



CRICKET NSW

**SAFEGUARDING KIDS & YOUNG PEOPLE IN CRICKET
NSW Premier Clubs**

Julie Stafford – Participation Manager, Cricket NSW

SAFEGUARDING KIDS AND YOUNG PEOPLE ADOPTION



CRICKET NSW

The screenshot shows the Cricket Australia website header with the logo and navigation menu. The main content area features a large image of a coach interacting with young players, overlaid with the text 'SAFEGUARDING CHILDREN AND YOUNG PEOPLE'. Below this, there are two links: 'Looking after our kids' and 'Member Protection'. The 'Looking after our kids' link is highlighted in green.

CRICKET AUSTRALIA

About Cricket Cricket Cares Media Hospitality Travel Contact Us

RUN BY HCL

I want to... BUY TICKETS

SAFEGUARDING CHILDREN AND YOUNG PEOPLE

Looking after our kids Member Protection

Looking after our kids

This relates to players under 18 in your club

SAFEGUARDING KIDS AND YOUNG PEOPLE ADOPTION



CRICKET NSW


5 Simple steps for your club to show best practice

1. Read and understand the Safeguarding Kids and Young People (SK&YP) documents
2. Appoint a Child Safety Officer – give this name to ROY
3. Sign the Commitment Statement and Code of behaviour
4. Upload the signed documents to your website
5. Share information with your Club members

SAFEGUARDING KIDS AND YOUNG PEOPLE DOCUMENTS

Where to find resources:

Go to - <https://www.cricketaustralia.com.au/about/safeguarding/safeguarding-kids>



Policies & Codes

- [Australian Cricket's Policy for Safeguarding Children and Young People](#)
- [Australian Cricket's Looking After Our Kids Code of Behaviour for Affiliated Associations and Clubs](#)
- [Australian Cricket's Looking After Our Kids Code of Behaviour for Australian Cricket Personnel](#)
- [Commitment Statement for Safeguarding Children & Young People](#)

Videos

Why is child safety important?

Why is Child Safety Important

READ & UNDERSTAND



CRICKET NSW

1. **ACTION** - Read [Australian Cricket's Policy for Safeguarding Children and Young People](#)

2. The policy outlines the Safeguarding Kids framework, what we (cricket in Australia) is trying to achieve and how to do it



Policies & Codes

- [Australian Cricket's Policy for Safeguarding Children and Young People](#)
- [Australian Cricket's Looking After Our Kids Code of Behaviour for Affiliated Associations and Clubs](#)
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- [Commitment Statement for Safeguarding Children & Young People](#)

Videos

Why is child safety important?

Why is Child Safety Important

SIGN & ADOPT THE CLUBS' CODE OF BEHAVIOUR



CRICKET NSW



Code of Behaviour for Affiliated Associations and Clubs

LOOKING AFTER OUR KIDS



4 LOOKING AFTER OUR KIDS

SEXUAL MISCONDUCT

Under no circumstances is any form of "sexual behaviour" to occur between, with, or in the presence of Children or Young People engaging in sexual behaviour while participating in our sport is prohibited even if the Young Person's involved may be above the legal age of consent.

"Sexual behaviour" encompasses all actions that would reasonably be considered to be sexual in nature, including but not limited to:

- contact behaviour, such as sexual intercourse, kissing, fondling, sexual penetration or exploiting a Child or Young Person through prostitution; and
- non-contact behaviour, such as flirting, sexual comments, inappropriate text messaging, inappropriate photography or exposure to pornography or nudity.

POSITIVE GUIDANCE AND DISCIPLINE

Australian Cricket strives to ensure that Children and Young People participating in our sport are aware of the acceptable limits of their behaviour so that we can provide a positive experience for all participants.

However, Australian Cricket acknowledges that there are times when an individual may be required to use appropriate techniques and behaviour management strategies to ensure:

- an effective and positive environment; and
- the safety and wellbeing of Children, Young People or personnel participating in our sport.

We require all persons involved in our sport to use strategies that are fair, respectful and appropriate to the developmental stage of the Child or Young People involved. All Children and Young People need to be provided with clear directions and given an opportunity to reflect their misbehaviour in a positive manner.

Under no circumstances are persons involved in our sport to take disciplinary or any form of punishment that could reasonably be considered as degrading.

Code of Behaviour for Affiliated Associations and Clubs

ADHERING TO PROFESSIONAL ROLE BOUNDARIES

All persons involved in our sport should not of their own volition or at the request of a service user, act outside the confines of their duties (as determined by their role within their Affiliated Association or Club) when involved in our sport.

