



Code of Behaviour for Affiliated
Associations, Clubs and Indoor Centres

LOOKING AFTER OUR KIDS

ISSUE DATE: AUGUST 2022



LOOKING AFTER OUR KIDS

PURPOSE

Australian Cricket, comprising Cricket Australia and each of the State and Territory Cricket Associations, seeks to provide a safe, fair and inclusive environment for everyone involved in Australian Cricket and those participating in programs and services delivered by Affiliated Associations, Clubs and Indoor Centres.

This includes providing everyone involved in Australian Cricket and in our sport, including Children and Young People, with a positive and enriching sporting environment that promotes their participation and development in the sport.

Australian Cricket is committed to safeguarding everyone involved in our sport including Affiliated Associations, Clubs and Indoor Centres to safeguard Children and Young People in their care.

Part of this commitment to Children and Young People in our sport means that we are inclusive of those from a range of different backgrounds. This includes but is not limited to:

- Aboriginal and Torres Strait Islander Children and Young People;
- Children and Young People with a disability;
- LGBTQ+ Children and Young People; and
- Children and Young People from culturally and linguistically diverse backgrounds.

Australian Cricket's Looking After Our Kids Code of Behaviour aims to identify and prevent behaviour that may be harmful to Children and Young People in our sport.

Developed to protect Children and Young People engaged in cricket, Australian Cricket's Looking After Our Kids Code of Behaviour for Australian Cricket Personnel has been formally approved and endorsed by the board of Cricket Australia, the board of the 2022 ICC Men's T20 World Cup, and the board of each of the State and Territory Cricket Associations.

Australian Cricket's Looking After Our Kids Code of Behaviour for Affiliated Associations, Clubs and Indoor Centres must be endorsed by any Affiliated Association or Club that has agreed to be bound by Australian Cricket's Policy for Safeguarding Children and Young People.

Australian Cricket considers a failure to observe this Code of Behaviour as misconduct, and will take appropriate disciplinary action in accordance with Australian Cricket's Policy for Safeguarding Children and Young People. In addition to any internal disciplinary proceedings, all matters that involve or may involve a breach of the law that are referred to Australian Cricket will be reported to the police and any other Government Agency.

There may be exceptional situations where this Code of Behaviour does not apply, for example, in an emergency situation. However, it is crucial that, where possible, you seek authorisation from the Nominated Supervisor or Person in Authority, prior to taking action that contravenes this Code of Behaviour or that you advise the Nominated Supervisor or Person in Authority as soon possible after any incident in which this Code of Behaviour is breached.

Capitalised words within this document have the meaning as set out in Australian Cricket's Policy for Safeguarding Children and Young People.

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AUSTRALIAN CRICKET
REQUIRES CERTAIN
STANDARDS OF
BEHAVIOUR OF ALL
PERSONS INVOLVED
IN OUR SPORT.

KEY REQUIREMENTS

Australian Cricket's Looking After our Kids Code of Behaviour is underpinned by the following core values:

- to act within the rules and spirit of our sport, including the Spirit of Cricket;
- to display respect and courtesy towards everyone involved in our sport and prevent discrimination and harassment;
- to prioritise the safety and well-being of Children and Young People involved in our sport;
- to report any behaviour which is in breach of this Code of Behaviour to help prevent the abuse of Children and Young People in our sport; and
- to encourage and support opportunities for participation in all aspects of our sport.

We endorse and approve this Australian Cricket's Looking After Our Kids Code of Behaviour for Affiliated Associations, Clubs and Indoor Centres.

DATE	5/10/2022
AFFILIATED ASSOCIATION OR CLUB NAME	RIVERSIDE CRICKET CLUB
ENDORSED BY CLUB PRESIDENT	NAME: Shane Doyle
ENDORSED BY AFFILIATED ASSOCIATION OR CLUB SECRETARY/ COMMITTEE MEMBER	NAME: Brett Money
NOMINATED SUPERVISOR OR PERSON IN AUTHORITY AS APPROVED BY THE AFFILIATED ASSOCIATION OR CLUB (EG – JUNIOR COORDINATOR, CLUB PRESIDENT) EG – Junior Coordinator, Club President etc. INSERT AS APPLICABLE	NAME: Kristy Doyle PHONE: 0412 888 296 EMAIL: juniors@riversidecricketclub.com.au
OUR CHILD SAFETY OFFICER AND/OR MEMBER PROTECTION INFORMATION OFFICER/S ARE	NAME: Elliot Smale PHONE: 0418 361 223 EMAIL: ejsmale@hotmail.com
	NAME:
	PHONE:
	EMAIL:
	NAME:
	PHONE:
	EMAIL:

ACKNOWLEDGEMENT



Prior to the commencement of each cricket season, Affiliated Associations, Clubs and Indoor Centres will seek that all of their Cricket Participants provide written confirmation that they acknowledge and agree to be bound by Australian Cricket's Looking After Our Kids Code of Behaviour for Affiliated Associations, Clubs and Indoor Centres. This acknowledgment can be provided online or in hard copy, for example:

- by including this acknowledgment in the Affiliated Association or Club's registration processes (see Item 6 of the Checklist for Adoption of Australian Cricket's Policy for Safeguarding Children and Young People); or
- by requiring Cricket Participants to complete an online form or provide email confirmation; or
- by requesting that each Cricket Participant sign and return a copy of Australian Cricket's Looking After Our Kids Code of Behaviour Acknowledgment Form for Cricket Participants to the Affiliated Association or Club (you can find this form at <https://www.cricketaustralia.com.au/about/safeguarding/safeguarding-kids>).



