



Committee Member Codes of Conduct

The purpose of this document is to set out the standards of behaviour expected of Committee Members. In agreeing to be part of the Committee, each member must also agree to adhere to these codes at all times.

- Be diligent in their role.
- Attend Committee meetings or forward their apology prior to the meeting.
- Treat all people associated with the Club, including members, volunteers, partners, external stakeholders, and other Committee Members with respect.
- Adhere to the Victorian Child Safe Standards.
- Always consider the welfare of the Club's members above on field success • Attend to their responsibility and make decisions based on what is best for the Club, not for individual interest or gain.
- Not take advantage of their position on the Committee in any way
- Declare any Conflicts of Interest as they arrive and act to ensure that these conflicts do not pose a risk to the organisation.
- Be open to feedback from members and respond appropriately.
- Be honest at all times.
- Act as a positive role model with respect to good sporting behaviour.
- Refrain from smoking within 10m of the club house and excessive use of alcohol at the Club.
- Adhere to the policies and procedures established by the Club.
- Adhere to the legislative requirements of the Club.
- Respect the equipment and resources of the Club and only use these in Club related or approved business.
- Not receive gifts that result in personal financial benefit.
- Always look for opportunities for improved performance of the Club operations and Committee functions
- Maintain the integrity of communication, by not forwarding any communication labelled as "confidential" or "in confidence" to any persons outside of those included in the original communication. This includes but not limited to email, text and handwritten communication.
- Always represent the Club in a professional manner
- Not speak to the media about any aspect of the Club that could damage the Club or its reputation.
- Abide by SECA, Victorian Cricket Association and Australian Cricket Associations by-laws where applicable.



Players Code of Conduct

Players have a responsibility to uphold the integrity of the game whilst they are training, competing on the playing field or representing their club away from the field of play. Please refer to the players code of behaviour below:

- Play by the rules;
- Never argue with an umpire. If you disagree, have your captain, coach or manager approach the umpire in an appropriate manner during a break or after the game;
- Control your temper. Verbal abuse of officials and sledging other players, deliberately distracting or provoking an opponent are not acceptable or permitted behaviours in cricket;
- Work equally hard for yourself and your teammates. Your team's performance will benefit and so will you;
- Be a good sport. Applaud all good plays whether they are made by your team or the opposition;
- Treat all participants in cricket as you like to be treated. Do not bully or take unfair advantage of another competitor;
- Cooperate with your coach, teammates and opponents. Without them there may be no competition;
- Participate for your own enjoyment and benefit, not just to please parents, of coaches;
- Respect the rights, dignity and worth of every person regardless of their gender, ability, cultural background or religion.



Captains Code of Conduct

The environment created by a coach is integral to the overall experience of all players involved within your cricket club. See below some foundational expectations of captains within the community. They are by no means exhaustive but are a great starting point. Captains have a responsibility to uphold the integrity of the game whilst they are training, competing on the playing field or representing their club away from the field of play. Please refer to the captain's code of behaviour below:

- Remember that many players participate for pleasure and winning is only part of the fun;
- Never ridicule or yell at a player (particularly young players) for making a mistake or not coming first;
- Adhere to the Victorian Child Safe Standards
- Be reasonable in your demands on players' time, energy and enthusiasm;
- Operate within the rules and Spirit of Cricket and teach your players to do the same;
- Ensure that the time players spend with you is a positive experience;
- Ensure that equipment and facilities meet safety standards and are appropriate to the age and ability of all players;
- Display control and respect to all those involved in cricket. This includes opponents, coaches, umpires, administrators, parents and spectators. Encourage your players to do the same;
- Show concern and caution toward sick and injured players. Follow the advice of a physician when determining whether an injured player is ready to recommence training or competition;
- Obtain appropriate qualifications and keep up to date with the latest cricket coaching practices and principles of growth and development of young people;
- Any physical contact with a young person should be appropriate to the situation and necessary for the player's skill development;
- Respect the rights, dignity and worth of every person regardless of their gender, ability, cultural background or religion.
- Never argue with an umpire. If you disagree, approach the umpire in an appropriate manner during a break or after the game;
- Control your temper. Verbal abuse of officials and sledging other players, deliberately distracting or provoking an opponent are not acceptable or permitted behaviours in cricket;
- Work equally hard for yourself and your teammates. Your team's performance will benefit and so will you;
- Be a good sport. Applaud all good plays whether they are made by your team or the opposition;
- Treat all participants in cricket as you like to be treated. Do not bully or take unfair advantage of another competitor;



