
- Pressure a child to change or shower publicly.

Children and young people should be supported to use facilities that are safe, appropriate and consistent with their affirmed gender while also considering individual privacy requirements.

14. ALCOHOL, TOBACCO, VAPING AND DRUGS

A person responsible for supervising or providing care to children and young people must not:

- be under the influence of alcohol or illegal drugs
- be impaired by medication or any other substance
- consume alcohol while directly responsible for supervising children
- possess or use illegal drugs
- Supply alcohol, tobacco, vaping products, illegal drugs or other prohibited substances to a child or young person.

Prescription or other legal medication may be used provided it does not impair the person's capacity to appropriately supervise or care for children.

15. TRANSPORTING CHILDREN AND YOUNG PEOPLE

Children and young people should only be transported by an adult associated with LPPCC where transportation:

- is directly related to an approved Club activity; and
- Has prior parent/carer approval.

Where practicable, approval should be in writing and identify relevant travel arrangements.

Adults transporting children must:

- hold an appropriate driver's licence
- use a registered, roadworthy and appropriately insured vehicle
- comply with seatbelt and child restraint requirements
- drive safely and responsibly
- not be impaired by alcohol, drugs or medication
- avoid unnecessary stops or detours
- wherever practicable avoid travelling alone with a child who is not their own
- Not take a child to their home or another unauthorised location.

Emergency situations must be managed in the best interests of the child's immediate safety. Any emergency transport undertaken without prior consent must be reported to the parent/carer and appropriate Club representative as soon as practicable and documented.

16. ARRIVAL, PICK-UP AND COLLECTION

LPPCC must take reasonable steps to ensure children and young people are appropriately supervised until collected.

Coaches, team managers and other responsible adults must:

- clearly communicate training and match start and finish times
- maintain access to appropriate parent/carer emergency contact information
- understand any authorised collection arrangements relevant to their team
- not knowingly leave a child unattended
- make reasonable attempts to contact a parent/carer where collection is delayed
- Maintain appropriate supervision until the child is safely collected.

An adult should avoid being left alone with the final child awaiting collection. Wherever practicable, another authorised adult or a parent/carer should remain until collection occurs.

A child must not automatically be transported home by a coach, team manager or volunteer simply because a parent/carer is late.

Repeated late collection should be referred to the relevant Child Safety Officer so appropriate arrangements can be discussed with the family.

17. OVERNIGHT STAYS, CAMPS AND TRAVEL

Any overnight activity involving children and young people must be specifically approved by LPPCC and have prior written parent/carer consent.

Appropriate risk assessments and supervision arrangements must be established before the activity.

Adults must:

- maintain appropriate adult-to-child supervision
- provide safe and appropriate sleeping arrangements
- respect children's privacy
- ensure adults and children do not share beds
- avoid an adult sharing a bedroom with an unrelated child unless specifically required because of an approved care arrangement and appropriate safeguards are in place
- ensure appropriate arrangements exist for changing, showering and toileting
- Follow LPPCC requirements regarding alcohol, drugs, electronic communication and physical contact throughout the activity.

18. CHILDREN'S VOICES, RIGHTS AND CONCERNS

Children and young people must be encouraged to participate in decisions that affect them and to raise concerns about anything that makes them feel unsafe or uncomfortable.

Adults must:

- listen respectfully to children and young people
- take their concerns seriously
- never dismiss or minimise a disclosure
- reassure children that it is appropriate to speak up
- explain what will happen next where a safety concern has been raised
- avoid promising secrecy or absolute confidentiality
- Provide children with age-appropriate information about how they can raise concerns and who they can speak to.

No child or young person is to be disadvantaged, punished or treated adversely for raising a genuine concern.

19. REPORTING CHILD SAFETY CONCERNS

Every person involved with LPPCC has a responsibility to act when they have a child safety concern.

Concerns may include:

- suspected or disclosed abuse
- grooming behaviour
- inappropriate adult behaviour
- bullying or harmful behaviour between children
- breaches of this Code
- concerns about physical or online environments
- Concerns raised by a child, parent, carer or other person.

If a child is in immediate danger, call **000**.

A person receiving a disclosure should:

- listen calmly
- take the child seriously
- avoid asking leading or unnecessary questions
- not investigate the allegation themselves
- not promise secrecy
- record relevant information as soon as practicable
- Report the matter promptly in accordance with LPPCC's Child Safety and Wellbeing Policy and reporting procedures.

Concerns should be reported to an LPPCC Child Safety Officer or other nominated Club official.

Internal reporting does not replace any legal obligation to report concerns to Victoria Police, Child Protection, the Commission for Children and Young People or another relevant authority.

Where there is uncertainty about whether a matter needs to be reported, advice should be sought rather than deciding not to report.

20. BREACHES OF THIS CODE

Any suspected breach of this Code must be taken seriously and reported.

LPPCC may take immediate action where reasonably necessary to protect a child or young person while a concern is being assessed or investigated.

Depending on the circumstances, a breach may result in:

- additional supervision
- education or counselling
- changes to duties
- suspension from child-related activities
- disciplinary action
- termination of a volunteer, employment or Club role
- suspension or cancellation of membership
- referral to Cricket governing bodies
- Reporting to relevant authorities.

No person will be victimised for raising a genuine child safety concern.

21. RESPONSIBILITY TO COMPLY

Everyone covered by this Code is responsible for understanding and following it.

LPPCC Committee members, Child Safety Officers, coaches and team managers have additional responsibility for modelling appropriate behaviour and promoting a culture where child safety concerns are raised and addressed.

All relevant staff and volunteers should receive appropriate child safety induction, training and information about:

- this Code of Conduct
- LPPCC's Child Safety and Wellbeing Policy
- recognising signs of harm
- responding to disclosures
- reporting concerns
- culturally safe practice
- Appropriate online behaviour.

22. RELATED POLICIES AND DOCUMENTS

This Code should be read together with LPPCC's:

- Child Safety and Wellbeing Policy
- Child Safety Reporting/Complaints Procedure
- Social Media and Electronic Communication Policy
- Photography and Livestreaming Consent arrangements
- Transport Consent arrangements
- Working with Children Check requirements
- Applicable Cricket Australia, Cricket Victoria and association child safeguarding policies.

23. REVIEW

LPPCC will review annually this Code and its child safe practices.

AUTHORISATION

This policy was adopted by the Le Page Park Cricket Club Executive Committee in September 2026

REVIEW DATE: September 2027

Reviews should consider:

- changes to legislation and the Victorian Child Safe Standards
- Cricket Australia, Cricket Victoria and Sport Integrity Australia guidance
- complaints, concerns and incidents
- identified child safety risks
- feedback from children and young people
- Feedback from families, coaches, volunteers and Club members.