

# Walmley Cricket and Sports Club

## Rules



Updatedt 28<sup>th</sup> February 2019

# **Rules of Walmley Cricket and Sports Club**

## **Preliminary**

1. The name of the Club shall be 'Walmley Cricket and Sports Club' and the Club colours will be Navy Blue, Gold, Red and White
2. The Clubroom and premises of the Club shall be at John Findlay Memorial Ground, Eldon Drive, Walmley, Sutton Coldfield, West Midlands, B76 1LT
3. The objects of the Club shall be to promote sports and games, especially cricket, and to foster social intercourse. The club is a non profit making organisation with all surplus funds been reinvested into the infrastructure of the club.
  - 3.1 The Club has adopted and implemented the ECB 'Safe Hands – Cricket's Policy for Safeguarding Children'. The Club Welfare Officer shall hold a copy of safe hands and in conjunction with the committee, will implement the policy.
  - 3.2 The club has adopted and implemented the ECB Cricket Equity Policy (appendices 1).

## **Membership**

4. The club shall consist of Senior Cricket Playing Members, Junior Cricket Playing Members, Senior Playing Members, Junior Playing Members, Associate Senior Playing Members, Associate Junior Playing Members, Full Social members , Associate Social members, together with such honorary members as are hereafter mentioned and shall be open to all.
5. Honorary Life Members, who shall not be liable to pay any subscriptions but shall be entitled to all privileges of membership, may be elected by the Club in Annual General Meetings proposed and seconded by the management committee.
6. At the discretion of the Management Committee members may be invited to become Vice Presidents.
- 7 In the event of the death of an Honorary Life Member, their spouse/partner will become a Vice President by default.

## **Management Committee**

8. The affairs of the Club, in all matters not in these Rules reserved for the Club in General Meetings, shall be managed by the Management Committee of the Club
  - 8.1 The Management Committee shall consist of: Chairman, Secretary, Director of Finance, Director of Sport, Marketing and social media Coordinator, Commercial Coordinator, Facilities and Bar Coordinator, Fundraising Coordinator, Sponsorship Coordinator.
  - 8.2 The Management Committee should also appoint, not more than one month after the Management Committee has been elected, a Disciplinary Committee and an Appeals Committee. The Disciplinary Committee should consist of at least three members of the Club to include the Director of Finance, the Secretary, and one member of the Management Committee. The Appeals Committee should consist of at least three members of the Club to include the Chairman, Director of Sport and one other members of the Management Committee. Each Committee should not consist of more than six people.
9. The Management Committee may additionally, on behalf of the Club, appoint domestic staff and other Club servants as may be necessary for the efficient and economical running of the Club, and may lawfully terminate such engagement.
10. The President of the Club, which is an honorary position, will be appointed by the Management Committee. The President will serve a fixed term of 5 years. In the event of death in service, resignation, or termination of the Presidency, the Management Committee must appoint a new President within 100 days. When a President reaches the end of his/her term, the Executive Committee may reappoint the same President, or appoint a new President as they see fit.

## **Subscriptions, Finances and Accounts**

11. Annual Membership for Senior Cricket Playing Members, Junior Cricket Playing Members, Senior Playing Members, Junior Playing Members, Associate Senior Playing Members, Associate Junior Playing Members, Full Social members , Associate Social members should be such a sum as determined by the Management Committee. This sum to take into consideration all operational costs of the Club.
12. The Management Committee may terminate membership of any member whose annual subscription remains unpaid on one month after his / her membership was due. Any member wishing reinstatement will be required to pay their membership in full and for their membership to be accepted by the Management Committee.
13. The Director of Finance shall keep such proper books of account as will enable him/her to present at every Annual General Meeting. The Director of Finance is also required to give a written report to the Management Committee, on the finances of the Club once a month at the Management committee meeting. The Club must appoint an independent Auditor each year, and the accounts should therefore be audited by the appointed Auditor prior to the AGM.