Coaches and Team Managers Code of Conduct

The environment created by a coach is integral to the overall experience of all players involved within your cricket club. See below some foundational expectations of coaches within the community. They are by no means exhaustive, but are a great starting point:

- Remember that many players participate for pleasure and winning is only part of the fun;
- Never ridicule or yell at a player (particularly young players) for making a mistake or not coming first;
- Adhere to the Victorian Child Safe Standards
- Be reasonable in your demands on players' time, energy and enthusiasm;
- Operate within the rules and Spirit of Cricket and teach your players to do the same;
- Ensure that the time players spend with you is a positive experience;
- Avoid overplaying the talented players - all young players need and deserve equal time, attention and opportunities;
- Ensure that equipment and facilities meet safety standards and are appropriate to the age and ability of all players;
- Display control and respect to all those involved in cricket. This includes opponents, coaches, umpires, administrators, parents and spectators. Encourage your players to do the same;
- Show concern and caution toward sick and injured players. Follow the advice of a physician when determining whether an injured player is ready to recommence training or competition;
- Obtain appropriate qualifications and keep up to date with the latest cricket coaching practices and principles of growth and development of young people;
- Any physical contact with a young person should be appropriate to the situation and necessary for the player's skill development;
- Respect the rights, dignity and worth of every person regardless of their gender, ability, cultural background or religion.



Parents and Spectators Code of Conduct

Some of the greatest role models we have in our cricketing community are our parents. When assisting and supporting at your club's games please keep in mind the codes of behaviour listed below:

- Do not force an unwilling child to participate in cricket;
- Remember, children are involved in cricket for their enjoyment, not yours;
- Encourage your child to play by the rules;
- Focus on the child's efforts and performance rather than winning or losing;
- Never ridicule or yell at a child for making a mistake or losing a game;
- Remember that children learn best by example. Appreciate good performances and skillful play by all participants;
- Support all efforts to remove verbal and physical abuse from sporting activities;
- Respect officials' decisions and teach children to do likewise;
- Show appreciation for volunteer coaches, officials and administrators.

Without them, your child could not participate;

- Respect the rights, dignity and worth of every person regardless of their gender, ability, cultural background or religion.



Code of Conduct for Dealing with Children and Young People

We want Children and Young People (CYP) in Le Page Park Cricket Club to feel safe, included, encouraged and supported – essentially, to enjoy themselves so that they keep participating. To make sure that we create this environment, Le Page Park Cricket Club **Code of Conduct for Dealing with Children & Young People (Code of Conduct CYP)** requires everyone involved in Le Page Park Cricket Club to abide by certain behavioural standards when it comes to dealing with Children & Young People (**CYP**). This table summarises those requirements. All behaviour towards CYP should consider the needs and safety of:

- indigenous CYP;
- CYP from culturally and linguistically diverse backgrounds; and
- CYP with a disability.

