

WELFARE OF CHILDREN & VULNERABLE ADULTS GUIDELINES

September 2017

OVERVIEW OF GUIDELINES

A Game For All – Creating a safe and fun environment for cricket

Safeguarding in cricket is based upon the concept of providing an enjoyable cricket environment tailored to the needs and requirements of Children and Vulnerable Adults.

Adults interacting with Children and Vulnerable Adults in sport are in a position of trust and influence. They should ensure that everyone is treated with integrity and respect and that the self-esteem of the person is enhanced. Everyone involved in delivering cricket, especially to Children and Vulnerable Adults, has a role to play in creating the best possible environment for them.

A policy decision has been taken at New Zealand Cricket (**NZC**) to work to the highest standard of guidance and, as such, NZC has adopted a Welfare of Children and Vulnerable Adults Policy (**Policy**). The Policy sets out NZC's commitment to providing a safe, positive and fun environment for Children and Vulnerable Adults who play cricket.

NZC has created the Policy as a "best practice" example and it recommends that all those involved in cricket adopt and comply with this Policy. The references to "NZC" within the Policy may be read as references to the relevant Major Association or District Association (together the **Associations**) or Club. In particular, the Associations and Clubs ought to be complying with the same vetting process and procedures for reporting and/or receiving a complaint as those set out in the Policy.

In addition, NZC has created these Welfare of Children and Vulnerable Adults Guidelines (**Guidelines**) for the Associations and Clubs.

The definitions contained in the "Glossary of Terms" within the Policy apply to these Guidelines also.

All Associations (plus Clubs which have Staff Members) are encouraged to have a 'designated person' regarding child safety. Furthermore, all Staff Members and Volunteers in these organisations who have Regular or Overnight Contact with Children/Vulnerable Adults ought to be Police Vetted in accordance with the Policy.

Persons employed or engaged, whether paid or voluntary, ought to:

- Be a safe person to work with Children and Vulnerable Adults
- Actively contribute to a culture of Child Protection
- Support, and adhere to, the Policy and Guidelines



KEEPING CRICKET SAFE AND FUN

New Zealand Cricket's Anti-Bullying Statement

NZC believes that every person in cricket, in every role and no matter what age, has the right to participate in an environment that is fun, safe and healthy, and to be treated with respect, dignity and fairness.

Bullying denies participants these rights and can result in feelings of disgrace, embarrassment, shame or intimidation. Bullying can also affect an individual's athletic performance, level of enjoyment, work or school life, academic achievement and physical and mental health.

Bullying can occur both on and off the cricket pitch and can involve players, parents, coaches, spectators or umpires.

NZC does not accept bullying within the sport and sees it as everyone's responsibility to implement and support anti-bullying within cricket

NZC has developed the following Codes of Conduct for parents/caregivers, players and coaches to help make cricket a safe and healthy environment.

PARENTS/CAREGIVERS/GUARDIANS CODE OF CONDUCT

REMEMBER A CHILD PARTICIPATES IN CRICKET FOR THEIR ENJOYMENT, NOT YOURS.

- Focus on the child's and the team's efforts over winning and losing

MAINTAIN HIGH STANDARDS OF INTEGRITY

- Encourage children to play within the spirit of cricket
- Be a good sport, understand that actions speak louder than words
- Be impartial, consistent and objective when it comes to your child's cricket

BE A POSITIVE ROLE MODEL FOR YOUR CHILD

- Remember children learn the best by example so applaud good performance of both your child, their team and their opponents
- Encourage mutual respect of your child's teams mates and opponents
- Encourage your child to play within the rules and to respect officials and coaches

ALWAYS RECOGNISE AND RESPECT THE VALUE AND IMPORTANCE OF VOLUNTEERS

- Refrain from any personal abuse towards officials and volunteers
- Remember they are people who give up their time to make the game happen for your child
- If appropriate offer a helping hand

RESPECT THE RIGHTS, DIGNITY AND WORTH OF EVERY PERSON REGARDLESSS OF THEIR GENDER, ABILITY, ETHNICITY OR RELIGION

- Every child deserves the right to have fun and enjoy cricket in an inclusive, safe and supportive environment.



PLAYERS CODE OF CONDUCT

PLAY FOR YOUR OWN ENJOYMENT

- Work equally hard for yourself and your team mates.

TREAT EVERYONE LIKE YOU WOULD LIKE TO BE TREATED

- Respect the rights, dignity and worth of every individual person as a human being

BE A POSITIVE ROLE MODEL FOR CRICKET AND ACT IN A WAY THAT PROJECTS A POSITIVE IMAGE OF YOU AND YOUR TEAM

- Applaud all good performances whether it's by your team or the opposition

MAINTAIN HIGH STANDARDS

- Never argue with an umpire
- Verbal abuse of officials or sledging of players is not within the spirit of the game

ALWAYS RECOGNISE THE VALUE AND IMPORTANCE OF VOLUNTEERS

- Thank your umpires, coaches and the scorers.

COACHES CODE OF CONDUCT

TREAT EVERYONE EQUALLY REGARDLESS OF GENDER, ABILITY, ETHNICITY OR RELIGION.

- Respect the talent, development stage and goals of each player in order to reach their full potential.

BE A POSITIVE ROLE MODEL FOR CRICKET AND PLAYERS AND ACT IN A WAY THAT PROJECTS A POSITIVE IMAGE OF COACHING

- Ensure the player's time spent with you is a positive experience.
- Be fair, considerate and honest with players.

