

# Kemsing Cricket Club

Sir Mark Collett Pavilion  
Heaverham Road, Kemsing, TN15 6NE  
Tel: 01732 762865

## **Kemsing Cricket Club Child Welfare Policies**

### **Kemsing Cricket Club (the Club) Guidelines on Changing Rooms and Showering Facilities**

1. Most cricket clubs do not have separate changing facilities for adults children, therefore adults and children will need to share a changing facility. The Club must therefore have consent from the parents that their child can share a changing room with adults in the club.
2. If children are uncomfortable changing or showering at the Club, there is no pressure placed on them to do so. They can do this at home
3. Mixed gender teams will have access to separate male and female changing rooms.
4. Mobile phones must not be used in changing rooms

### **Kemsing Cricket Club Policy on transport to and from matches and training**

1. Parents/Carers are responsible for the safe delivery and collection of their child for matches or training. Information relating to all planned away fixtures or competitions are provided to Parents/Carers by means of the fixture card.
2. Coaches and Club Staff will be responsible for the Children in their care when on the Club premises or on arrival at opponents' cricket grounds
3. It is not the responsibility of the Coach or Team Manager to transport, or arrange to transport, the children to and from the Club or match. However, if transport is not available from the Parents/Carers, the Team Captain of the Club may adopt the role of Carer and make individual arrangements with parents to transport U18 players to matches
4. The Club must receive permission from Parents/Carers for children to participate in all competitions and away fixtures/events

### **Kemsing Cricket Club Photography and Video Camera Policy**

1. Photographs/images will not to be taken at matches or training without the prior permission of the parents/carers of the children. This permission can be given by proxy by the coach of each team only after parental consent for this has been granted. The coach must arrange this prior to attending matches.
2. The children will be informed that a person will be taking photographs.
3. The children will be informed that if they have concerns they can report these to the coach or team manager.
4. Concerns regarding inappropriate or intrusive photography will be reported to the Club Welfare Officer and recorded in the same manner as any other child protection concern.

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## **Kemsing Cricket Club Policy on Managing Children Away from the Club**

The Team Captain will communicate the following information to Parent(s):

1. Where the trip is to – date, venue, times of departure and return
2. Meeting and dropping off points if appropriate
3. Kit /equipment requirements
4. Cost implications
5. Arrangements for food and drink
6. Ensure they have a written copy of the relevant emergency contact details and any medical information with them during the away trip, for all children who are taking part in the trip for whom they have a duty of care

## **Kemsing Cricket Club Missing Child Guidelines**

If an U18 within the responsibility of the club goes missing, the following actions will be taken:

1. Other children will be looked after appropriately while there is a search for the child concerned.
2. The child's parents will be informed if they are present at the event, or an appropriate person will telephone them and advise them of the concern.
3. All available responsible adults will be organised by areas to be searched.
4. The area in which the child has gone missing will be searched including changing rooms, toilets, public and private areas and the club grounds.
5. All those searching will report back to a nominated adult at a specific point.
6. This nominated person will remain at this specific reference point and will be making a note of the events, including detailing a physical description of the child including approx. height, build, hair and eye colour as well as clothing the child was wearing and where / when they were last seen, as this will be required by the police. If the search is unsuccessful then the concern will be reported to the police
7. A report will go to the police no later than 20 minutes after the child's disappearance is noted, even if the search is not complete.
8. If the police recommend further action before they get involved, their guidance will be followed .
9. If the police act upon the concern the Club always be guided by them in any further actions to take.
10. At any stage when the child is located, all adults involved will be informed including the parents, searchers and police if they are by then involved.
11. All missing child incidents will be notified at the very earliest opportunity to the Club WO, who must immediately notify the County WO, and they must then notify the ECB CPT.

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## **Kemsing Cricket Club Policy for the selection of young players in adult cricket**

1. Making the step up from junior to adult cricket is a significant event in any player's cricket experience. The Club will ensure that the player's safety, personal development needs and overall cricket experience are considered.
2. There is no definitive age at which a player they should be introduced to adult cricket but each case is determined on an individual basis dependent on their ability and stage of cognitive and emotional maturity to take part at this level, taking into account the ECB guidance on Junior Cricketers playing in Adult Matches.
3. ECB Fast Bowling Directives and Fielding Regulations will always be adhered to for junior players in adult cricket.
4. The Club will provide an opportunity for players to show their talents in an appropriate way. The Club recognizes that children who are just used as fielders will not fully experience the game.
5. The Club will be supportive at all times for all forms of effort even when children are not successful. The Club will try and put them in situations where they will experience some success (however small) and ensure plenty of praise and encouragement.
6. The Club will involve them in all aspects of the game wherever possible i.e. socializing, team talks, practice, decision making etc. so that they feel part of the team.
7. The Club recognizes that children will often feel more comfortable and able to perform if they have a family member or friend also playing in the side.
8. The Club recognizes that children's early experiences will remain with them always and will often determine whether they want to remain playing the game or give up and do something else!