Code of Behaviour Requirement for dealing with Children & Young People	
1	<p>Language and Tone of Voice:</p> <p>a) Should provide clear direction, encourage and affirm CYP and boost their confidence.</p> <p>b) Should NOT be harmful – i.e., derogatory (e.g. “you’re a loser), threatening, frightening, profane, discriminatory, racist, sexual.</p>
2	<p>Adhering to professional role boundaries:</p> <p>a) Act only within the confines of your duties/role (e.g., if you’re a coach, just be a coach).</p> <p>b) Unless with <u>express consent</u> from a nominated Child Safety Officer at Le Page Park Cricket Club do NOT:</p> <ol style="list-style-type: none"> i. Provide unauthorised transportation to CYP – see website for Transport Form ii. Engage in activities or seek contact with CYP outside of Le Page Park Cricket Club. iii. Involve yourself in CYP in Cricket’s private and/or family matters, <u>unless you reasonably believe or suspect that they are at risk of harm.</u> iv. Provide support to CYP or their families that is unrelated to Le Page Park Cricket Club. v. Accept an invitation to attend any private social function at the request of CYP or their family/carer at Le Page Park Cricket Club(current or past) unless there was an existing social, personal or family relationship. <p>If any of the above occur or you are made aware of a kid requiring assistance outside the confines of your role, either contact their parent/guardian or seek advice from an appropriate Child Safety Officer at Le Page Park Cricket Club.</p>

3	<p>Sending electronic communications to CYP (emails, texts and other direct messages):</p> <ul style="list-style-type: none"> a) <u>Must copy parent(s)/guardian(s)</u> into any text, email, Facebook or any other form of electronic communication message. b) <u>Must only communicate with CYP regarding issues relevant to Le Page Park Cricket Club.</u> c) Ensure that any messages are polite/friendly and in no way sexual in nature. d) <u>Must not</u> communicate with CYP, request to be “friends” or “follow” CYP using Internet chat rooms, social networking sites, game sites, instant messaging or anything of a similar nature, particularly to encourage social contact of an unauthorised nature. e) <u>Must not</u> request that CYP keep communication a secret.
4	<p>Supervision of CYP - When supervising CYP in Cricket:</p> <ul style="list-style-type: none"> a) Avoid unsupervised situations with CYP wherever possible - you should always be in view of others. b) Engage positively with our sport. c) Behave appropriately towards one another. d) Ensure that you are in a safe environment, protected from external threats.
5	<p>Physical Contact with CYP – must be appropriate to delivery of our game of cricket and based on the needs of the CYP (i.e. to comfort if distressed). Unless for medical or allied health purposes by a health care professional, contact must not:</p> <ul style="list-style-type: none"> a) Involve touching genitals, breasts or buttocks. b) Appear to have a sexual connotation. c) Be intended to cause pain or distress. d) Be overly physical (e.g., wrestling, tickling, etc). e) Be unnecessary (e.g., assisting CYP with toileting when they don’t need help). f) Be initiated against the wishes of CYP (unless to prevent injury, in which case physical restraint should be a last resort). <p>Physical contact initiated by CYP that is sexual and/or inappropriate behaviour between CYP must be reported to an appropriate Child Safety Officer in Le Page Park Cricket Club as soon as possible.</p>
6	<p>Sexual Misconduct:</p> <p>No form of “sexual behaviour” is to occur between, with or in the presence of CYP at Le Page Park Cricket Club, even if the CYP are above the legal age of consent – 16 years. This includes contact and non-contact behaviour (e.g. flirting, sexual innuendo, electronic messaging or photography).</p>

