



## **Code of Conduct for Capel Cricket Club Members and Guests**

Capel cricket club is proud to be a sociable club that recognises the right of individual members to speak freely.

The club has no intention to restrict these rights however it expects all members to be polite at all times and follow the guidelines in this code of conduct. We want you to enjoy the club and have lots of fun whether you are a playing member or a social member.

Remember the officials are all volunteers and give many hours to ensure the smooth running of the club and as such deserve to be treated with respect.

Individual comments in person or on any social media site can reflect badly on the club and as everybody has different limits can be taken as personal and be harmful. Capel cricket club will not tolerate unkind, rude, belittling or bullying behaviour and will follow our disciplinary policy if such behaviour is reported to or seen by, the committee.

### **Guidelines on conduct**

Do NOT openly criticise the team or any team mates performance in person or on any social media.

Do NOT disrespect the role of the team captain including openly criticising decisions on aspects of team selection and match day tactics e.g. batting and bowling order decisions.

The team captains are all volunteers and put in many free hours to ensure the smooth running of the club and as such deserve respect from all.

Do NOT post comments which may undermine the unity of the team or the good standing of the club.

Do NOT post comments which are detrimental to the interests of the club, the game of cricket, or any club individual or that bring the club, the game of cricket or any individual into disrespect, (that is damage their reputation).

Always respect the rights, dignity and worth of every person within the context of cricket whatever their abilities.

Always 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.

Do not condone, or allow to go unchallenged, any form of discrimination if witnessed.

Always display high standards of behaviour and promote the positive aspects of cricket, for example fair play.

Always encourage all participants to learn the Laws and Rules, and play within them, always respecting the decisions of match officials.

Actively discourage unfair play, rule violations, and arguing with match officials.

Recognise good performance not just match results.

Always place the well-being and safety of all above the development of performance.

Ensure activities are appropriate for the age, maturity, experience and ability of the individual and be encouraging and helpful to new or less able players. Never embarrass a player because of their performance.

Always follow ECB guidelines set out in 'Safe Hands - Cricket Policy for Safeguarding Children' and any other relevant guidelines.

Members and guests include all members and officers of Capel Cricket Club and all guests of those members and officers, as well as all individuals who watch/attend/participate/officiate in matches hosted by the club in whatever capacity.

*In addition to all the above, all club officers and appointed volunteers will:*

- Have been appropriately vetted if required.
- Hold relevant qualifications and be covered by the appropriate insurance.
- Always work in an open environment (i.e. avoid private, or unobserved situations and encourage an open environment) This includes the online world, club officers and volunteers are discouraged from online electronic communication with children, any communication should be via parents.

- Inform players and parents of the requirements of cricket.
- Know and understand the ECB 'Safe Hands – Cricket Policy for Safeguarding Children'.
- Develop an appropriate working relationship with young players, based on mutual trust and respect.
- Ensure physical contact is appropriate and is carried out within recommended guidelines with the young players' full consent and approval.
- Not engage in any form of sexually related contact with a young player. This is strictly forbidden, as is sexual innuendo, flirting or inappropriate gestures and terms. The ECB adopts the Home Office guidelines. These recommend 'people in positions of trust and authority do not have sexual relationships with 16-17 year olds in their care.
- Attend appropriate training to keep up to date with their role, especially with respect to the safeguarding of children.