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## **Kemsing Cricket Club bullying policy for cricket**

### **Statement of Intent**

The Club is committed to providing a caring, friendly and safe environment for all children so they can train and play in a relaxed and secure atmosphere. Bullying of any kind is unacceptable. If bullying does occur, all children should be able to tell and know that incidents will be dealt with promptly and effectively. The Club is a TELLING club. This means that anyone who knows that bullying is happening is expected to tell the staff and officials.

### **What Is Bullying?**

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim. Bullying can be:

- Emotional: being unfriendly, excluding, tormenting (e.g. hiding kit, threatening gestures)
- Physical: pushing, kicking, hitting, punching or any use of violence
- Racist: racial taunts, graffiti, gestures
- Sexual: unwanted physical contact or sexually abusive comments
- Homophobic: because of, or focusing on the issue of sexuality
- Verbal: name-calling, sarcasm, spreading rumours, teasing
- Cyber: All areas of internet, such as email and internet chat room misuse. Mobile threats by text messaging and calls. Misuse of associated technology, i.e. camera and video facilities

### **Why is it Important to Respond to Bullying?**

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Children who are bullying need to learn different ways of behaving. Cricket Clubs have a responsibility to respond promptly and effectively to issues of bullying.

### **Objectives of this Policy**

- All officials, coaching and non-coaching staff, children and parents should have an understanding of what bullying is.
- All officials, coaching and non-coaching staff should know what the club policy is on bullying, and follow it when bullying is reported.
- All children and parents should know what the club policy is on bullying, and what they should do if bullying arises.
- As a club we take bullying seriously. Children and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

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## Signs and Symptoms

A child may indicate by signs or behavior that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- says they are being bullied
- changes their usual routine
- is unwilling to go to the club
- becomes withdrawn anxious, or lacking in confidence
- comes home with clothes torn or belongings damaged
- has possessions which are damaged or “go missing”
- asks for money or starts stealing money (to pay bully)
- has unexplained cuts or bruises
- is frightened to say what's wrong
- gives improbable excuses for any of the above

In more extreme cases, the child:

- starts stammering
- cries themselves to sleep at night or has nightmares
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- attempts or threatens suicide or runs away

These signs and behaviors could indicate other problems, but bullying should be considered a possibility and should be investigated.

## Procedures

1. Report bullying incidents to the Club Welfare Officer
2. In cases of serious bullying, the incidents will be reported to the ECB Child Protection Team for advice via the County Welfare Officer
3. Parents should be informed and will be asked to come in to a meeting to discuss the problem
4. If necessary and appropriate, police will be consulted
5. The bullying behavior or threats of bullying must be investigated and the bullying stopped quickly
6. An attempt will be made to help the bully (bullies) change their behavior

In cases of adults reported to be bullying cricketers under 18, the ECB must always be informed and will advise on action to be taken.

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## Kemsing Cricket Club Code of Conduct for Cricket Club Members and Guests\*

### All Members and Guests of Kemsing Cricket Club 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
- Promote the positive aspects of Cricket e.g. fair play
- Encourage all participants to learn the Laws and rules and play within them, respecting 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 well-being and safety of Young People above the development of performance
- Ensure that 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 when they are under the care of the Club
- Follow ECB guidelines set out in the "Safe Hands – Cricket's Policy for Safeguarding Children" and any other relevant guidelines issued
- Report any concerns in relation to a Young Person, following reporting procedures laid down by the ECB.

\* Members and Guests include all members and officers of the 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.

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## **In addition to the above, all Club Officers and Appointed Volunteers will:**

- Hold relevant qualifications and be covered by appropriate insurance
- Always work in an open environment (i.e. avoid private or unobserved situations and encourage an open environment)
- Inform Players and Parents of the requirements of Cricket
- Know and understand the ECB's "Safe Hands – Cricket's Policy for Safeguarding Children"
- 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 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 which recommend 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 to keep up to date with their role and especially with respect to the Safeguarding of young People.