## **Intoxicating Liquor**

- 14 The supply of intoxicating liquor in the Club premises will be permitted during the following hours:-

Weekdays	11.00am to 11.45pm
Weekends	11.00am to 11.45pm
New Year's Eve	11:00am to 11.45pm New Years Day

No intoxicating liquor shall be supplied to members or any other persons on the Club premises otherwise than by or on behalf of the Club. No intoxicating liquor shall be supplied for payment to any person on the Club premises other than a member, or officials and members of visiting Clubs and Teams, or other persons lawfully present within the rules of the Club.

There may be admitted to the Club's registered premises persons other than members or their guests or officials and members of visiting Clubs and Teams and intoxicating liquor may be supplied to such persons by, or on behalf of the Club for consumption on the premises and not elsewhere and the occasions on which such persons shall be so supplied shall be determined by the Management Committee and shall not exceed 12 occasions in anyone calendar year.

- 15 The Management Committee shall arrange the supply of intoxicating liquor by the Club to members, and to other persons on the Club premises, and shall secure the due observance of the provisions of the Licencing Act 1964, and all Acts relating thereto, and of any conditions attached to any licence held by or on behalf of the Club or any registration certificate granted in respect of the Club premises.

## **Annual General Meeting**

17. An Annual General Meeting of the Club should be held in February in every year. Notice of the day and time of the Annual General Meeting shall be posted in the Club. All members shall be given at least 14 days prior notice of the Annual General Meeting will be delivered electronically or via social media.
18. The notice of the Annual General Meeting shall be accompanied by an Agenda, and a list of those officers willing to stand for re-election. Club accounts for the previous period will be made available to the membership on the evening of the AGM.
19. Nominations for officers of the Club shall be submitted in writing to the Club Secretary at least seven days prior to the date of the Annual General Meeting, accompanied by the acceptance of the nominee. Any nominations received should be posted in the Club House not less than 7 days prior to the Annual General Meeting. Should there be no nominations; the Chairman of the meeting will request nominations from those present.

- 20 The Chairman of the Annual General Meeting will be the Chairman of the Club, or in his absence the nominated Vice Chairman. The Secretary shall take minutes of the proceedings at all General Meetings of the Club.
- 21 At any Annual General Meeting of the Club, every member of the Club who has paid their subscriptions shall be entitled to be present. Every Senior cricket member over 16, full social member, honorary member and vice president who is present shall be entitled to one vote upon every question raised. In the case of equality of voting, the Chairman of the meeting shall call for a second vote and in the event of repeated equality the Chairman of the meeting shall have a casting vote.
- 22 Prior to the commencement of the Annual General Meeting the Secretary shall ensure that only members who have paid their membership or life members are present.
- 23 The Secretary will be responsible for distributing voting slips. The Chairman of the Meeting will supervise the counting of votes.

## **Extraordinary General Meeting**

- 24 An Extraordinary General Meeting may be called by the Club Committee giving fourteen days written notice to members. The Club Committee shall be required to call an Extraordinary General Meeting immediately upon receipt of a written notice signed by at least eight paid up members. An Extraordinary General Meeting shall generally follow procedures adopted at the Annual General Meeting.

## **Visitors**

- 25 Members may introduce and entertain guests at the Club, and there shall be kept at the Club premises a Visitors Book which both the member and his/her guest shall sign. The member introducing a guest shall be responsible for their guest strictly observing these rules and the Club bye laws and shall not leave the Club premises before their guest. No person whose membership of the Club has been terminated under Rule 31 or is for the time being suspended under Rule 29, or whose application for membership has at any time been rejected, shall be introduced as a guest.
- 26 Members and supporters of the visiting teams and Clubs may at the discretion of the committee be permitted, as visitors, the use of the premises and facilities therein and to purchase intoxicating liquor for consumption on the premises for themselves or their guests.

## **Bye Laws**

- 27 The Management Committee may, from time to time, make, vary and revoke bye laws (not inconsistent with these rules) for the regulation of the internal affairs of the Club and the conduct of members, and the bye laws for the time being in force shall be binding on all members.

