

CRICKET SCOTLAND CODE OF CONDUCT FOR REGULATED WORK WITH CHILDREN

This Code of Conduct has a number of important functions. It:

- sets out what behaviour is acceptable and unacceptable
- defines standards of practice expected from those coaches, managers and other adults working directly with children on behalf of Cricket Scotland, whether paid or unpaid.
- forms the basis for challenging and improving practice
- helps to safeguard staff/volunteers by encouraging them to adhere to agreed standards of practice
- sets out for children and parents/carers the standards of practice, which they and the organisation should expect from those who work/volunteer with children.

Cricket Scotland supports and requires all members of staff and volunteers to sign up to and observe the following standards of practice when involved in activities with children.

All concerns about breach of this Code of Conduct will be taken seriously and responded to in line with *Cricket Scotland* policies on complaints, performance management, discipline and/or responding to concerns

This Code of Conduct should be read in conjunction with the **Safe in Cricket Guidelines**.

CODE OF CONDUCT FOR REGULATED WORK WITH CHILDREN

Good Practice

- Make cricket fun, enjoyable and promote fair play.
- Implement the *Safe in Cricket – Guidelines*
- Treat all children equally, with respect, dignity and fairness.
- Involve parents/carers wherever possible.
- Build balanced relationships based on mutual trust.
- Include children in the decision-making process wherever possible.
- Work with children in an open environment, wherever possible.
- Put the welfare of each child first, before winning or achieving performance goals.
- Be an excellent role model, including not smoking or drinking alcohol in the company of children.
- Give enthusiastic and constructive feedback rather than negative criticism.
- Recognise the developmental needs and capacity of children.
- Avoid excessive pressure, training or competition and pushing children against their will.

Practice to be avoided

- Unequal treatment such as having 'favourites' that could lead to resentment, jealousy and misinterpretation.
- Spending avoidable, excessive amounts of time alone with children away from others.
- Entering children's bedrooms on trips away from home, unless in an emergency situation or in the interest of health and safety.
- Where possible and unless otherwise agreed with parents or carers in advance, doing things of a personal nature for children that they can do for themselves, such as assisting with bathing or dressing.

Unacceptable practice

- Engaging in sexually provocative games, including horseplay.
- Engaging in rough or physical contact (unless it is permitted within the rules of the game or competition).
- Forming intimate emotional, physical or sexual relationships with children.
- Allowing or engaging in touching a child in a sexually suggestive manner.

- Allowing children to swear or use sexualised language unchallenged.
- Making sexually suggestive comments to a child, even in fun.
- Reducing a child to tears as a form of control.
- Allowing allegations made by a child to go unchallenged, unrecorded or not acted upon.
- Inviting or allowing children to stay with you at your home.
- A Coach and/or other leader sharing a bedroom alone with a child.

Sign-up:

I have read and agree to abide by this Code of Conduct

I have also read and agree to abide by the Cricket Scotland Child Wellbeing and Protection Policy, Procedures and Safe in Cricket Guidelines.

Name of coach/staff member/volunteer:

Date signed:

Witnessed by (Child Wellbeing and Protection Officer/delegated staff/committee member):

Date signed: