



GXCC WELFARE POLICY

Glossary

Adult	Any person aged 18 or over
Child(ren)	Any person or people under 18 years of age
Colt	Any child registered as a GXCC Colts member
Cricket and Club Staff	Cricket and Club Staff Coaches, Colts' team managers, senior players, umpires, scorers, ground staff, bar staff and other officials and employees of GXCC
ECB	England and Wales Cricket Board
GXCC	Gerrards Cross Cricket Club
Volunteer	Any person who has formally been accepted by the Colts Committee as a volunteer helper at matches and/or training sessions
WO	Welfare Officer
WC	Welfare Chaperone



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1. Introduction

GXCC is committed to providing an environment that is safe, welcoming and friendly for children and for all people to enjoy the game of cricket.

Safeguarding in cricket is based upon providing an enjoyable environment that meets the needs and requirements of children. A welcoming environment where children are asked for and are able to offer their views and opinions (for example, about the game, training sessions, or arrangements generally) is also a safer environment, where children feel more able to share concerns, and everyone feels more able to challenge poor practice or behaviour.

ECB has produced Safe Hands – Cricket’s Policy for Safeguarding Children, which can be downloaded from www.ecb.co.uk/ecb/safeguarding-children-and-child-protection/safe-hands. This is at the heart of GXCC’s welfare policy. Safe Hands does more than protect children in cricket, it promotes good practice, helps raise awareness and ensures people know what to do if they have any concerns about children or about the behaviour of adults in cricket.

GXCC is committed to developing and implementing policies and procedures which ensure that everyone in the Club knows and accepts their responsibility in relation to a duty of care for young people. It is committed to ensuring that there are correct and comprehensive reporting procedures, by promoting good practice and sound recruitment procedures for all individuals involved in the Club's social and cricketing activities.

GXCC recognises that it is not the responsibility of Club officers, volunteers or members to determine if abuse has taken place, but it is their responsibility to act upon and report any concerns. The policies set out a framework to fulfil the Club's commitment to good practice and the protection of young people in its care within cricket. This policy applies either directly or indirectly to all individuals working within the Club (in a paid or voluntary capacity) according to their level of contact with young people in cricket.

GXCC has appointed a properly trained Welfare Officer (in the event that the position of Welfare Officer is vacant, until a new one is appointed, the Colts Co-ordinator and Director of Senior Cricket will jointly assume the role of Club Welfare Officer) to whom any concerns or information received must be reported. The Welfare officer's contact details are:

Dr Claude Seimon

Child Welfare Officer
Gerrards Cross Cricket Club
Dukes Lane, Gerrards Cross
Bucks SL9 7JZ

claude.seimon@gmail.com

GXCC officers, volunteers and members do their best to ensure the safety and protection through adherence to the Club’s rules and guidelines.



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2. Club Safeguarding Policy Statement

Gerrards Cross Cricket Club (GXCC) is committed to ensuring that all Children (i.e. all persons under the age of 18) participating in cricket have a safe and positive experience, GXCC will do this by:

- Recognising that all children participating in cricket (regardless of age, gender, race, religion, sexual orientation, ability or disability) have the right to have fun and be protected from harm in a safe environment.
- Ensuring individuals working within cricket at, or for, GXCC provide a welcoming, safe and fun experience for children.
- Has adopted and is implementing the England & Wales Cricket Board (ECB) 'Safe Hands – Cricket's Policy for Safeguarding Children' (Safe Hands) and any future versions of the policy.
- Has appointed a Club Welfare Officer (in the event that the position of Welfare Officer is vacant, until a new one is appointed, the Colts Co-ordinator and Director of Senior Cricket will jointly assume the role of Club Welfare Officer) and ensures that they attend all current and future training modules required by the ECB.
- Ensuring all people who work in cricket at, or for, GXCC (e.g. officials, volunteers, team managers, coaches), have a responsibility for safeguarding children and understand the Safe Hands Policy applies to them.
- Ensuring all individuals working within cricket at, or for, GXCC are recruited and appointed in accordance with ECB guidelines.
- Ensuring all individuals working within cricket at, or for, GXCC are provided with support, through education and training, so that they are aware of and can adhere to good practice and code of conduct guidelines defined by both the ECB, and by the club.
- Ensuring the name and contact details of the Club Welfare Officer are available as:
 - the first point of contact for parents, children and volunteers/staff within GXCC
 - a local source of procedural advice for GXCC, its committee & its members
 - the main point of contact within GXCC for the ECB County Welfare Officer and the ECB Safeguarding Team
 - the main point of contact within GXCC for relevant external agencies.
- Ensuring correct and comprehensive reporting procedures exist for raising and managing safeguarding and child protection concerns.
- Providing an environment where the views of the children, parents and volunteers are sought and welcomed on a range of issues. This will help create an environment where people have the opportunity to voice any concerns (about possible suspected child abuse/neglect and/or about poor practice) to the Club Welfare Officer.