## **Conduct of Members**

- 28 No betting shall be allowed in the Club, no lottery shall be promoted by any member or officer on behalf of or in any way connected with the Club or with any entertainment or event held by or in connection with the Club without the previous written authority of the General Committee. Gaming shall be permitted in the Club, so, however, as not to contravene any of the provisions of any statute for the time being in force.
- 28.1 In order to meet the ECB Clubmark Criteria, club members and guests should adhere to appendices 2 “Code of Conduct for Cricket Club Members and Guests”. This should also be displayed on a club notice board.
- 28.2 In order to meet the ECB Clubmark Criteria, youth members should adhere to appendices 3 “Code of Conduct/Set of Rules for Young Players”. This should also be displayed on a club notice board.

- 28.3 In order to meet the ECB Clubmark Criteria, club coaches and volunteers should adhere to appendices 4 “Code of Conduct for Cricket Coaches and Volunteers”. This should also be displayed on a club notice board.
- 29 The General Committee may suspend the membership of any member whose conduct, whether on the Club premises or elsewhere, is or has been in the opinion of the Committee contrary to the interests of the Club or injurious to its reputation.
- 30 Immediately upon suspension under Rule 29, of the membership of any member, the following procedure will be applied.
- i. The details of the complaint against the suspended member, be lodged with the Secretary in the form of a written transcript.
  - ii. The Secretary will write to the suspended member, giving details of the complaint and inviting his/her comments on the matter within seven days.
  - iii. A meeting of the Disciplinary Committee as appointed in Rule 9.3, should be convened within 28 days of the original complaint being laid, to hear the case. The suspended member to be advised of this Meeting and invited to attend.
- 31 At any such meeting any allegations against the suspended members shall be related (in his/her presence if in attendance), and the suspended member shall (if desirous) be heard in answer. The suspended member may be accompanied by a friend or other third party and witnesses may be called. On arriving at their decision, the Disciplinary Committee will have the power to terminate the suspension, extend the suspension, or terminate the membership of the said member.
- 31.1 In the event of the suspended member being dissatisfied with the decision of the Disciplinary Committee, the said member may request, within 7 days of the original decision, their case to be heard by the Appeals Committee. The Appeals Committee should convene within 28 days of the request, and the rules of engagement relating to the Appeal will be as per the Disciplinary Committee. The Appeals Committee has the power to ratify or quash the original verdict.

## **Notices**

- 32 Each member shall keep the Secretary informed of their private address, or of some other address at which communications may be addressed. Nevertheless, it shall not be necessary to send any notice intended for members generally to any member, by post or otherwise except in the case of the notice convening any General Meeting for any purpose of dissolution. All notices shall be posted by being affixed in a prominent position on the Club premises in a part of the Club which is frequented by members, and it shall be the duty of the Secretary to ensure that any such notice remains so exhibited throughout any period required in that behalf or under these rules.
- 32.1 The Club Rules should be permanently displayed in a prominent position on the Club premises.

## **Alteration of Rules**

- 33 These rules may be revoked, added to or altered by a majority comprising two-thirds or more of the members present at and entitled to vote at any General Meeting of the Club of which notice has been duly given under Rule 17, specifying the intention to propose the revocation, addition or alteration, together with full particulars thereof.

## **Exclusion of Liability**

- 34 Neither the Club or any officer thereof shall be liable to any member or guest of a member for any loss or damage to any property occurring, from whatever cause, in or about the Club premises: nor for any injury sustained by any member or guest whilst on or entering or leaving the Club premises; and a notice to this effect shall at all times be displayed in a prominent position on the Club premises.

## **Dissolution**

35. In the event of the Club being dissolved, any assets that remain after such dissolution and the satisfaction of all debts and liabilities of the Club shall be transferred to another organisation with similar purposes which is not carried on for the profit or gain of its individual members.

## Appendix 1

### **1. ECB Equity Policy - Statement of Intent**

- 1.1 The ECB is fully committed to the principles of equality of opportunity and aims to ensure that no individual receives less favourable treatment on the grounds of age, gender, disability, race, ethnic origin, nationality, colour, parental or marital status, pregnancy, religious belief, class or social background, sexual preference or political belief. This includes job applicants, employees, participants, volunteers and spectators.
- 1.2 The ECB will ensure that there will be open access to all those who wish to participate in all aspects of cricket and that they are treated fairly.
- 1.3 The ECB specifically supports initiatives by other organisations within cricket which recognise the principles of equality of opportunity and treatment such as the International Cricket Council Anti-Racism Policy and the Professional Cricketers Association's Racism Awareness Campaign.