AUSTRALIAN CRICKET'S LOOKING AFTER OUR KIDS CODE OF BEHAVIOUR

Australian Cricket's Looking After Our Kids Code of Behaviour details the expectations of acceptable behaviour of all persons who are responsible for the care and wellbeing of Children and Young People in our sport.

All persons must:

1. ensure all Children and Young People participating in cricket feel safe, included, encouraged and supported.
2. use positive guidance strategies to ensure that Children and Young People are respected and treated fairly, giving positive and constructive feedback rather than negative criticism. If an individual is required to discipline a Child or Young Person, they must ensure that appropriate techniques are used with the safety and wellbeing of the Child or Young Person being considered.
3. put the welfare of Children and Young People first by encouraging a constructive environment where healthy competition, skill development, fun and achievement are promoted.
4. promote good sportsmanship by encouraging Children and Young People to be considerate of players, officials and volunteers.
5. ensure that physical contact with a Child or Young Person is appropriate for delivery of the program or services such as skill development or correction, fitting equipment or to provide comfort or support.
6. use appropriate language and communication techniques when dealing with Children and Young People, providing clear direction, guidance and avoiding language that is:
 - a. discriminatory, racist, sexist, homophobic, biphobic or transphobic;
 - b. derogatory, belittling, negative, sexual, profane or offensive; or
 - c. intended to threaten or be harmful to the Child or Young Person.
7. avoid one-on-one unsupervised contact with Children and Young People at all times.
8. ensure change room and accommodation arrangements are appropriately considered to allow for suitable supervision while recognising the privacy of Children and Young People.
9. not take photos, videos or other recordings (including livestreaming) of Children and Young People without the prior consent of their parent or guardian. Any photos, videos or other recordings must be in connection with the Child or Young Person's participation in our sport.
10. not seek to or contact Children or Young People outside contact that is required as part of the scope of the individual's role in our sport.
11. not engage in inappropriate conversations in the presence of Children and Young People, including communication on social media, email or mobile phone.
12. not supply alcohol or drugs to Children or Young People or be under the influence of alcohol or drugs when in the presence of Children and Young People.





SEXUAL MISCONDUCT

Under no circumstances is any form of 'sexual behaviour' to occur between, with, or in the presence of, Children or Young People. Engaging in sexual behaviour while participating in our sport is prohibited even if the Young Person/s involved may be above the legal age of consent.

'Sexual behaviour' encompasses all actions that would reasonably be considered to be sexual in nature, including but not limited to:

- 'contact behaviour', such as sexual intercourse, kissing, fondling, sexual penetration or exploiting a Child or Young Person through prostitution; and
- 'non-contact behaviour', such as flirting, sexual innuendo, inappropriate text messaging, inappropriate photography or exposure to pornography or nudity.



POSITIVE GUIDANCE AND DISCIPLINE

Australian Cricket strives to ensure that Children and Young People participating in our sport are aware of the acceptable limits of their behaviour so that we can provide a positive experience for all participants.

However, Australian Cricket acknowledges that there are times when an individual may be required to use appropriate techniques and behaviour management strategies to ensure:

- an effective and positive environment; and
- the safety and/or wellbeing of Children, Young People or personnel participating in our sport.

All persons involved in our sport must use strategies that are fair, respectful and appropriate to the developmental stage of the Children or Young People involved. All Children and Young People need to be provided with clear directions and given an opportunity to redirect their misbehaviour in a positive manner.

Under no circumstances are persons involved in our sport to take disciplinary action involving physical punishment or any form of treatment that could reasonably be considered as degrading, cruel, frightening, humiliating or discriminatory.



ACTING APPROPRIATELY TO YOUR ROLE

All persons involved in our sport must act within the scope of their duties (as determined by their role within their Affiliated Association or Club) when involved in our sport.

Without express authorisation from a Nominated Supervisor or Person in Authority, all persons must not:

- provide unauthorised transportation to a Child or Young Person (see Transporting Children for further information);
- engage in activities with Children or Young People who are participants and members of our sport outside cricket programs and services;
- engage in open discussions of a mature, adult or inappropriate nature in the presence of Children or Young People;
- provide any form of support to a Child or Young Person or their family, unrelated to their role or our sport (for example, financial assistance, babysitting, providing accommodation), unless there is an existing social, personal or family relationship where providing such support would be appropriate in the circumstances;
 - not seek contact with Children or Young People (or former participants) outside our sport, including through online and social media;
 - take or store photos or footage of Children or Young People except in accordance with this Code of Behaviour;
 - exhibit any type of favouritism towards a Child or Young Person;
 - give gift/presents to Children or Young People other than the provision of official awards or with the consent of the Child or Young Person's parent or guardian;
 - not involve themselves in a Child or Young Person's private matters, including family matters, unless the Child or Young Person is at risk of harm; or
 - not, where there is no existing social, personal or family relationship prior to engaging in services in our sport, accept an invitation to attend any private social function at the request of a Child or Young Person who has participated, or is participating, in our sport – or at the request of their family.