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- Ensuring all suspicions, concerns and allegations are taken seriously and dealt with swiftly and appropriately.
- Ensuring access to confidential information relating to child safeguarding matters is restricted to those who need to know in order to safeguard children – e.g. Club Welfare Officer and the appropriate external authorities as specified within ECB Safeguarding and child protection procedures.

3. Whistle-blowing Policy

Should suspicions be raised via a 'tip off', the person receiving the tip off should attempt to obtain the following information from the informant:

- Name address and telephone number.
- Names of individuals involved.
- The manner of the alleged incident/s or circumstances.
- Whether they will submit any evidence (if applicable).
- How they became aware of the nature of the allegation.

You should not attempt to deal with any allegation or suspicion yourself, rather inform your Club Welfare Officer or your County Welfare Officer or the ECB Safeguarding Team.

Specifically, do not:

- Inform the person about whom the concern was raised.
- Inform any other members, participants or employees.
- Commence your own investigation.
- Annotate or remove evidence.
- Delay in reporting the suspicion.

Also do not assume:

- 'All is well, otherwise it would have been spotted earlier.'
- 'It doesn't matter' or 'no harm will arise.'
- 'Ignore it as it is not my responsibility.'
- 'Else must have reported it already.'

The first person you should report your suspicion or allegation to is your Club Welfare Officer. If for any reason you cannot, or do not wish to report the matter to your Club Welfare Officer, you should refer to your County Welfare Officer. If you cannot, or do not wish to, report the information to either of these, then please contact the ECB Safeguarding Team by email on safeguarding@ecb.co.uk or telephone 020 7432 1200. Alternatively, you can also contact Public Concern at Work on 020 7404 6609 or whistle@pcaw.org.uk.



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4. Disability Policy

GXCC is committed to supporting disabled children to be fully involved in cricket through the provision of a range of activities, training and supportive good practice guidance. GXCC (the Club Welfare Officer, Colts Co-ordinator and team manager will:

- Discuss the child's needs and abilities with the child and his or her parents/carers in private if the parent/legal guardian would like to do so. For many children with a disability, parents and carers will be able to offer practical advice on adaptations or arrangements that can be made to enable their child to participate.
- Agree a support plan with the parents and the child, and review this regularly.
- Be mindful that children with disabilities have particular vulnerability to abuse and neglect (www.thecpsu.org.uk/resource-library/2013/safeguarding-deaf-and-disabled-childrenandyoung-people).

5. Anti-bullying Policy

GXCC is committed to providing a caring, friendly and safe environment for all of our members so that they can train and play in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our club. If bullying does occur, all members should be able to tell and know incidents will be dealt with promptly and effectively. GXCC takes any bullying seriously. We take bullying of children particularly seriously and children and parent/guardians should be assured that they will be supported when bullying is reported.

Anyone who knows that bullying is happening is expected to tell club staff and/or officials.

What is bullying?

Bullying is the use of aggression with the intent of hurting another person. Bullying results in pain and distress to the victim. Bullying can take many forms:

- Emotional: being unfriendly, excluding, tormenting (e.g. hiding kit or making threatening gestures).
- Physical: pushing, kicking, hitting, punching or any use of violence
- Racist: racial taunts, graffiti and/or gestures.
- Sexual: unwanted physical contact or sexually abusive comments.
- Homophobic: because of, or focusing on the issue of sexuality.
- Verbal: name-calling, sarcasm, spreading rumours and teasing.
- Cyber: bullying behaviour online or via electronic communication (email, text, social media, etc.). Misuse of associated technology, such as camera and video facilities.