### **2. Purpose of the Policy**

- 2.1 The ECB recognises that certain sections of the community may have been affected by past discrimination and may have felt denied the opportunity to participate equally and fully in sport at all levels.
- 2.2 This policy has been produced to prevent/tackle any potential/current discrimination or other unfair treatment, whether intentional or unintentional, direct or indirect, against its employees, members and volunteers.
- 2.3 This policy is applicable to the game of cricket at all levels and in all roles.

### **3. Actions**

- 3.1 The ECB will produce and maintain an action plan to ensure the intent of this policy is delivered.
- 3.2 All areas of the organisation will be affected by this action plan, which will be incorporated in to the overall business plan
- 3.3 The ECB recognises that, in some cases, to achieve the principle of equality, unequal effort is required and, if appropriate, will consider positive action to tackle under representation.

### **4. Legal Requirements**

- 4.1 The ECB recognises its legal obligations under, and will abide by the requirements of, the following:
  - Equal Pay Act 1970
  - Rehabilitation of Offenders Act 1974 (and Exemptions Order 1975)
  - Sex Discrimination Acts 1975, 1986 & 1999
  - Race Relations Act 1976 and the Race Relations Amendment Act 2000

- Children Act 1989 and 2004
- Disability Discrimination Act 1995
- Data Protection Act 1998
- Human Rights Act 1998
- Criminal Justice and Court Services Act 2000
- Employment Equality (Sexual Orientation) Regulations 2003
- Employment Equality (Religion and Belief) Regulations 2003
- Employment Equality (Age) Regulations 2006

This includes any later amendments to the above Acts / Regulations, or future Acts / Regulations that are relevant to the ECB.

4.2 The ECB will seek legal advice each time the policy is reviewed to ensure it continues to comply with all legislation requirements.

## **5. Discrimination, harassment and victimisation**

5.1 Discrimination can take the following forms:

5.1.1 Direct Discrimination. This means treating someone less favourably than you would treat others in the same circumstances.

5.1.2 Indirect Discrimination. This occurs when a job requirement or condition is applied equally to all, which has a disproportionate and detrimental affect on one sector of society, because fewer from that sector can comply with it and the requirement cannot be justified in relation to the job.

5.2 Harassment is described as inappropriate actions, behaviour, comments or physical contact that is objectionable or causes offence to the recipient. It may be directed towards people because of their gender, appearance, race, colour, ethnic origin, nationality, age, sexual preference, a disability or some other characteristic. The ECB is committed to ensuring that its employees, members, participants and volunteers are able to conduct their activities free from harassment or intimidation.

5.3 Victimisation is defined as when someone is treated less favourably than others because he or she has taken action against the ECB under one of the relevant Acts / Regulations (as previously outlined) or provided information about discrimination, harassment or inappropriate behaviour.

5.4 The ECB regards discrimination, harassment or victimisation, as described above, as serious misconduct and any employee, volunteer or participant who discriminates against, harasses or victimises any other person will be liable to appropriate disciplinary action.

## **6. Responsibility, implementation and communication**

6.1 The following responsibilities will apply:

6.1.1 The Board is responsible for ensuring that this Equity Policy is followed and to deal with any actual or potential breaches.