7	<p>Positive Guidance and Discipline:</p> <p>We want to create a positive environment for everyone in Le Page Park Cricket Club, understanding that CYP need to understand the acceptable limits of their behaviour, whilst ensuring that:</p> <ul style="list-style-type: none"> a) We give CYP clear direction. b) CYP are given an opportunity to redirect their misbehaviour in a positive way. c) Behaviour management strategies are fair, respectful and appropriate to CYP’s developmental stage. d) No physical punishment, cruel/degrading/humiliating, etc treatment is used. <p>Under no circumstances is physical punishment to be used, nor any other treatment that could be considered as degrading, cruel, frightening, humiliating or discriminatory.</p>
8	<p>Giving gifts to CYP: Must always be authorised by parents/guardians.</p>
9	<p>Photographs/video footage of CYP:</p> <ul style="list-style-type: none"> a) You may only take photographs or video footage of CYP involved in Le Page Park Cricket Club if: <ul style="list-style-type: none"> i. prior approval has granted by their parent(s)/guardian(s); and ii. the context of the photo/footage is directly related to Cricket; iii. CYP are appropriately dressed and posed; and iv. the image/footage is taken in presence of others involved in Cricket. b) Images must not be distributed to anyone outside of Le Page Park Cricket Club other than CYPs (or parents/guardians) without knowledge and approval of a parent/guardian and nominated Child Safety Officer at Le Page Park Cricket Club. c) Images must not be exhibited online without parent/guardian approval unless CYP are de-identified – see website for Photo and Livestream form
10	<p>Overnight Stays and Sleeping Arrangements for CYP:</p> <p>Overnight stays are to only occur with the prior written authorisation of parents/guardians and the relevant [Child Safety Officer/Child Safe Officer] of Le Page Park Cricket Club(or their nominated representative).</p>
11	<p>Change Room arrangements: People involved in Le Page Park Cricket Club must:</p> <ul style="list-style-type: none"> a) Supervise CYP in change rooms whilst balancing their right for privacy. b) Avoid one-to-one unsupervised situations with CYP in a change room area (other than with their own child), whilst ensuring adequate supervision to keep CYP safe (e.g., standing outside the entrance to the change room). c) Not dress/undress in the change room whilst CYP are present, unless they are playing in a Senior Team and there are other members of the team present.

	<p>d) Ensure that photos, video or other recordings are not taken in change rooms. To manage this, consider a “NO MOBILE PHONES” policy and signage in change rooms.</p> <p>e) Ensure that participants use the change room of their affirmed gender.</p>
12	<p>Use, possession or supply of alcohol or drugs:</p> <p>(a) All persons involved at Le Page Park Cricket Club who are delivering a program or on overnight stays/camps involving CYP must not use possess or be under the influence of illegal or illicit drugs, alcohol or be incapacitated by any other legal drug.</p> <p>(b) Legal (i.e., prescription) drugs are permitted to be used provided that it does not interfere with your ability to provide an appropriate level of care to CYP at Le Page Park Cricket Club and that you do not supply legal drugs (including alcohol and tobacco) to CYP.</p>
13	<p>Transporting children:</p> <p>(a) You can only transport CYP in circumstances that are directly related to the delivery of our sport and only with prior written approval of CYP’s parent/guardian [see Transportation Approval Form (if exists)] and the express acknowledgment of a nominated Le Page Park Cricket Club Child Safety Officer.</p> <p>(b) If it is not possible to get prior written consent or approval, you must notify in writing the details of the travel to the nominated Child Safety Officer at Le Page Park Cricket Club as soon as possible after the journey.</p> <p>(c) Where it is not possible to get a parent/guardian’s approval in advance, the parent/guardian should send an approval text/electronic message to an appropriate Child Safety Officer at Le Page Park Cricket Club. This should then be documented appropriately.</p>
14	<p>Pick up and collection of CYP: We must:</p> <p>(a) Ensure that CYP and their parents/guardians know the times/locations of training/matches and that they arrive before the scheduled times so that CYP aren’t unattended.</p> <p>(b) Have an operational phone and register of parent/guardian emergency contact details.</p> <p>(c) Ensure they are aware of pick up details for CYP and that all relevant approvals are given.</p> <p>(d) If a parent/guardian is late, make efforts to contact them, noting that it is not your responsibility to drive CYP in Le Page Park Cricket Club home. You should also ask the second last child and their parent/guardian to wait until the final child is collected.</p> <p>(e) Not leave the training session or match until all CYP have been collected.</p> <p>(f) If necessary, ask the parent/guardian to collect their kid(s) from the Le Page Park Cricket Club rooms if there are others present and arrangements are documented.</p> <p>(g) If a parent/guardian is repeatedly late to collect their kid(s), notify the nominated Child Safety Officer at Le Page Park Cricket Club.</p>