

MILNROW CRICKET CLUB JUNIOR SECTION ('MCCJS')
CHILD PROTECTION POLICY

Preface

"Children have the right to be protected from all forms of violence; they must be kept safe from harm, and they must be given proper care by those looking after them".

(Article 19 ; UN Convention on the Rights of the Child)

All children's cultural activity, sport and physical activity should be conducted in an atmosphere of fair play. There is "much more than playing within the rules. It incorporates the concepts of friendship, respect for others and always playing within the right spirit. Fair play is defined as a way of thinking, not just a way of behaving. It incorporates issues concerned with the elimination of cheating, gamesmanship, doping, violence (both physical and verbal), exploitation, unequal opportunities, excessive commercialism and corruption."

(European Sports Charter and Code of Ethics, Council of Europe, 1993)

Introduction

At Milnrow Cricket Club ['MCC', 'the Club'] we have a thriving and very successful junior section and we believe that taking part in sport should be a positive and enjoyable part of children's lives.

The health, safety and welfare of the children playing, training and attending at the club is of paramount importance to us. Therefore we want to make sure that all children who play cricket here are protected and kept safe from physical, sexual and emotional harm while they are with the club's coaches, helpers and other volunteers.

This Child Protection Policy ['CPP'] is an additional responsibility for all our coaches and volunteers but we believe that such a policy provides additional protection for each and every one of them, as well as the children.

We hope that the implementation of this policy will not discourage any future coaches or volunteers to offer their services; our strength has always been in our numbers and our organisation, and by working together we can provide the best for our children and the Club.

This policy has received the wholehearted support of the Club Committee, and the Coaches and the Junior Section Committee and was formally approved and adopted by all parties on 26th October 2005

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Junior Co-ordinator			
Lee Brooks			
Child Protection Officers (must have attended approved courses on Child Protection issues)			
		CRB Check done	Full Disclosure
David Whiteman		Yes	Yes
Kevin Griffiths		Yes	Yes
Qualified Coaches			
		CRB Check done	Full Disclosure
Paul Whiteman	Level 2 coach	Yes	Yes
Alan Foster	Level 2 Coach	Yes	Yes
Chris Whiteman	Level 1 coach	Yes	Yes
Noel Hicklin	Level 1 Coach	Yes	Yes
Junior Team Managers			
Under 11's	Lee Brooks	Yes	Yes
Under 13's	Mark Sinkinson	Yes	Yes
Under 15's	Noel Hicklin	Yes	Yes
Under 18's	Paul Whiteman	Yes	Yes
Other Volunteers			
Name	Duties	CRB Check	Full Disclosure
Lynn Plant	Junior Committee	Yes	Yes
Harriet Sinkinson	Helper	Yes	Yes
Linda Defty	Helper	Yes	Yes
Gill Rayner	Helper	Yes	Yes
Brian Defty	Helper	Yes	Yes

Code of Behaviour (C. O. B.) when working with children

In line with ECB guidelines, the Club's Committee has decided that by the end of 2004, everyone working with children at the club must have satisfied relevant official checks. The Club will pay for any costs incurred in this process.

This document will be updated to show the details of all coaches and volunteers who have satisfied the relevant official checks, based on the guidance of the National Protection Agencies and the ECB.

There will be people within the Club that have these checks carried out as a result of their employment. The Junior Co-ordinator will ensure that relevant details are also listed herein.

The purpose of the coaching carried out at the Club is to ensure that groups of children receive instruction on how to play and enjoy the game of cricket. This Code is here to help the coach whilst working with the children as well as helping the children feel safe whilst enjoying the learning experience in a safe and secure environment.

Abuse

Abuse can take many forms: -

Physical Abuse, Emotional Abuse, Sexual Abuse, and Neglect are the most common. Further details are given in the section. "What to look for"

By way of an example, a term commonly used is "bullying". This can apply to any of the above forms of abuse.

Most forms of abuse obvious to many but there are many forms of abuse which may not be so obvious. That is why we must have this C.O.B. as well as a full list of potential areas of abuse.

GUIDELINES:

Set out below are guidelines which all our coaches and volunteers are required to observe:

