

Code of Conduct For All Those Working With Children

This code is based on the ECB 'Safe Hands' Policy for the Welfare of Young People. The code provides specific advice to and requirements of coaches, staff and others when dealing with young people.

Those working with children should:

- * be aware of and apply the E.C.B. 'Safe Hands' Policy for the Welfare of Young People
- * be professional, maintain the highest standards of behaviour and be an excellent role model. They should ensure that cricket is enjoyable, that fair play is promoted and all young people are treated equally with respect and dignity
- * design and use training methods and programmes wholly appropriate to the individual, giving enthusiastic and constructive feedback rather than negative criticism
- * place the well-being and safety of the Young Person above the development of performance
- * be aware of situations which can be misconstrued or manipulated by others. For example if the coach or official is alone with a child in the clubhouse, changing room or similar place, they are open to the possibility of allegations about their behaviour
- * be vigilant and aware of how actions can be misrepresented. For example, adolescents can have strong emotional feelings towards coaches. Whilst these should not be discussed and the youngster hurt as a result, neither should they be encouraged in any way
- * not favour or show interest in one child more than another
- * be very aware that physically handling a child, perhaps to develop a game skill such as say the batting grip can be misconstrued by an observer or even the player
- * never swear or use or respond to sexual innuendo
- * never be under the influence of alcohol or illegal drugs whilst engaged in charge of young people, nor condone the use by others of such substances.
- * ensure that as far as possible they are not alone when or working with young players on an individual basis. If this is unavoidable then the parents should be made aware of the situation for the sake of all concerned. This implies for example that children should not be alone in cars or homes with a coach/official on a regular basis. The presence of others is an insurance against false accusations
- * conduct all dealings with children in a public environment in full view of others, in order that all behaviour can be observed
- * report any concerns within the area of child protection (physical, emotional, sexual, neglect or substance abuse.) in confidence without delay, to the Club Welfare Officer or a responsible person who can give advice and recommend any necessary action
- * not at any time discuss an allegation or suspicion with another person other than the police, before the person(s) referred to in paragraph 11 above have been contacted

- * When reporting an allegation or suspicion, record information, including relevant details. (this includes the nature of the allegation, background information of the parties involved, the period of time to which the allegation relates and the degree to which the information is known to be fact rather than hearsay).

In the event of an allegation of improper behaviour being made the personal conduct and professional behaviour of the adult will be very important evidence, For abuse to take place, particularly sexual abuse, the child and the adult(s) will generally be alone and away from public view. The best defence is to avoid situations in which behaviour cannot be observed.