Any person that becomes aware of a situation in which a Child or Young Person requires assistance that is beyond the confines of that person's role, or beyond the sporting environment, should undertake any or all of the following at the earliest opportunity:

- refer the matter to an appropriate support agency
- refer the Child or Young Person to an appropriate support agency;
 - contact the Child or Young Person's parent or guardian; and/or
 - seek advice from the Nominated Supervisor or Person in Authority or State or Territory Association.



USE OF LANGUAGE AND TONE OF VOICE

Language and tone of voice used in the presence of Children and Young People should:

- provide clear direction, boost their confidence, encourage or affirm them;
- not be harmful to Children or Young People – in this respect, all persons should avoid language that is:
- discriminatory, racist, sexist, homophobic, biphobic or transphobic;
- derogatory, belittling or negative, for example, by calling a child a 'loser' or telling them they are 'too fat';
- intended to threaten or frighten; or
- profane or sexual.



SUPERVISION

Children and Young People participating in Affiliated Association or Club programs and services must always be supervised. Supervision must be constant, active, and diligent and requires supervisors to always be in a position to observe each Child or Young Person, respond to individual needs, and immediately intervene if necessary. All persons are responsible for supervising the Children and Young People engaged in our sport to ensure those participants:

- engage positively with our sport;
- behave appropriately toward one another; and
- are in a safe environment and are protected from external threats.

One-to-one unsupervised situations with Children and Young People, should be avoided, however some services and programs may involve such circumstances (e.g. medicine and physical therapy) and in this case, these situations will need to be identified and recorded by the Affiliated Association or Club.

Incidents of one-to-one unsupervised contact should be immediately reported to the Affiliated Association or Club within 24 hours of the incident occurring.



USE OF ELECTRONIC OR ONLINE COMMUNICATIONS

All email, text messages and other messages, including group/team messages sent to a Child or Young Person should include their parent or guardian as well as to a Nominated Supervisor or Person in Authority (or other contact nominated by the Affiliated Association or Club) of the Affiliated Association or Club.

Communication must:

- be restricted to issues directly associated with delivering our sport, such as advising that a scheduled event is cancelled;
- personal or social content limited only to convey the message in a polite, and friendly manner. In particular;
- not include anything that may be perceived as being sexual in nature;
- not be used to promote unauthorised 'social' activity or to arrange unauthorised contact;
- not include a request for a Child or Young Person to keep a communication a secret from their parents; and
- not include a request to 'add as a friend', 'follow' or communicate with Children or Young People using Facebook, Instagram, Twitter, Twitch, Snapchat, TikTok (or other social networking sites), Internet chat rooms or similar forums, game sites or instant messaging, other than MyCricket Messenger.



GIVING GIFTS

Other than the provision of official awards, gifts may only be given to Children and Young People involved in our sport, with the consent of their parents and guardians.



PHOTOGRAPHS AND FOOTAGE OF CHILDREN AND YOUNG PEOPLE

Subject to the Australian Cricket Ticket and Entry Conditions or engagement of Children and Young People by Australian Cricket for the promotion of Australian Cricket Programs and Services governed by a separate agreement with a Child or Young Person (and their parent or guardian), under this Code of Behaviour:

- Children and Young People are to be photographed or filmed while involved in our sport only if:
 - the Child or Young Person's parent or guardian has provided prior written approval for the photographs to be taken or the footage to be captured/streamed – this consent can be obtained by digital or hard copy consent form (you can use the **Australian Cricket's Looking After Our Kids Image Consent and Release Form** or **Australian Cricket's Looking After Our Kids Action Plan Livestreaming Consent and Release Form** for livestreaming, as a template) or by electronic message such as email or SMS.
 - the context is directly related to participation in our sport;
 - the child is appropriately dressed and posed;
 - the image/footage is taken in the presence of other colleagues or personnel.
- Images/footage should not be distributed (including as an attachment to an email) to anyone outside the Affiliated Association and Club other than the child photographed/filmed or their parent, without knowledge and approval of the Nominated Supervisor or Person in Authority;
- Images (digital or hard copy) and footage are to be stored in a manner that prevents unauthorised access by others and will be destroyed or deleted when they are no longer required; and
- Images/footage are not to be exhibited/streamed on our website or in publications (annual report) without the parent or guardian's knowledge and approval (by obtaining written consent (this can be through an online, written or digital image consent form), or such images/footage must be presented in a manner that de-identifies the Child or Young Person.

Clubs and Affiliated Associations should note that publishing images of Children and Young People who are involved in court proceedings may result in criminal charges.

See "Livestreaming matches involving Children and Young People" for guidance in managing risks associated with Livestreaming matches involving Children and Young People.