



## Middlesex Cricket - Code for Volunteers

For the purpose of this document, Middlesex County Cricket Club and Middlesex in the Community shall be referred to as Middlesex Cricket.

This Code of Conduct provides a framework for all volunteers and individuals engaged in regulated activity (coaching, officiating, and supervising) under Middlesex Cricket. It ensures a safe, inclusive, and professional environment for everyone involved in the game.

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### 1. Core Principles

All volunteers are expected to uphold the integrity of the sport by adhering to three core pillars:

- **Safety First:** Prioritising the physical and emotional wellbeing of all participants, particularly children and adults at risk.
- **Inclusion:** Ensuring cricket is a game for everyone, regardless of age, gender, race, religion, sexual orientation, or ability.
- **Integrity:** Acting with honesty, sportsmanship, and respect for the rules of the game.

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### 2. Professional Standards & Behaviour

When representing Middlesex Cricket, volunteers must:

- **Act as Positive Role Models:** Display high standards of behaviour and appearance. Avoid the use of foul language or inappropriate gestures.
- **Respect Officials:** Accept the decisions of umpires and officials without contention or public criticism.
- **Promote Fair Play:** Encourage players to compete within the Spirit of Cricket. Never tolerate "win at all costs" mentalities that compromise safety or ethics.
- **Maintain Boundaries:** Establish and maintain clear, professional boundaries with participants. Avoid unnecessary physical contact or private communication with minors.

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### 3. Safeguarding and Regulated Activity

For those in roles involving frequent contact with children or vulnerable groups:

- **DBS & Compliance:** You must hold a valid, enhanced Disclosure and Barring Service (DBS) check and complete all required safeguarding training.
- **Reporting Concerns:** You have a duty to report any safeguarding concerns immediately to the Club and County Safeguarding Officer (CSO). **Never ignore an allegation.**
- **Supervision:** Always adhere to the ECBs 'Rule of Two' policy when working with children and vulnerable adults.
- **Transportation:** Do not provide transport to children or vulnerable adults unless it is part of a pre-arranged official activity with parental/carer consent.

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### 4. Digital and Social Media

- **Communication:** Use official channels (Spond, Pitchero etc). Do not engage in private messaging or "following" youth players on personal social media accounts. Always adhere to the ECBs social media and communications policy.
- **Imagery:** Do not take or distribute photos/videos of participants without explicit written consent from the club and/or parents and carers.
- **Public Comments:** Do not post content online that could bring Middlesex Cricket into disrepute.

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## 5. Health, Safety, and Substance Use

- **Environment:** Ensure the playing area and equipment are safe before any activity begins.
- **Substance Misuse:** Do not consume alcohol or use tobacco/vaping products while in the presence of minors or while actively performing volunteer duties.
- **Anti-Doping:** Comply with all relevant anti-doping regulations and never encourage the use of prohibited substances.

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## 6. Compliance and Breach of Conduct

Failure to adhere to this Code of Conduct may result in:

1. **A formal warning.**
2. **Suspension** from volunteer duties pending an investigation.
3. **Permanent removal** from Middlesex Cricket activities.
4. **Reporting to the Cricket Regulator** or relevant statutory authorities (in cases of safeguarding or criminal breaches).

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### Safeguarding Contacts:

**County Safeguarding Officer** – Amber Wright [safeguarding@middlesexccc.com](mailto:safeguarding@middlesexccc.com) / 07561 853999  
**Cricket Regulator Safeguarding Team** – [safeguarding@cricketregulator.co.uk](mailto:safeguarding@cricketregulator.co.uk)

### Agreement

*I confirm that I have read, understood, and agree to abide by Middlesex Cricket's Code of Conduct.*

**Name:** \_\_\_\_\_

**Role:** \_\_\_\_\_

**Date:** \_\_\_\_\_

**Signature:** \_\_\_\_\_

**Document Owner:** Amber Wright – County Safeguarding Officer

**Date Reviewed:** April 2026

**Review Due:** April 2029