



Australian Cricket's

POLICY FOR SAFEGUARDING CHILDREN AND YOUNG PEOPLE

ISSUE DATE: AUGUST 2021



LOOKING AFTER OUR KIDS

**IF YOU BELIEVE A CHILD OR YOUNG PERSON IS AT RISK OF IMMEDIATE HARM,
CALL 000 IMMEDIATELY FOR MEDICAL OR POLICE ASSISTANCE**

To report Prohibited Conduct please visit follow the process set out in this Policy or visit
<https://www.cricketaustralia.com.au/about/safeguarding/safeguarding-kids>

PURPOSE

The 'Australian Cricket's Policy for Safeguarding Children and Young People' is endorsed as an Australian Cricket Policy by Cricket Australia, Cricket Victoria, Cricket New South Wales, Queensland Cricket, Cricket Tasmania, Western Australia Cricket Association, South Australian Cricket Association, Northern Territory Cricket and Cricket ACT (and the W/BBL Clubs) and the 2022 ICC Men's T20 World Cup.

This Policy becomes effective and binding from the Issue Date.

Australian Cricket has a vision for cricket to be Australia's favourite sport, and a sport for all Australians.

To achieve this vision, Cricket Australia, the 2022 ICC Men's T20WC and each of the State and Territory Cricket Associations, being Cricket New South Wales, Cricket Victoria, South Australian Cricket Association, Queensland Cricket, Western Australian Cricket Association, Cricket Tasmania, Northern

Territory Cricket and Cricket ACT (and the Big Bash League and Women's Big Bash League Clubs) (the State and Territory Cricket Associations) and our Affiliated Associations and Clubs are committed to ensuring the safety and wellbeing of Children and Young People participating in cricket from community cricket through to pathway programs and Australian Cricket programs and services.

Through 'Australian Cricket's Policy for Safeguarding Children and Young People' Cricket Australia and the State and Territory Cricket Associations (collectively Australian Cricket) aim to provide a safe and nurturing environment for all Children and Young People.

As custodians responsible for cricket's future, we are committed to ensuring others enjoy the rewards of life-long cricket involvement and for this reason seek to support Affiliated Associations and Clubs to provide a safe environment for Children and Young People.

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WHAT IS THE PURPOSE OF THIS POLICY?

All Children and Young People have the right to feel safe and protected from all forms of Child Abuse, Grooming and Sexual Misconduct. Children and Young People have the right to take part in cricket in a safe, positive, and enjoyable environment.

This Policy:

- a) is part of Australian Cricket's ongoing commitment to safeguarding Children and Young People involved in cricket
- b) aims to support the creation of a safe, fair and inclusive environment for all Children and Young People associated with our sport from grassroots to the elite level
- c) seeks to inform everyone who is involved in cricket of their rights and responsibilities in relation to Children and Young People; and
- d) sets out the standards of behaviour expected of Australian Cricket Personnel, Affiliated Associations and Clubs, Australian Cricket Players and Cricket Participants.

This Policy has been endorsed by the boards of directors of Australian Cricket.

WHO DOES THIS POLICY APPLY TO?

This Policy applies to:

- a) Australian Cricket;
- b) Affiliated Associations and Clubs;
- c) Australian Cricket Personnel;
- d) Cricket Participants (including Affiliated Association or Club registered players who have agreed to be bound by this Policy); and
- e) Australian Cricket Players.

Australian Cricket is committed to safeguarding Children and Young People. In order to be an "Affiliated Association or Club", an association or club must adopt and implement this policy.

Affiliated Associations and Clubs are responsible for applying this Policy and the Australian Cricket "Looking After our Kids" Code of Behaviour for Affiliated Associations and Clubs in relation to their Cricket Participants, members, and other participants. Affiliated Clubs and Associations should publish, distribute and promote this Policy and the Australian Cricket "Looking After our Kids" Code of Behaviour for Affiliated Associations and Clubs to their Cricket Participants, members, and other participants.