- 6.1.2 The Chief Executive has the overall responsibility for the implementation of the Equity Policy.
  - 6.1.3 A specific member of staff, designated by the Chief Executive, has the overall responsibility for achieving the equity action plan as this will form part of their work programme.
  - 6.1.4 All employees, volunteers and members have responsibilities to respect, act in accordance with and thereby support and promote the spirit and intentions of the policy and, where appropriate, individual work programmes will be amended to include equity related tasks.
- 6.2 The new policy will be implemented immediately following Board agreement and, at a corporate level, will result in the following:
- 6.2.1 A copy of this document will be available to all staff (both permanent and contract), members and volunteers of the ECB.
  - 6.2.2 The ECB will take measures to ensure that its employment practices are non-discriminatory.
  - 6.2.3 No job applicant will be placed at a disadvantage by requirements or conditions which are not necessary to the performance of the job or which constitute unfair discrimination.
  - 6.2.4 A planned approach will be adopted to eliminate barriers which discriminate. The ECB will ensure that best practice is extensively promoted and will expect that clubs and members will follow guidelines that are set down.
  - 6.2.5 Ensure that consultants and advisers used by the ECB can demonstrate their commitment to the principles and practice of equity and that they abide by this policy.
  - 6.2.6 The ECB will require all affiliated organisations to adopt this policy or ensure that current equity policies have the same stated intent as the ECB cricket policy
- 6.3 The new policy will be communicated in the following ways:
- 6.3.1 It will be part of the staff handbook and reference will be made to it in any codes of conduct.
  - 6.3.2 It will be covered in all staff and volunteer induction training
  - 6.3.3 All participants will be made aware of the policy's existence through the ECB website and a summary of any revisions will also be published there [www.ecb.co.uk](http://www.ecb.co.uk).
  - 6.3.4 At time of review, a mechanism will be put in place to allow all staff, members, participants and volunteers to be part of the process.

## **7. Monitoring and Evaluation**

- 7.1 This policy will be reviewed annually and changes made if required.
- 7.2 The equity action plan, created to ensure the intent of the policy is delivered, will be reviewed by the Chief Executive and the member of staff with the responsibility for its implementation, on a quarterly basis.

- 7.3 As part of the overall business delivery plan, the equity action plan will be reviewed by the Board on an annual basis.
- 7.4 On an annual basis, statistical information will be produced by the Chief Executive for the Board, and will be published internally and externally, to show the impact of this policy.

## **8. Disciplinary and Grievance Procedures**

- 8.1 To safeguard individual rights under the policy, an employee, volunteer or participant who believes he/she has suffered inequitable treatment within the scope of the policy may raise the matter through the appropriate grievance procedure.
- 8.2 Appropriate disciplinary action will be taken against any employee, volunteer or participant who violates the ECB's Equity Policy.

An individual may raise any grievance and no employee, volunteer or participant will be penalised for doing so unless it is without foundation and not made in good faith.

### **Code of Conduct for Members and Guests**

Members and guests (including all members and officers of Walmley Sports and 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) will

1. Respect the rights, dignity and worth of every person within the context of Sport
2. Treat everyone equally and not discriminate on the ground of age, gender, disability, race, ethnic origin, nationality, colour, parental or marital status, religious belief, class or social background, sexual preference or political belief
3. Not condone, or allow to go unchallenged any form of discrimination if witnessed
4. Display high standards of behaviour
5. Promote the positive aspects of sport for example Fair Play
6. Encourage all participants to learn the Laws and Rules and play within them, always respecting the decisions of match officials
7. Actively discourage unfair play, rule violations and arguing with match officials
8. Recognise good performance not just match results
9. Place the well-being and safety of children above the development of performance
10. Ensure activities are appropriate for the age, maturity, experience and ability of the individual
11. Respect children's opinions when making decisions about their participation in cricket
12. Not smoke, drink or use banned substances while working with children in the club
13. Not provide children with alcohol when they are under the care of the club
14. Follow NGB guidelines set out in the "Safe Hands – Cricket's Policy for Safeguarding Children" and any other relevant NGB guidelines issued
15. Report any concerns in relation to a child, following reporting procedures laid down by the ECB

### **Putting things in place**

In addition to the above, all Club Officers and appointed volunteers will:

- Have been appropriately vetted, if required
- 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). NB This includes the online world – Club Officers and

volunteers are actively discouraged from online or other electronic communication with children – any such communication should be via parents.

- Inform players and parents of the requirements of sport
- Know and understand the ECB's "Safe Hands – Cricket's Policy for Safeguarding Children" or the relevant NGB Safeguarding Policy
- Develop an appropriate working relationship with young players, based on mutual trust and respect
- Ensure 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. Walmley Sports and Cricket Club 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

## Appendix 3

### Code of Conduct for Youth Players

It is important that everybody who is involved in youth sport, playing or coaching abide by the Codes of Conduct to make playing sport at Walmley Cricket and Sports Club a fun and enjoyable experience.