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If a member becomes aware of bullying taking place within the club the member should report the bullying incident to the Club Welfare Officer. In serious cases, (e.g. for cases of adults bullying children under 18), the Club Welfare Officer will inform the ECB County

Welfare Officer. Parents will be informed and invited to a meeting to discuss the problem. If necessary and appropriate, police will be consulted. An attempt will be made to help the bully (bullies) change their behaviour.

6. Changing rooms and showering facilities policy

As most cricket pavilions/club houses, including GXCC, do not have separate changing facilities, we suggest that children arrive at the venue changed and ready to play.

The changing room can be used for kit storage, putting on protective equipment and team talks. However, in the event that this is not possible, the GXCC policy on changing room and showering facilities is:

- Adult players must not change or shower at the same time using the same facility as children.
- Adults should try to change at a separate time to children during matches – e.g. when children are padding up.
- GXCC coaching staff arrange for each group to have access to the changing facility at different times.
- Mixed gender teams have access to the changing facility at different times.
- If juniors require supervision in the changing rooms, this is done by adults of the same gender as the players, working in pairs.
- Camera facilities on mobile phones must not be used in changing rooms.
- If children are uncomfortable changing or showering at GXCC, no pressure should be placed on them to do so. It is suggested that they change at home instead.
- Parents/legal guardians are informed of the club's policy on changing arrangements through the membership form referring to GXCC's welfare policy on the club website.

Colts playing in senior sides – since most pavilions/club houses do not have separate changing facilities youth players will be changing with senior adult cricketers. If you have concerns about this, contact our welfare officer.

It is the responsibility of GXCC coaching staff, team managers and club officials to ensure that the club changing room and showering policy is observed.



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7. Photography and video camera policy

GXCC wishes to ensure photography and video footage taken within cricket is done so appropriately. Parents and carers should not be prevented from taking pictures of, or filming, their children. These are normal family practices and help mark milestones in a child's life. However, the introduction of proportionate controls on the use of photographic equipment (cameras, and videos, including mobile phones) is part of general safeguarding good practice in a club.

Similarly, there is no intention to prevent GXCC coaches using video equipment as a legitimate coaching aid. This material will be treated as confidential and deleted/destroyed when parents request this or when no longer needed.

Note: where this policy refers to obtaining parental permission, this will be obtained through the membership form, unless specifically stated otherwise.

- Photographs/images will not be taken at matches or training, or used by the club, without the prior permission of the parents/guardians of the children. This permission can be given by proxy by the coach only after parental consent for this has been granted.
- The children will be informed that a person will be taking photographs/video.
- The children will be informed that if they have concerns, they can report these to the coach or the team manager.
- Concerns regarding inappropriate, or intrusive, photography by anyone (GXCC member or other) should be reported to the Club Welfare Officer and recorded in the same manner as any other child protection concern.
- GXCC will ask for parental permission to use their child's image (e.g. on the club website or in promotional material), and wherever possible show the image to the parents/guardians and child in advance. This ensures they are aware of the way the image will be used to represent cricket and GXCC.
- GXCC will avoid publishing the names of cricketers shown in photographs without the explicit permission of the child's parents/guardians. (This will be sought separately from the membership form consent).
- Only images of children in appropriate kit (training or competition) will be used, to reduce the risk of inappropriate use and to provide positive images of the children.

It is the responsibility of coaching staff to ensure that the club photography and video policy is observed.

Note: photographs are considered 'personal data' in terms of the Data Protection Act.



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8. Policy for transport to and from matches and training

Parents/legal guardians are responsible for the safe and prompt delivery and collection of their child for matches or training. GXCC coaches, team managers, cricket co-ordinators and officials will be responsible for children in their care when on GXCC premises or on arrival at opponents' cricket grounds.

It is not the responsibility of the GXCC coaches, team managers or club officials to transport, or arrange to transport, children to and from GXCC or matches. If they do provide transport, it is in a private capacity by private arrangements directly with parent (e.g. friend or parent of another child playing), not as a representative or official of GXCC.

The Club must receive permission from parents/legal guardians for children to participate in all competitions and away fixtures/events. This will be obtained through the Colts' Membership form.