AUSTRALIAN CHILD PROTECTION LEGISLATION

This Policy acknowledges that child protection laws that apply to Australian Cricket and Affiliated Associations and Clubs vary between the States and Territories (**Australian Child Protection Legislation**).

In addition to the requirements of this Policy, Australian Cricket will comply with all obligations under Australian Child Protection Legislation (as applicable in each jurisdiction).

Australian Cricket requires Affiliated Associations and Clubs to understand and comply with their obligations under Australian Child Protection Legislation.

AUSTRALIAN CRICKET'S COMMITMENT TO SAFEGUARDING CHILDREN AND YOUNG PEOPLE

Australian Cricket is committed to providing a safe environment for all Children and Young People involved in cricket. We communicate this commitment through the Australian Cricket's Statement of Commitment to Safeguarding Children and Young People. The Statement is set out in **Annexure A** and also be found online at: <https://www.cricketaustralia.com.au/about/safeguarding>.

PROHIBITED CONDUCT

Australian Cricket Personnel, Australian Cricket Players and Cricket Participants must not engage in any conduct that may adversely impact on the safety and wellbeing of Children and Young People, including (but not limited to):

- a) Child Abuse;
- b) Grooming;
- c) Sexual Misconduct;
- d) accessing, downloading, storing or distributing any form of child pornography;
- e) any other inappropriate conduct (including conduct that is that is objectively age inappropriate) that places the Child or Young Person at risk of harm; or
- f) engaging in any attempt to breach 5(a) – (e).



AUSTRALIAN CRICKET'S EXPECTATIONS FOR SAFEGUARDING CHILDREN AND YOUNG PEOPLE

Australian Cricket Personnel, Australian Cricket Players and Cricket Participants must:

- (a) immediately report concerns or allegations of Prohibited Conduct that involve a Child or Young Person involved in cricket, and/or any Australian Cricket Personnel, Affiliated Association or Club, Australian Cricket Player or Cricket Participant, in accordance with this Policy;
- b) respond to any complaints or allegations of Prohibited Conduct that they receive in a confidential, timely and appropriate manner and in compliance with this Policy;
- c) cooperate with any Police or Government Agencies and/or Australian Cricket in respect of any investigation into allegations of Prohibited Conduct connected to a Child or Young Person involved in cricket, Australian Cricket and/or Affiliated Associations and Clubs (this may include answering questions, making a statement or giving evidence at a hearing);
- d) be respectful of Children and Young People and their views and facilitate opportunities for Children and Young People to influence decision making processes and provide feedback;
- e) consider the needs of all Children and Young People, particularly Aboriginal and Torres Strait Islander Children or Young People, Children or Young People with a disability or different developmental needs, LGBTQ+ Children or Young People, and Children or Young People from culturally and linguistically diverse backgrounds;
- f) protect the privacy of Children and Young People and their families and comply with the Australian Cricket Privacy Policy and all applicable privacy laws, including under the *Privacy Act 1988* (Cth) (noting that they may be required to disclose information to the Police or Government Agencies (**Annexure E** to this Policy) where the safety and wellbeing of a Child or Young Person is at risk);
- g) adhere to all relevant policies and processes concerning the care and safeguarding of Children and Young People, including this Policy and the Australian Cricket "Looking After our Kids" Code of Behaviour;
- h) provide true and accurate information during recruitment and screening processes;
- i) understand all obligations including mandatory reporting requirements under relevant Australian Child Protection Legislation;
- j) support Children, Young People and their families (including as directed by Australian Cricket) in the event that a Child or Young Person is subject to Prohibited Conduct whilst participating in an Australian Cricket program or service. This may include the need to attend debriefing sessions.

