



## Code of Conduct for Coaches, Managers & Volunteers

All Middlesex Cricket personnel 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 at all time.
- Promote the positive aspects of cricket, e.g. Spirit of Cricket & fair play.
- Encourage all participants to learn the rules, play within them and respect 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 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.
- Hold relevant qualifications and be covered by appropriate insurance as stated in the Middlesex minimum employment criteria (see below).
- 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. Middlesex 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.
- Staff, coaches & volunteers cannot direct 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.
- Middlesex Cricket coaches, managers & volunteers should not link with players U18 years of age involved in Middlesex 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 the Middlesex County Welfare Officer (Sharon Evers [Safeguarding@middlesexccc.com](mailto:Safeguarding@middlesexccc.com) 07557 956354) immediately.
- Report any concerns in relation to Middlesex staff, coaches, managers or volunteers to the Middlesex Cricket Designated Lead Officer for Safeguarding Katie Berry at [Safeguarding@middlesexccc.com](mailto:Safeguarding@middlesexccc.com) or 07768 558082 immediately.

### **Employee / Workforce Safeguarding Standards**

All Middlesex Cricket employees or workforce are required to meet minimum safeguarding standards in relation to the assigned role. Individuals are responsible for keeping all criteria in date and to notify the Designated Safeguard Lead for Middlesex Cricket of any updates or changes. If any of standards are not met, temporary suspension will be enforced until rectified. If employees repeatedly fall below these standards, disciplinary procedures may be pursued.

### **Coaches & Employees with Junior Coaching Responsibilities**

Require the following:

1. Relevant coaching qualification for the player, environment & role.
2. Current Disclosure & Barring System (DBS) vetting check – cricket specific
3. Current Safeguarding & Protecting Children certificate
4. Active member of the ECBCA or appropriate insurance
5. Current First Aid Certificate (which includes emergency aid)

If coaches work in school environments, in addition to the above, the following criteria is required:

6. Middlesex Coaching in Schools Module
7. Disability Inclusion Training

### **Junior Managers, Junior Co-ordinators & Junior Supervisors:**

Require the following:

1. Current Disclosure & Barring System (DBS) vetting check – cricket specific
2. Current Safeguarding & Protecting Children certificate
3. Current First Aid Certificate (which includes emergency aid)



**Code of Conduct for Coaches, Managers & Volunteers** - by signing here, I agree to the points within this code of conduct as outlined above.

Personnel Name:

Personnel Signature:

Date:

Please return this form to:

Katie Berry, Middlesex Cricket Office, Lords Cricket Ground, London NW8 8GN