GXCC coaches, team managers and Officials are encouraged to agree with parents a 'pick up and drop off' arrangement, to address matters such as the late collection of children, and the development of arrangements between parents concerning the sharing of lifts and other forms of cooperative behaviour with regard to transportation.

In an emergency when a coach/manager must transport a player, parental consent must be given. GXCC will endeavour to ensure that a private vehicle registration form is completed. This will ensure that the vehicle has appropriate insurance and tax.

9. Policy for managing children away from the club

Note: this policy applies to open age matches as well as pure Colts matches. It applies only to matches/tournaments/events held on one day, not involving overnight stays, as GXCC Colts do not stay away overnight with the club.

Team managers (the regular manager or person designated as manager for that day/match) will:

- inform parents/legal guardians of match arrangements – date, start time, venue, directions to the venue, the time players are expected to arrive and team manager contact details.
- take emergency contact details, as provided on Colts' membership forms, with them.

Parents/legal guardians are responsible for:

- taking their child to and from away matches.
- ensuring there is a responsible adult to look after their child at the match (up to and including U11s).
- informing team manager of any changes to emergency contact details.
- informing team manager who will be collecting the child.



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10. Missing children policy

If a child for whom GXCC has responsibility goes missing, the following steps will be taken by the coach, officials and team managers:

- Ensure the other children in their care are looked after appropriately while a search is organised for the child concerned.
- Inform the child's parents/legal guardians, if they are present, or nominate an appropriate person to telephone them and advise them of the concern. Reassure the parents/legal guardians that GXCC is doing all it can to locate the child. Ask the parents/legal guardians to notify the club if the child contacts them.
- Organise all available responsible adults by area to be searched. It is best to take a short time to organise the search properly so that all places are searched fully.
- Send searchers immediately to any exits to the venue to ensure the child has not left, and to any obvious potential danger spots such as nearby lakes or rivers.
- Search the area in which the child has gone missing including changing rooms, toilets, public and private areas and the club's grounds
- Request all those searching to report back to a nominated adult at a specific point
- This nominated person should remain at this reference point and make a note of the events, including detailing a physical description of the child. This should include approximate height, build, hair and eye colour as well as clothing the child was wearing and where/when they were last seen. All this will be required by the police.
- If the search is unsuccessful you should then contact the police
- A report should go to the police no later than 20 minutes after the child's disappearance is noted, even if the search is not complete.
- If the police recommend further action before they get involved, follow their guidance. If the police act upon the concern, always be guided by them in any further actions to take.
- At any stage when the child is located, inform all adults involved, including the parents, searchers and the police if, by then, they are involved.

All incidents involving missing children **MUST BE** notified at the very earliest opportunity to the Club Welfare Officer, who must immediately notify the County Welfare Officer, and they must then notify the ECB Child Protection Team.



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11. Volunteer recruitment policy

GXCC encourages players and parents/legal guardians of junior cricketers to be actively involved in the development of Colts cricket at GXCC.

To take coaching sessions

GXCC will require the volunteer to achieve a minimum of the Level 1 UKCC coaching qualification. We also encourage as many coaches as possible to attain the Level 2 qualification. GXCC will require these volunteers to undergo a DBS check and preferably to attend a Child Welfare Awareness Course. (The club will pay for courses as necessary)

To work alongside coaches, be team manager or team cricket co-ordinator

GXCC will require these volunteers to undergo a DBS check and preferably to attend a Child Welfare Awareness evening.

12. Social media, email and texting guidelines

- GXCC members in charge of or using a GXCC social media page MUST follow the policies in this document when using the social media pages, in particular the policies re photography and video recordings. They should also follow the guidance that has been provided by the Child Protection in Sport Unit (CPSU):
<https://thecpsu.org.uk/resource-library/2013/cpsu-sample-online-e-safety-policy/>.
- GXCC team managers/cricket coordinators/team captains MUST not send text messages/ emails/messages on social media relating to GXCC business (e.g. match arrangements) directly to children. These messages should be sent to parents. For older Colts (those aged 16 and 17), the children may be copied on these messages to their parents if appropriate.
- GXCC recommends that Club Officials/Coaches/Managers:
 - Have separate cricket-club related and personal Facebook and Twitter accounts. All contact with players should be through the former, and strictly in relation to training, coaching, matches and cricket related activity.
 - Adjust the privacy settings for personal accounts so that content is only visible
 - to accepted 'friends'. This will keep younger players safe from material that may
 - be unsuitable for them and reduce the risk of your online interactions from being viewed with suspicion.