AUSTRALIAN CRICKET'S CODE OF BEHAVIOUR

Australian Cricket Personnel, Australian Cricket Players and Cricket Participants must at all times act in accordance with the Australian Cricket Codes of Behaviour (as relevant) found at: www.cricketaustralia.com.au/about/safeguarding including the Australian Cricket "Looking After our Kids" Code of Behaviour.

The Australian Cricket "Looking After our Kids" Code of Behaviour sets out the expectations or acceptable behaviour for Australian Cricket Personnel, Australian Cricket Players and Cricket Participants when interacting with Children or Young People, including with respect to:

- a) sexual misconduct;
- b) guidance, discipline and appropriate use of language;
- c) acting appropriately to your role;
- d) use of electronic or online communications;
- e) filming or taking photographs of Children and Young People;
- f) livestreaming matches involving Children and Young People;
- g) appropriate physical contact;
- h) overnight stays and sleeping arrangements;
- i) change room arrangements;
- j) giving gifts;
- k) use of, possession or supply of alcohol or drugs; and
- l) transportation, pick-up and collection of Children and Young People.

AUSTRALIAN CRICKET'S SCREENING

Australian Cricket is committed to taking appropriate steps in the recruitment of Australian Cricket Personnel to ensure that individuals engaged by Australian Cricket do not pose a risk to Children and Young People. Australian Cricket will undertake the steps outlined in **Annexure C** to ensure the safety and wellbeing of Children and Young People.

Australian Cricket encourages Affiliated Associations and Clubs to adopt the steps in **Annexure C** in the recruitment and appointment of the following roles:

- directors;
- committee members;
- officers;
- employees;
- volunteers;
- contractors;
- consultants;
- coaches;
- umpires or other match officials;
- videographers or video editors involved in livestreaming of matches involving Children and Young People;
- Cricket Blast coordinators;
- team support staff;
- parents who hold specific roles within the Affiliated Associations or Club (including regular scorers); and
- any other Cricket Participant role that is likely to interact with Children or Young People as part of that role.

The procedures set out in **Annexure C** must be adhered to by Australian Cricket for applicants and appointees for positions or roles within Australian Cricket where the Australian Cricket Personnel or Australian Cricket Player:

- a) will or will likely travel with Children and Young People;
- b) will or will be likely to have contact or interact with Children and Young People; and/or
- c) require a Working with Children Check (or equivalent) by law.

In addition to the procedures set out in **Annexure C**, Australian Cricket must at all times comply with State and Territory legislation regarding Working with Children Checks (or equivalent) and any other legislation relevant to the protection of children. Where there is inconsistency between this Policy and the State and Territory legislation, the State and Territory legislation will prevail to the extent of higher obligations under State and Territory legislation.



RESPONSIBILITIES WITHIN AUSTRALIAN CRICKET

Every Australian Cricket Personnel, Australian Cricket Player and Cricket Participant has a responsibility to safeguard Children and Young People. In order to deliver Australian Cricket's Policy for Safeguarding Children and Young People, Australian Cricket, Affiliated Associations and Clubs, Australian Cricket Personnel, Australian Cricket Players and Cricket Participants must ensure that they understand their responsibilities in respect of this Policy:

CRICKET AUSTRALIA

- Establish, distribute and promote Australian Cricket policies and Codes of Behaviour relating to the safety and wellbeing of Children and Young People
- Ensure visibility of Australian Cricket's Commitment to Safeguarding Children and Young People
- Ensure that all Australian Cricket Personnel and Australian Cricket Players engaged or appointed by Cricket Australia are aware of Australian Cricket policies and Codes of Behaviour relating to the safety and wellbeing of Children and Young People
- Regularly review Australian Cricket policies and Codes of Behaviour relating to the safety and wellbeing of Children and Young People
- Conduct awareness training and provide guidance to State and Territory Cricket Associations
- Ensure that induction of new Australian Cricket Personnel includes training and education on Australian Cricket policies and Codes of Behaviour relating to the safety and wellbeing of Children and Young People
- Promote the rights of Children and Young People, and engage with Children and Young People
- Ensure open dialogue between Australian Cricket and Affiliated Associations and Clubs to ensure visibility of issues and support relating to the safety and wellbeing of Children and Young People
- Support State and Territory Cricket Associations and Affiliated Associations and Clubs through any instance or allegation of Prohibited Conduct
- Report any instances or allegations of Prohibited Conduct in accordance with the process set out in this Policy



