



## **VOLUNTEER CODE OF CONDUCT**

- 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 at all time.
- Promote the positive aspects of cricket, e.g. Spirit of Cricket & fair play
- Encourage all participants to learn the laws, play within them and respect the decisions of match officials.
- Actively discourage unfair play, laws violations and arguing with match officials.
- Recognise good performance; not just match results.
- Place the wellbeing and safety of young people above the development of performance.
- Ensure the activities are appropriate for the age, maturity, experience and ability of the individual.
- Respect young people's opinions when making decisions about their participation in cricket.
- Not smoke, drink or use banned substances whilst actively working with young people in the club.
- Not provide young people with alcohol, nicotine or banned substances.

### **In addition to the above, all club officers and appointed volunteers will as per 'Safe Hands guidance':**

- Hold relevant qualifications and be covered by appropriate insurance as stated in the Actonians CC and ECB Clubmark Accreditation
- Always work in an open environment, i.e. avoid private or unobserved situations and encourage an open environment.
- Inform players and parents/carers of the requirements of cricket.



- 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, gestures or terms with a young player. Actonians CC adopts the Home Office guidelines which recommends 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 & maintain accreditation to keep up to date with their role and especially with respect to the safeguarding of young people.
- Coaches, managers & volunteers cannot directly message anyone under 18 years old via email, text or social media platforms. Messages should be directed to the parents AND the young person or via open forums with appropriate language & content.
- Actonians coaches, managers & volunteers should not link with players under 18 years of age involved in Actonians Cricket via social network platforms, online media or gaming.
- Know, understand & follow the ECB guidelines set out in "Safe Hands – Cricket's policy for Safeguarding Children" and any other Middlesex guidelines issued in relation to safeguarding.
- Report any concerns in relation to a young person to: Karen Mahoney, Club Safeguarding Officer, [karenpmahoney@hotmail.com](mailto:karenpmahoney@hotmail.com), 07969 725 639
- Report any concerns in relation to Actonians junior section coaches, managers or volunteers immediately to: Clifford Pile, Junior Manager, [clifford.pile@ntlworld.com](mailto:clifford.pile@ntlworld.com), 07999 929 834