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- Not accept requests to be friends on personal accounts from child members, instead directing them to the cricket- club related page and should keep all contact professional. What they might consider innocent, friendly contact may not be seen as such by their parents, people at the club and others.
- Be mindful of any content posted online via the cricket-club related page; remembering 'you are representing the club; your communications should conform to 'Safe Hands' policy and guidance.'
- Ensure nothing posted could cause personal distress or be seen as inappropriate for children. If you wouldn't put it on the club notice board, it doesn't belong on the club's social media pages.
- Have consent before posting personal information online. This includes photographs where an individual can be identified – remember the picture/no name guidance for under 18s.
- Not send text messages to Colts, send private messages to children and young people via social media, invite or accept children and young people to become 'friends', send inappropriate text messages or post messages on social media that are offensive, nasty or derogatory in any way.

Adult players in Open Age teams should be mindful of who may have access to material shared via social media, including Facebook, twitter and other platforms.

The ECB has also provided guidance for Parents/Carers and children/young people on the use of Social Media, texts and email, which makes interesting reading. This can be found on in Safe Hands. If a member suspects that someone is using social media in an unsafe or inappropriate manner, they should report their behaviour to the GXCC Welfare Officer, the County Welfare Officer, or the ECB Safeguarding team – email safeguarding@ecb.co.uk. If they believe that an offence has been committed, or that someone's use of social media is placing a child is at risk of harm, inform the police immediately.

13. Disciplinary proceedings where an U18 is a witness, alleged victim or alleged offender

The processes that are followed must pay due consideration to safeguarding and welfare issues. No part of the processes should be oppressive or intimidating for the young person.

As soon as it becomes apparent that the process involves an U18, the Bucks Welfare Officer (WO) must be informed at: <http://www.buckscb.org/contactlist.aspx>.

Any panel should consider whether they need the child to attend in person and may discuss this with the Bucks WO. When making this decision, consideration should be given to:

- The age of the child.
- The seriousness of the offence.
- The evidence likely to be given.
- The possible effect on a child.



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Parents should be included in any invitation.

The Bucks WO will ensure that the child is properly supported, and will either act as, or appoint, a suitable 'Welfare Chaperone' (WC) for the investigative/disciplinary process, in consultation with the child's parent(s). The WC is likely to be the GXCC WO, unless there is potential conflict of interest (e.g. the WO is the parent or also involved in the incident.) If this is the case, then a Club WO from another club may be asked to assist or the Bucks WO will undertake the role. The WC should have no other role in the proceedings – involvement is purely in regard to the welfare of the child. The WC should liaise with the child and his/her family throughout; making sure the child is kept fully informed. He or she can act for more than one child at the same hearing if this is thought appropriate.

If a child does not wish to attend, he/she cannot be compelled to do so.

The WC will discuss the process with the child and his/her family to ensure they fully understand the procedure.

If the child chooses to give a statement to the panel then ordinarily that statement should be prepared in advance in written format. This can be written by the child or any other person. It is important that this statement is the child's views and words.

If, when attending the Panel, the child is to be questioned regarding their behaviour or what they have witnessed, all involved should bear in mind the age and potential vulnerability of the child in such a setting. Questioning should be conducted in a considerate manner, and must not be oppressive, persistent, lengthy or demeaning. The WC should ask the Chair of the panel to suspend proceedings immediately if they have any concerns about the manner or duration of questioning.

Where a child is found to have committed a disciplinary offence requiring potential sanction, consideration should be given to the child's age and understanding, as well as their experience of life and of cricket, before any sanctions are issued. Where it is necessary for a report to be circulated (either within the relevant cricket league or even to the press), any individual under 18 years of age must not have their details published.

14. ECB Guidance on specific concerns arising for children outside of cricket

There are a number of potential risks to children and young people in society. Through a child's involvement in cricket we may become aware of potential risks for particular children. Section 2 of the ECB's 'Safe Hands Policy and Procedures' includes the document 'Definitions of Abuse, Cricket examples of possible Abuse, and Common Indicators of Possible Abuse'. The indicators that something may be amiss for a child include unexplained or suspicious injuries, unexplained changes in mood or behaviour and things a child may say. A number of other possible indicators are also provided. The purpose of this guidance sheet is to offer direction around specific risks to some children, things to be aware of or look out for, and what to do if you have concerns.