STATE AND TERRITORY CRICKET ASSOCIATIONS

- Ensure that all Australian Cricket Personnel and Australian Cricket Players within the State and Territory Cricket Association are aware of Australian Cricket policies and Codes of Behaviour relating to the safety and wellbeing of Children and Young People
- Distribute and promote Australian Cricket policies and Codes of Behaviour relating to the safety and wellbeing of Children and Young People
- Ensure visibility of **Australian Cricket's Commitment to Safeguarding Children and Young People**
- Participate in awareness training and guidance from Cricket Australia regularly
- Encourage Affiliated Associations and Clubs to adopt and implement Australian Cricket policies and Codes of Behaviour relating to the safety and wellbeing of Children and Young People
- Ensure that induction of new Australian Cricket Personnel at the State and Territory Cricket Association includes training and education on Australian Cricket policies and Codes of Behaviour relating to the safety and wellbeing of Children and Young People
- Promote the rights of Children and Young People, and engage with Children and Young People
- Ensure open dialogue between Cricket Australia, State and Territory Cricket Associations and Affiliated Associations and Clubs to ensure visibility of issues and support relating to the safety and wellbeing of Children and Young People
- Provide support to the Affiliated Associations and Clubs
- Report any instances or allegations of Prohibited Conduct in accordance with the process set out in this Policy

AFFILIATED ASSOCIATIONS AND CLUBS

- Strive to ensure that all Cricket Participants understand and are aware the Australian Cricket policies and Codes of Behaviour relating to the safety and wellbeing of Children and Young People
- Implement any Codes of Behaviour, including any procedures of the Affiliated Association and Clubs relating to the safety and wellbeing of Children and Young People
- Ensure visibility of **Australian Cricket's Commitment to Safeguarding Children and Young People**
- Promote the rights of Children and Young People and engage with Children and Young People
- Report any instances or allegations of Prohibited Conduct in accordance with the process set out in this Policy

PROCEDURE FOR HANDLING COMPLAINTS AND ALLEGATIONS OF PROHIBITED CONDUCT

All persons involved in our game play a crucial role in protecting Children and Young People and must follow the process set out in **Annexure B** when making or responding to any complaints or allegations of Prohibited Conduct.

DEFINITIONS

For the purpose of this Policy and unless the context otherwise requires (or if State and Territory legislation differs in definition requiring a higher standard):

Affiliated Associations and Clubs means any cricket association or club that has agreed to be bound by this Policy.

Australian Cricket Personnel means:

- directors and officers of Cricket Australia, the 2022 ICC Men's T20 World Cup, the State and Territory Cricket Associations or W/BBL Club;
- Employees, including match officials appointed by Cricket Australia;
- contractors and consultants engaged by Cricket Australia, the State and Territory Cricket Associations, the 2022 ICC Men's T20 World Cup or a W/BBL Club under a Contractor Agreement, Consultancy Agreement or other Agreement to this effect;
- Australian Cricket Player Support Personnel;
- board and/or committee members of Cricket Australia, the State and Territory Cricket Associations, the 2022 ICC Men's T20 World Cup, or a W/BBL Club; and
- volunteers of Cricket Australia, State and Territory Cricket Associations, the 2022 ICC Men's T20 World Cup or a W/BBL Club under a Volunteer Agreement or other Agreement (whether or not that Agreement is writing or not) to this effect.