MAKE A COMMITMENT TO PROVIDING A QUALITY SERVICE TO YOUR PLAYERS

- Provide players with planned and structured training programmes appropriate to their needs and goals.
- Understand that the development of players at any level is a long term process and this should not be sacrificed for short term gains.

MAINTAIN HIGH STANDARDS OF INTEGRITY

- Operate within the laws of cricket and in the spirit of cricket, while encouraging your players to do the same.
- Refrain from criticism of other coaches, officials or players

REMEMBER YOUR PROFESSIONAL RESPONSIBILITIES AS A COACH

***Further information on New Zealand Cricket Coaches Code of Conduct is available on the NZC website.**

COACHES CODE OF ETHICS

RESPECT THE RIGHTS, DIGNITY AND WORTH OF EVERY INDIVIDUAL PLAYER AS A HUMAN BEING

- Treat everyone equally regardless of sex, disability, ethnic origin or religion.
- Respect the talent, development stage and goals of each athlete in order to reach their full potential.

MAINTAIN HIGH STANDARDS OF INTEGRITY

- Operate within the laws of cricket and tournament playing conditions and in the spirit of cricket, while encouraging your players to do the same.
- Advocate a sporting environment free of drugs and other performance-enhancing substances within the guidelines of the New Zealand Sports Drug Agency and the World Anti-Doping Code.
- Do not disclose any confidential information relating to players without their written prior consent.

BE A POSITIVE ROLE MODEL FOR CRICKET AND PLAYERS AND ACT IN A WAY THAT PROJECTS A POSITIVE IMAGE OF COACHING

- All players are deserving of equal attention and opportunities.
- Ensure the player's time spent with you is a positive experience.
- Be fair, considerate and honest with players.
- Encourage and promote a healthy lifestyle
- refrain from smoking and drinking alcohol around players.

PROFESSIONAL RESPONSIBILITIES

- Display high standards in your language, manner, punctuality, preparation and presentation.
- Display control, courtesy, respect, honesty, dignity and professionalism to all involved with the tournament. This includes opponents, coaches, officials, administrators, the media, parents and spectators.
- Encourage your players to demonstrate the same qualities.
- Be professional and accept responsibility for your actions.
- You should not only refrain from initiating a sexual relationship with a player, but should also discourage any attempt by a player to initiate a sexual relationship with you, explaining the ethical basis of your refusal.
- Accurately represent personal coaching qualifications, experience, competence and affiliations.
- Refrain from criticism of other coaches and players.

MAKE A COMMITMENT TO PROVIDING A QUALITY SERVICE TO YOUR PLAYERS

- Seek continual improvement through ongoing coach education, and other personal and professional development opportunities.
- Provide players with planned and structured training programmes appropriate to their needs and goals.
- Understand that the development of players at any level is a long term process and this should not be sacrificed for short term gains.
- Seek advice and assistance from professionals when additional expertise is required.
- Maintain appropriate records.

PROVIDE A SAFE ENVIRONMENT FOR TRAINING AND COMPETITION

- Adopt appropriate risk management strategies to ensure that the training and/or competition environment is safe.
- Ensure equipment and facilities meet safety standards.
- Ensure equipment, rules, training and the environment are appropriate for the age, physical and emotional maturity, experience and ability of the players.
- Show concern and caution toward sick and injured players.
- Allow further participation in training and competition only when appropriate.
- Encourage players to seek medical advice when required.
- Provide a modified training programme where appropriate.
- Maintain the same interest and support toward sick and injured players as you would to healthy players.

PROTECT YOUR PLAYERS FROM ANY FORM OF PERSONAL ABUSE

- Refrain from any form of verbal, physical or emotional abuse towards your players.
- Refrain from any form of sexual or racial harassment, whether verbal or physical.
- Do not harass, abuse or discriminate against players on the basis of their sex, sexual orientation, religious or ethical beliefs, race, colour, ethnic origins, employment status, playing ability, disability or distinguishing characteristics.
- any physical contact with players should be appropriate to the situation and necessary for the player's skill development.
- Be alert to any forms of abuse directed towards players from other sources while in your care.

GUIDELINES FOR WORKING WITH CHILDREN

As an adult, it is your responsibility to establish and maintain clear professional boundaries with children and young people in sport. The following protocols provide guidance to those working with children by outlining good practice and establishing boundaries in a range of situations.

- All activities should be appropriate for the age and development of children
- Create a safe and open environment for children and vulnerable adults that also reduces the risk to staff and volunteers
- Always act, and be seen to act, in the child's best interests
- Avoid situations that would lead to questions being raised over motivations and intentions
- Avoid private or unobserved situations with a child. Always have another adult present or at least another player
- Do not intimidate, bully, humiliate, threaten, pressure or undermine a child
- Ensure that all physical contact with children is relevant and appropriate to the activity being undertaken
- Never send children off to train unsupervised or out of sight
- Ensure that language is age appropriate when talking to children
- Ensure that filming or photography of children is appropriate
- Do not engage in communication with a child on a one-on-one basis through social media, texting other than for relevant coach/athlete feedback or administration.
- Ensure that relationships with children clearly take place within the boundaries of a respectful relationship
- Where there are changing rooms always announce when you are entering
- Never shower, bathe or get changed in the same place as children
- Do not ask children to undertake personal jobs or errands
- Do not do drink alcohol in the presence of children and never offer alcohol to children
- Never invite children back to your home
- Never travel alone in a car with a child, if this is not possible have them sit in the back seat

Welfare of Children & Vulnerable Adults Reporting Flowchart