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14.1 Female Genital Mutilation

The NSPCC describes Female genital mutilation (FGM) as 'the partial or total removal of external female genitalia for non-medical reasons' and points out that whilst 'religious, social or cultural reasons' are sometimes provided for FGM, it is, nonetheless child abuse. It is dangerous and causes long-term harm to the girls involved. It is sometimes referred to as female cutting or circumcision.

It is illegal in the United Kingdom to carry out FGM, to assist a girl to 'mutilate her own genitalia', to assist a 'non-UK person to mutilate overseas a girl's genitalia' or to 'fail to protect a girl from risk of FGM'. Approximately 60,000 girls under 15 are at risk of FGM in the UK: www.forward.org.uk.

Anyone involved in cricket may become aware of a potential risk to a girl they know. The Government guidance 'Working Together to Safeguard Children, 2015' places a duty on Local Safeguarding Children Boards to commission and deliver services for children who have undergone or may undergo female genital mutilation, and to have a clear referral process for concerns.

FGM is not associated with any particular religion nor is it supported by any religious texts. Many religious leaders condemn the practice. However, some people still think the two are linked and claim religious teachings support FGM.

The NSPCC guidance, at: <http://www.nspcc.org.uk/preventing-abuse/child-abuse-and-neglect/female-genital-mutilation-fgm/> provides helpful advice on what to look out for and what to do if you have concerns. Our thanks to the NSPCC for the following:

Who is affected?

Most girls are aged 5 to 8, but FGM can happen at any age before getting married or having a baby. Some girls are babies when FGM is carried out. Girls living in communities that practice FGM are most at risk. In the UK, the Home Office has identified girls from the Somali, Kenyan, Sudanese, Sierra Leonean, Egyptian, Nigerian, Eritrean, Yemeni, Kurdish and Indonesian communities as most at risk of FGM (however, FGM is also practiced in other countries in the Middle East and in Asia). (House of Commons International Development Committee, 2013)

What to look out for

A girl at immediate risk of FGM may not know what's going to happen. But she might talk about being taken 'home' to visit family, a special occasion to 'become a woman', an older female relative visiting the UK, or she may ask a teacher or another adult for help if she suspects FGM is going to happen or she may run away from home or miss school

If you have any concerns that a child may have experienced FGM, or that it may be planned, please share your concerns with the GXCC or Bucks Welfare officer, the ECB Safeguarding Team, local Children's Services/Police, or the NSPCC FGM helpline: 0800 028 3550



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15. Cricket-specific guidelines

15.1 Supervision ratios

It is a basic requirement of all sessions and matches involving children that a minimum of two responsible adults will be present in all circumstances. The ECB provides two different sets of ratios for working with children, which must be followed by coaches/team managers/cricket-coordinators whether in a formal recognised training session or an additional 'ad hoc' session arranged by a particular team:

1. The ratios of qualified coaches to children are:
 - a. Net Coaching: 1 coach: 8 children
 - b. Group Coaching: 1 coach: 24 children
 - c. Hard Ball Coaching: 1 coach: 16 children.

15.2 Drinks breaks

Children dehydrate more quickly than adults. Therefore manager/coach/cricket co-ordinator:

- Ensure regular intervals for drinks are arranged, particularly in matches of more than 20 overs per innings, or in hot weather
- Plan drinks breaks in practice sessions and matches every 20-40 minutes on warm sunny days.

15.3 Facilities and venues used for children's cricket

GXCC undertakes a risk assessment of facilities and venues used for any club activities, regardless of ownership of that facility or venue (excluding away match venues for leagues) annually or if changes to the facility have taken place. (Note – GXCC coaches undertake the assessment of venues used for winter nets).

15.4 Wearing of protection by children

In accordance with ECB rules, when batting against a hard ball, whether in a match or practice session, all players up to the age of 18, both in open age group cricket and junior cricket, must wear:

- A helmet with a faceguard or grille covered by a British Standard (BS7928:1998).
- Pads.
- Gloves.
- An abdominal protector (box) for boys.

Wicketkeepers should wear a helmet with a faceguard, or a wicketkeeper face protector covered by a British Standard (BS7929 – 2 :2009), when standing up to the stumps.

15.5 Fielding

GXCC coaches/team managers/cricket coordinators must follow the rules laid out in 'Safe Hands'.



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15.6 Fast Bowling

GXCC coaches/team managers/cricket coordinators must follow the rules laid out in 'Safe Hands'.

15.7 Colts in Open Age Group Cricket

GXCC has a duty of care to its Colts playing in open age cricket. The duty of care is interpreted in two ways:

- Not to place a young player in a position that involves an unreasonable risk to that young player, taking account of the circumstances of the match and the relative skills of the player.
- Not to create a situation that places members of the opposing side in a position whereby they cannot play cricket as they would normally do against adult players.

It is vital to ensure the player's safety, personal development needs and overall cricket experience are considered, so GXCC determines each case on an individual basis, depending on the player's ability and stage of cognitive and emotional maturity to take part at this level – however, the minimum age guidance provided must be adhered to.

GXCC applies the following guidelines for young players in adult matches:

- Players in age groups U14 and above are free to play in adult matches.
- U13 age group players can play in open age group cricket if the Director of Cricket deems it appropriate. Written parental consent is required for these players.
- U12 age group players may only play in open age group cricket if a member of the County squad in spring for a summer squad or in another squad deemed by ECB Performance Managers to be of a standard above 'district level' for that season are eligible to play Open age cricket. The Director of Cricket must believe it is appropriate. Written parental consent is required for these players.
- Colts should be involved in all aspects of the game wherever possible i.e. socialising, team talks, practice, decision-making and so on, so they feel part of the team.
- Provide an opportunity for players to show their talents in an appropriate way. Children who are just used as fielders will not fully experience the game.
- Be supportive, at all times, for all forms of effort even when children are not successful. Try and put them in situations where they will experience some success (however small) and ensure plenty of praise and encouragement.
- The captain should inform the Umpires of under 18s in the side.
- ECB Helmets, Fast Bowling Directives and Fielding Regulations must be adhered to for Colts in open age group cricket – these are in ECB's Safe Hands.

Note the age group of a child is determined by his/her age on 31 August of the year preceding the season.

15.8 Guidelines on Girls Playing in Boys Age Group Leagues and Competitions

- GXCC wishes to encourage as many girls as possible to be involved in the game of cricket. GXCC is committed to increasing participation by girls, as well as working towards establishing girl's competitive cricket.
- Team managers and coaches have a duty of care to all players and should ensure suitable arrangements can be made for girls, particularly in relation to changing facilities and transportation arrangements, if applicable.
- GXCC follows the relevant League guidelines regarding age group requirements.



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- In the event of girl's teams being established, then for those matches the current changing rooms will be used by the girl's teams if necessary, and the changing rooms will be considered out of bounds to all males for the duration of that fixture. As in the case of boys' teams, the girls are also encouraged to attend matches having fully changed into their kit and change and shower when they get home.
- Should girls play in boys' teams, then, again they would be encouraged to come changed, as are the boys, but if necessary, should be provided protected time for the use of changing rooms as and when this is required. Girls are asked to request this directly from the adult in charge (coach/manager) as and when needed.

16. Equity Policy

Gerrards Cross Cricket Club has an open constitution, membership is open to all those who abide by the rules of the Club and pay a membership fee. The Club is committed to ensuring that equity is incorporated across all aspects of its development. In doing so it acknowledges and adopts the following Sport England definition of sports equity:

- Sports equity is about fairness in sport, equality of access, recognising inequalities and taking steps to address them. It is about changing the culture and structure of sport to ensure it becomes equally accessible to everyone in society.
- The Club respects the rights, dignity and worth of every person and will treat everyone equally within the context of their sport, regardless of age, ability, gender, race, ethnicity, religious belief, sexuality or social/economic status.
- The Club is committed to everyone having the right to enjoy their sport in an environment free from threat of intimidation, harassment and abuse.
- All Club members have a responsibility to oppose discriminatory behaviour and promote equality of opportunity.

The Club will deal with any incidence of discriminatory behaviour seriously, according to Club disciplinary procedures.

17. Code of Conduct

17.1 Colts

GXCC Colts section is open to all those aged 4 to 17 who wish to participate in all aspects of cricket. Safety, fair play, mutual respect and cricketing excellence are our guiding principles. Therefore, all Colts are required to display high standards of behaviour, in part by conforming to the following code of conduct whilst participating in club activities:

- Respecting the rights, dignity and worth of every person within the context of Cricket.
- Treating 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.



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- Not condoning, or allowing to go unchallenged, any form of discrimination if witnessed.
- Placing the well-being and safety of all those participating in junior activities above the development of personal or team performance.
- Recognising that good performance is not only measured through match results.
- Demonstrating and encouraging the positive aspects of Cricket e.g. fair play, and actively discourage unfair play, rule violations and arguing with match officials.
- Being familiar with the Laws and rules of the game and playing within them and respecting the match officials and their decisions.
- Keeping to agreed timings for coaching/practice sessions and matches, and to inform the coach or team manager if they are going to be late.
- Wearing suitable kit for coaching/practice and matches. Kit for matches is a white shirt, white trousers and white trainers or cricket boots. For coaching/practice sessions, a suitable sports shirt, white trousers or tracksuit bottoms, trainers or cricket boots. All other cricket kit, such as pads, bats, gloves and helmets, should be purchased by/for the player for their own use. Where this is not possible, please let us know and we will do our best to help.
- Colts are not allowed to smoke, consume alcohol or drugs of any kind on the club premises or whilst representing the club.

17.2 Parents & Carers

- Bring the child you are caring for to registration at all training sessions, to register and inform person taking the register who to contact in case of emergency during that session.
- Collect the child you are caring for from the end of the session – the Club will not check the children out; it is expected that you will collect them unless person taking the register at the start is notified otherwise.
- Encourage your child to learn the rules and play within them.
- Discourage unfair play and arguing with officials.
- Help your child to recognise good performance, not just results.
- Never force your child to take part in sport.
- Set a good example by recognising fair play and applauding the good performances of all.
- Never punish or belittle a child for losing or making mistakes.
- Publicly accept officials' judgements.
- Support your child's involvement and help them to enjoy their sport.
- Show respect for the coaches, managers and captains of Club junior teams, accepting with good grace decisions on all issues, including selection, batting orders, bowling changes, etc.
- Use correct and proper language at all times.
- Never condone rule violations, rough play or the use of prohibitive substances.
- Encourage and guide performers to accept responsibility for their own performance and behaviour.
- Pay subscriptions and match fees promptly.



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17.3 Club Members and Guests

(Members and Guests include 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 or officiate in matches hosted by the club in whatever capacity).

All members and guests of GXCC will:

- 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.
- Promote the positive aspects of cricket, e.g. fair play.
- Encourage all participants to learn the laws and rules and play within them, always respecting the decisions of match officials.
- Actively discourage unfair play, rule violations and arguing with match officials.
- Recognise good performance not just match results.
- Place the well-being and safety of young people above the development of performance.
- Ensure activities are appropriate for the age, maturity, experience and ability of the individual.
- Respect children's opinions when making decisions about their participation in cricket.
- Not smoke, drink or use banned substances whilst actively working with children in GXCC.
- Not provide children with alcohol when they are under the care of GXCC.
- Follow ECB 'Safe Hands' guidelines.
- Report any concerns in relation to a child, following reporting procedures laid down by ECB.

17.4 Club Officials and Volunteers

In addition to the Code of Conduct for Club Members and guests, all Club Officials and Volunteers must:

- Always work in an open environment (i.e. avoid private or unobserved situations and encourage an open environment). This includes the online world – see policy on social media.
- Inform players and parents of the requirements of cricket.
- Develop an appropriate working relationship with performers, based on mutual trust and respect.
- Ensure 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 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 to 17-year olds in their care'.
- Attend appropriate training to keep up to date with their role and especially with respect to the safeguarding of young people.



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In addition, all the club's coaches have adopted the ECB Coaches Code of Conduct, which sets out the key principles of good cricket coaching practice. This Code can be accessed through the following link: [ECB Coaches Code of Conduct](#).

GXCC Welfare Policy
April 2020

Dr. Claude Seimon
GXCC Child Welfare Officer

Dr. Peter Westaway
GXCC Chairman