Australian Cricket means Cricket Australia, the 2022 ICC Men's T20 World Cup, and all State and Territory Cricket Associations (including the Big Bash League and Women's Big Bash League Clubs) as follows, Cricket ACT, Northern Territory Cricket, Cricket New South Wales, Queensland Cricket, South Australian Cricket Association, Cricket Tasmania, Cricket Victoria and Western Australia Cricket Association.

W/BBL Clubs means Adelaide Strikers, Brisbane Heat, Hobart Hurricanes, Melbourne Renegades, Melbourne Stars, Perth Scorchers, Sydney Sixers and Sydney Thunder (both men's and women's teams).

Child and Young Person means a person under the age of 18 that participates or is involved in any program or services delivered by Australian Cricket or an Affiliated Association or Club, and **Children and Young People** and **Children or Young People** have corresponding meanings.

Child Abuse means the mistreatment of a Child or Young Person that harms, is harming or is likely to harm or endanger the Child or Young Person's physical and/or emotional health, safety, development or wellbeing and includes (whether in person or online):

BULLYING	When a person or group repeatedly and intentionally uses words, actions or inappropriate power against a person or group that causes distress, physical and/or psychological harm to their wellbeing.
EMOTIONAL AND/OR PSYCHOLOGICAL ABUSE	Any act involving confinement, isolation, verbal assault, humiliation, intimidation, control, or other treatment that may diminish the sense of identity, dignity and self-worth of an individual. This may include repeated rejection or threats, constant criticism, teasing, ignoring, threatening, yelling, ridiculing, intentional exclusion or harmful training methods.
EXPOSURE TO FAMILY VIOLENCE	Any abusive behaviour used by a person in a relationship to gain or maintain control over their partner or ex-partner, dependents or other family members, including any behaviour that causes fear and physical and/or psychological harm, to which a Child or Young Person is exposed.
HARASSMENT	Any unwelcome behaviour that offends, humiliates or intimidates another person and is reasonably likely to cause harm to the person who is the subject of the harassment.

PHYSICAL ABUSE	When a person subjects another person to deliberate physically aggressive acts, such as, hitting, slapping, throwing, punching, biting, kicking or striking a person with an object.
NEGLECT	The persistent or deliberate failure or denial to meet a Child or Young Person's basic needs, including the failure to provide adequate food, clothing, shelter, adequate supervision, clean water, medical attention, or supervision to the extent that the Child or Young Person's health and development is or is likely to be harmed, whether the neglect is physical, medical, emotional or educational neglect in nature or takes the form of abandonment.
SEXUAL ABUSE	When an adult or person in authority (i.e. older, or younger but more physically or intellectually developed) involves a Child or Young Person in sexual activity or exposes them to matter or communications of a sexual nature. Behaviours may include making sexual comments to a Child or Young Person, engaging the Child or Young Person in sexual conversations online or in person, kissing, touching a Child or Young Person's genitals or other inappropriate touching of a Child or Young Person, oral sex or intercourse with a Child or Young Person, encouraging the Child or Young Person to view pornographic materials (whether that be online, magazines, videos) or engaging a Child or Young Person in sexual conversations (whether online or other forms of communication).
SEXUAL EXPLOITATION	A form of Sexual Abuse that occurs when: <ol style="list-style-type: none"> A Child or Young Person is forced into or involved in sexual activities that are then unlawfully recorded in some way, or recorded without the consent of one or more parties, or used to produce child sexual abuse material. Such material can be in the form of photographs or videos, whether published or circulated on the internet or social media; or A Child or Young Person is encouraged to view pornographic videos, websites, or images, or engaged to participate in sexual conversations over social media or otherwise.
SEXUAL HARASSMENT	Any unwanted, unwelcome or invited behaviour of a sexual nature, which could make a person feel humiliated, intimidated or offended, including unwanted physical contact, verbal remarks, jokes, sharing of inappropriate pornographic or offensive material either in person, online, through social media or other modes of communication.