As a player and representative of Walmley Cricket and Sports Club, there is an expectation that all members of the cricket club conduct themselves in a respectable manner to enhance their own reputation and that of the club.

### **Code of Conduct for Youth Players**

As a member of Walmley Cricket and Sports Club as a Youth player I will:

- Respect my team mates, coaches and the opposition
- Always train hard to improve my game and reach my full potential
- Play to win within the Laws and Spirit of the game
- Always encourage and support my team mates especially when the going gets tough
- Demonstrate a sporting attitude at all times by appreciating good play from both sides
- Accept the Officials decision (right or wrong) and not show any form of dissent
- Show good sportsmanship by clapping off the opposition at the end of the game and shaking hands (win, lose or draw)
- Inform the Club Welfare Officer if there is anything at the Club that is preventing me from having fun and enjoying playing sport.

## Appendix 4

Our Cricket Coaches are ECB qualified and follow the ECB Coaches Code of Conduct.

## Appendix 5

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

All Members and Guests of *Walmley 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
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- Report any concerns in relation to a Young Person, following reporting procedures laid down by the ECB
  - 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'

## Appendix 6

### Code of Conduct/Set of Rules for Young People

*Walmley Cricket Club* is fully committed to safeguarding and promoting the wellbeing of all its members.

*Walmley Cricket Club* believes that it is important that members, coaches, administrators and parents/carers or guardians associated with the club should, at all times, show respect and understanding for the safety and welfare of others.

Therefore, members are encouraged to be open at all times and to share any concerns or complaints that they may have about any aspect of the club with the *Youth Organiser*.

As a member of *Walmley Cricket Club* you are expected to abide by the following junior code of conduct:

- All members must play within the rules and respect officials and their decisions.
- All members must respect the rights, dignity and worth of all participants regardless of gender, ability, cultural background or religion.
- Members should keep to agreed timings for training and competitions or inform their coach or team manager if they are going to be late.
- Members must wear suitable kit – *Official Walmley Club Kit or Cricket Whites* – for training and match sessions, as agreed with the coach/team manager.
- Members must pay any fees for training or events promptly.
- Junior members are not allowed to smoke on club premises or whilst representing the club at competitions.
- Junior members are not allowed to consume alcohol or drugs of any kind on the club premises or whilst representing the club

## Appendix 7

### Code of Conduct for Cricket Coaches and Volunteers

- Respect the rights, dignity and worth of every person within the context of Cricket
- Treat everyone equally and do not discriminate on the grounds of age, gender, religion, race, sexual orientation or disability
- If you see any form of discrimination do not condone it or allow it to go unchallenged
- Place the well-being and safety of the Young Person above the development of performance
- Develop an appropriate working with Young People, based on mutual trust and respect
- Ensure that physical contact is appropriate and necessary and is carried out within recommended guidelines with the Young Person's full consent and approval
- Always work in an open environment(e.g. avoid private or unobserved situations and encourage an open environment)
- Do not engage in any form of sexually related contact with a Young Player<sup>7</sup>. This is strictly forbidden as is sexual innuendo, flirting or inappropriate gestures and terms
- Know and understand the ECB *Welfare of Young People Policy* and Procedures
- Respect Young People's opinion when making decisions about their participation in Cricket
- Inform Players and Parents of the requirements of Cricket
- Be aware of and report any conflict of interest as soon as it becomes apparent
- Display high standards of language, manner, punctuality and presentation
- Do not smoke, drink or use banned substances whilst actively working with young people in the Club. This reflects a negative image and could compromise the safety of the Young People
- Do not give Young People alcohol when they are under the care of the Club/League/County Board
- Hold relevant qualification and insurance cover
- Ensure the activities are appropriate for the age, maturity, experience and ability of the individual
- Promote the positive aspects of Cricket e.g. fair play
- Display high standards of behaviour and appearance
- Follow ECB guidelines set out in the *Welfare of Young People Policy* and any other relevant guidelines issued
- Ensure that you attend appropriate training to keep up to date with your role and the Welfare of Young people
- Report any concerns you may have in relation to a Young Person, following reporting procedures laid down by the ECB