1. Under no circumstances should any unqualified coach or volunteer seek to work with a child on a one-to-one basis.
2. Qualified coaches receive instruction on working one-to-one as part of their coaching courses. The Club policy is that there should always be a parent, recognised guardian or other responsible adult present at any one-to-one session. Any coach working with children on a one-to-one basis for the club or on club property must notify the Junior Co-ordinator prior to the event.
3. The ECB stipulates that a Level 2 coach should be in attendance for net sessions. A coach should therefore avoid being alone inside a net with a child without first informing a Level 2 coach. (It can be construed as a trap; the child can feel threatened with no escape). During a net session, the coach should preferably remain outside the net. However please note that giving individual instruction in front of other children can be embarrassing and care should be taken when doing so.
4. Working with a group can often require a strong voice – always ensure that any instruction or coaching given to an individual is not done by shouting orders which the child could find humiliating, embarrassing or threatening.
5. Swearing or use of inappropriate words by the coach, the player or the parent/guardian is not permitted at any time and any such incidents should always be reported to the Junior Co-ordinator immediately. Whilst the occasional slip does happen the Junior Co-ordinator will be responsible for ensuring that there are no further occurrences.
6. Discipline in a group of children is very difficult. If one or two individuals are causing repetitive disruption, discuss the best course of action with the Welfare Officer or Junior Co-ordinator and progress from there. Shouting at individuals is to be avoided. A Disciplinary Procedure applicable to players, coaches and parents should be adopted as part of this Code of Behaviour.
7. Where a child cries for whatever reason: injury or anything else, try to keep the other members of the group away from the child. If possible, suspend the activity and bring a volunteer or another adult to the situation to oversee the other children in your care. The child's parent or another relative should be sought to help with the distress of the child and a first aid officer sought if necessary.
8. If you feel at any time that your group cannot be controlled you should immediately seek out the Welfare Officer to get assistance and guidance.
9. If, at any time, you feel unable to cope with an individual, or you believe an individual is behaving in a way that is damaging the work with the other children, you should speak to the Welfare Officer or the Junior Co-ordinator, or arrange movement of children between groups.

10. Coaching is all about being positive; praise and reward gain the best results. Try to avoid negativity – these can lead to arguments and upset.

11. A qualified First Aid Officer must be in attendance at all junior coaching sessions.

What to look for:

If any coach, volunteer or parent believes that a child is suffering from any form of abuse in any way, either during the time they spend at the Club or outside the times when the child is in our care at the Club, Junior Co-ordinator or Welfare Officer should be contacted at the earliest opportunity.

Physical abuse

This can involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating or otherwise causing physical harm to a child. Physical harm can also be caused by feigning the symptoms of, or causing ill health to a child in their care.

Emotional abuse

Is the persistent emotional ill treatment of a child such as to cause adverse effects on the child's emotional development. It may involve conveying to children that they are worthless or unloved, inadequate or valued only insofar as they meet the needs of another person. It may involve causing children frequently to feel frightened or in danger, or the exploitation or corruption of children.

Sexual abuse

Involves forcing a child or young person to take part in sexual activities, whether or not the child is aware of what is happening. The activities may involve physical contact, including penetrative or non-penetrative acts. They may include non-contact activities, such as involving children in looking at, or in the production of, pornographic material or watching sexual activities, or encouraging children to behave in sexually inappropriate ways.

Neglect

Is the persistent failure to meet a child's basic physical and/or psychological needs. It may involve a parent or carer failing to provide adequate food, shelter and clothing, failing to protect a child from physical harm or danger, or the failure to ensure access to appropriate medical care or treatment. It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

Training initiatives

The nominated child protection officers, the junior team managers, coaches and any volunteers involved in work with children and young people will attend a course on child protection to ensure they are aware of their responsibilities, and are updated on all the relevant issues.

Reporting Procedures

The Junior Co-ordinator is the nominated responsible officer for co-ordinating the child protection policy and monitoring its implementation in practice. That person will also be responsible for taking any necessary action when abuse is seen or alleged. Scope for

abuse will be minimised if our code and guidelines are followed because the whole coaching scheme is run with health, safety and welfare of our junior players in mind.

When an allegation is made or concerns are raised the nominated officer is required to complete an "Incident Report" to keep a record of the following:

- Name of the child
- Parent/Carer's address
- The child's address
- Relevant phone numbers
- What is alleged to have happened or what was seen
- When it occurred
- Who else, if anyone, was there
- What was said/done by those involved
- Is there any evidence of abuse, can it be recorded e.g. bruises, bleeding, changed behaviour
- Who was told about it
- Who was involved in the incident and if possible record in what way they were concerned in the incident
- Was the child able to say what happened and if so how did they describe it
- Whether the parents have been advised
- What has been done to resolve the incident – either short- or long-term
- What further action is recommended

Any complaints of suspected or actual abuse, or of children being put at risk will be taken seriously and acted on immediately. It is to be noted that any unwarranted or unfounded allegations made against a coach will result in the immediate cessation of coaching for that age group until the allegation is cleared or withdrawn.

Procedures for concerns

In the first instance you should contact the Junior Co-ordinator or Welfare Officer or, if that is not possible, any unconnected member of the coaching staff to ensure that the time of the concerns/allegations are recorded and to ensure that the details required are noted down (see reporting procedure). It is important to note that you should record **only the facts of the matter**. If you believe that you cannot deal with any person because of their connection to the event(s) then you should consider approaching an independent party or body having made a record of the appropriate facts.

Information for children

We will have contact names and information sources clearly displayed on the Junior Section notice board.

Checks and Safeguards

The Junior Co-ordinator is responsible for ensuring that all coaches and volunteer helpers are aware of the latest guidance regarding Child Protection issues, methods and procedures. If the Junior Co-ordinator believes that an individual is not taking sufficient notice of this guidance, or is not complying with the Club's Child Protection Policy the matter will be referred immediately to the Club Committee.

