



Code of Conduct for Essex Cricket Volunteers

Essex Cricket takes its role as a provider of cricket for under-18s very seriously. The wellbeing of children, young people, and adults at risk is paramount in all decisions we make. We are committed to ensuring that every individual we encounter receives the same protection, regardless of age, ability, gender, gender expression, race, religion, belief, sexual orientation, or socio-economic background. Essex Cricket also commits to safeguarding adults.

We act in accordance with legislation, statutory guidance, and The ECB Safe Hands Policy. We work collaboratively with The ECB on all matters relating to safeguarding concerns involving children, young people, or adults at risk.

Who This Code of Conduct Applies To

This Code of Conduct applies to all volunteers, as safeguarding is everyone's responsibility.

Volunteer Obligations

All volunteers must sign this Code of Conduct and always act in the best interests of children, young people, and adults at risk, as outlined in the ECB Safe Hands Policy. The welfare of children and young people must always be paramount. Volunteers are also expected to act in the best interests of all adults in cricket.

Volunteers are expected to:

- Implement all safeguarding policies and procedures, upholding the ECB Code of Conduct and Spirit of Cricket.
- Be aware of and promote the expected behaviours of children, young people, and parents as part of their commitment to codes of practice and conduct during club sessions and matches.
- Report any concerns regarding abuse, poor practice, or safeguarding issues to the County Safeguarding Officer, including near misses.
- Listen to and address concerns raised by parents or young people, sharing relevant information with the Club Safeguarding Officer.
- Conduct themselves professionally and refrain from engaging in any behaviour that constitutes abuse.
- Respect their position of trust and maintain appropriate boundaries and relationships with young people.

- Understand that it is against the law for someone in a position of trust to engage in a intimate relationship with a child in their care, even if the child is over the age of consent (16 or over).
- Keep coaching and safeguarding training up to date.
- Supervise children appropriately, using safe behaviour management strategies and prioritising their safety.
- Ensure appropriate staffing ratios of adults to participants before each session begins.
- Make sure all equipment is safe, fit for purpose, and accessible.
- Respect children's trust and rights while being honest and open with them.
- Champion inclusivity and ensure that no individual is discriminated against based on age, gender, disability, race (including colour, ethnic or national origin), religion, beliefs, sex, or sexuality.
- Stop play in the event of an injury, administer minor first aid, and call for additional assistance when necessary.
- Use constructive and positive coaching methods to develop children's skills without humiliation or harm.
- Behave appropriately online in accordance with the club's online safety and acceptable use policy.
- Challenge and address poor, hostile, aggressive, or bullying behaviour among young people.
- Lead by example by demonstrating good sportsmanship, positive behaviour, and commitment to the sport.
- Build positive relationships with parents, keeping them informed of their child's progress and development.
- Foster a welcoming and friendly club environment.

Confidentiality and Communication

- Volunteers must always act appropriately when communicating with children, young people, and adults at risk—whether in person, via social media, by phone, or through electronic communications.
- Confidentiality must be maintained when dealing with children, young people, adults at risk, their families, and their data.

- Volunteers must be familiar with and utilise the whistleblowing policy if they suspect safeguarding concerns have not been appropriately addressed by Essex Cricket.

Reporting Concerns

- Promptly report any safeguarding concerns to the County Safeguarding Officer. Contact details are as follows: safeguarding@essexcricket.org.uk
- Seek advice from the County Safeguarding Officers in case of any uncertainties regarding safeguarding or conduct.

Compliance and Consequences

Breaches of this Code of Conduct are taken seriously. Violations may result in removal from volunteering roles and/or involvement of statutory agencies and Cricket Regulator.

Acknowledgement and Agreement

All volunteers must sign and return a duplicate copy of this Code of Conduct to acknowledge that they have read, understood, and agree to comply with it. Volunteers should retain a copy for their records.

Further information and guidance can be found in the ECB Safe Hands Policy. If you have any queries or concerns, please speak to the County Safeguarding Officer in the first instance.

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Policy Date: February 2025

Review Date: February 2028