Codes of Conduct

Milnrow Cricket Club Code of Conduct for Club Officials and Volunteers

The essence of good ethical conduct and practice is summarised below. All Volunteers must:

- Consider the wellbeing and safety of participants over their development of performance.
- Develop an appropriate working relationship with players, based on mutual trust and respect.
- Make sure all activities are appropriate to the age, ability and experience of those taking part.
- Promote the positive aspects of the sport (e.g. fair play).
- Display consistently high standards of behaviour and appearance.
- Follow all guidelines laid down by the national, regional and sporting governing bodies and the club.
- Hold the appropriate, valid qualifications and insurance cover.
- Never exert undue influence over players to obtain personal benefit or reward.
- Never condone rule violations, bad language, aggressive behaviour or the use of prohibited substances.
- Encourage players to value their individual AND team performances and not just results.

Milnrow Cricket Club Code of Conduct for Coaches

All Club Coaches must adhere to the "Code of Conduct for Sports Coaches" as distributed by Sports Coach UK – The National Coaching Foundation, as displayed in the clubhouse. In essence this is summarised as follows:

- Hold appropriate, valid qualifications and insurance cover, and ensure that they are updated as required.
- Make sure all activities are appropriate to the age, ability and experience of those taking part.
- Promote the positive aspects of the sport (e.g. fair play).
- Develop an appropriate working relationship with players, based on mutual trust and respect.
- Display consistently high standards of behaviour and appearance.
- Follow all guidelines laid down by the national, regional and sporting governing bodies and the club.
- Never exert undue influence over players to obtain personal benefit or reward.
- Never condone rule violations, bad language, aggressive behaviour or the use of prohibited substances.
- Encourage players to value their individual AND team performances and not just results.
- Employ fairness, discretion and consistency in decision-making during matches and coaching sessions.
- Never set out to win at all costs.

Milnrow Cricket Club
Code of conduct for parents / guardians

- Encourage your child to learn the rules and play within the rules.
- Encourage punctuality. Lateness costs the team, not just the individual.
- Discourage cheating, unfair play, arguing with officials and 'sledging'.
- Discourage the abuse of playing equipment – whether own or club owned – and the act of tantrum at any point during a training session or match.
- Help your child to recognise good performance, not just results.
- Never force your child to take part in sport against his/her will.
- Set a good example by recognising fair play and applauding the good performances of all.
- Never punish or belittle a child for losing or making mistakes and encourage your child to behave accordingly.
- Accept officials' judgements and decisions.
- Support your child's involvement and help them to enjoy the sport.
- Use correct and proper language and behaviour at all times.
- Promote proper support for the team during matches but refrain from such support becoming personal or offensive to others.
- Remember that a win is gained at the cost of a defeat and public 'gloating' over the losing team should be actively discouraged.
- Share any positive criticisms, views, suggestions or ideas you may have that will benefit an age group or the club as a whole.
- Parents and players should note that "Boxer Shorts" do not provide the necessary support for an abdominal protector. It is therefore imperative that all male players either wear briefs or a 'jock strap' or purpose made shorts for this. No player will be allowed to bat without an abdominal protector and the other relevant protective equipment (gloves, pads and helmet) in place.

Milnrow Cricket Club - Junior Section Rules

Milnrow Cricket Club is fully committed to safeguarding and promoting the wellbeing of all its members. The club believes that it is important that members, coaches, administrators and parents associated with the club should, at all times, show respect and understanding for the health, 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 Junior Co-ordinator.

As a junior member of **Milnrow Cricket Club** you are expected to abide by the constitution of the Club and the following junior section rules:

1. All members must play within the spirit of the game, the rules of the competition and respect all officials and their decisions. Arguing with an umpire will not be tolerated under any circumstances.
2. All members must respect their opponents.
3. Members should keep to agreed timings for training and competitions or inform their coach or team manager if they are going to be late.
4. Members must wear suitable kit - Helmets with a face guard (when batting or standing up to the wicket when wicket keeping), an abdominal guard (box), leg guards (pads), thigh pads, arm guard and batting gloves for training and match sessions, as agreed with the coach / team manager. No player will be allowed to take part without the relevant protective equipment in place.
5. Members must pay any annual subscriptions or fees for training or events promptly.
6. Junior members under 16 years of age are not allowed to smoke on club premises or whilst representing the club at competitions.
7. Junior members are not allowed to consume alcohol or drugs of any kind on the club premises or whilst representing the club.
8. "Sledging" in any form will NOT be tolerated.
9. Junior members must note that temper tantrums, abuse of equipment – whether own or club property, damage to club property and breaches of the Code of Behaviour will be viewed in a serious light and will be the subject of disciplinary action which could result in the cancellation of membership.
10. Chewing gum and body jewellery must be removed before matches and training sessions. The Club, its coaches and officials will not be responsible for the safe-keeping of articles of value.