Without express authorisation from a Nominated Supervisor or Person in Authority, all persons must not:

- provide unauthorised transportation to a Child or Young Person (see Transporting Children for further information);
- engage in activities with Children or Young People (or former participants) outside our sport, outside cricket programs and services;
- provide any form of support to a Child or Young Person who are participants and members of our sport, including through online and social media;
- seek contact with a Child or Young Person or their family, unrelated to our sport;
- involve themselves in a Child or Young Person's private matters, including family matters, unless the Child or Young Person's private matters, including family matters, are directly related to their participation in our sport; or
- where there is no existing social, personal or family relationship prior to engaging in services in our sport, accept an invitation to attend any private social function at the request of a Child or Young Person who has participated, or is participating, in our sport - or at the request of any family.

Any person that becomes aware of a situation in which a Child or Young Person requires assistance that is beyond the confines of their role, or beyond the sporting environment, should undertake any or all of the following at the earliest opportunity:

- contact the Child or Young Person's parent or Guardian; and/or
- seek advice from the Nominated Supervisor or Person in Authority.

Code of Behaviour for Affiliated Associations and Clubs

6 LOOKING AFTER OUR KIDS

SUPERVISION

All persons are responsible for supervising the Children and Young People engaged in our sport to ensure their participation:

- engage positively with our sport;
- behave appropriately toward one another; and
- are in a safe environment and are protected from external threats.

All persons are required to avoid any one-on-one unsupervised situations with Children and Young People in our sport, and where possible to conduct all activities and/or discussions with Children and Young People in view of other colleagues or personnel.

USE OF ELECTRONIC OR ONLINE COMMUNICATIONS

All email, text messages and other messages sent to a Child or Young Person should be copied to their parent or guardian.

When a parent is not included in the communication:

- direct communication to youth directly associated with delivering our sport, such as advising that a scheduled event is cancelled;
- send the personal or social content in such communication, to what is required to convey the service-related message in a public, non-personal manner - in particular do not communicate anything that a reasonable observer could view as being of a sexual nature;
- do not use such communication to promote unauthorised social activity or to arrange unauthorised contact;
- do not require a Child or Young Person to have a communication a moment from their parent or guardian; and
- do not request "friends", "follow" or communicate with Children or Young People using Facebook, Instagram, Twitter, Snapchat or other social networking sites, internet chat rooms or similar forums, game sites or instant messaging.

GIVING GIFTS

Gifts may only be given to Children and Young People involved in our sport, with the consent of their parent or guardian.

PHOTOGRAPHS OF CHILDREN AND YOUNG PEOPLE

Subject to the Australian Cricket Ticket and Entry Conditions or engagement of Children and Young People by Australian Cricket for the promotion of Australian Cricket Programs and Services governed by a separate agreement with a Child or Young Person (and their parent or guardian), under this Code of Behaviour:

- Children and Young People are to be photographed while involved in our sport only;
- the Child or Young Person's parent or guardian has provided prior approval for the photographs to be taken for the stated purpose to be captured - see Australian Cricket's Looking After Our Kids Action Plan document for "Image Consent and Release Form";
- the content is directly related to participation in our sport;
- the Child is appropriately dressed and posed;
- the image is taken in the presence of other colleagues or personnel;
- images are not to be distributed (including via attachment) to email to anyone outside the Affiliated Association and Club other than the Child or Young Person's parent or guardian, without knowledge and approval of the Nominated Supervisor or Person in Authority; and
- images are not to be submitted to the Affiliated Association and Clubs website or public social media or any other website for promotional purposes and approval through a signed image consent form; each image must be provided in a separate file so that the Child or Young Person's name is not visible on the image.

Code of Behaviour for Affiliated Associations and Clubs

7

USE OF LANGUAGE AND TONE OF VOICE

Language and tone of voice used in the presence of Children and Young People should:

- provide clear direction, boost their confidence, encourage or affirm them;
- not be harmful to Children or Young People - in this regard, all persons should avoid language that is:
 - discriminatory, racist or sexist;
 - derogatory, belittling or negative, for example use "too fat";
 - intended to threaten or frighten, or intimidate or sexualise.

Code of Behaviour for Affiliated Associations and Clubs

SIGN & ADOPT THE CLUBS' CODE OF BEHAVIOUR

1. Read [Australian Cricket's Looking After Our Kids Code of Behaviour for Affiliated Associations and Clubs](#). The document outlines the Code of Behaviour for Associations, Clubs and their participants (members).

1. **ACTION** - Complete each section, providing at minimum the name of one committee member

DATE	Insert Date	
AFFILIATED ASSOCIATION OR CLUB NAME	Insert Affiliate Association or Club Name	
SIGNATURE OF AFFILIATED ASSOCIATION OR CLUB PRESIDENT	Sign if possible or insert first and surname of President/Chair	
NAME	Insert Name	
SIGNATURE OF AFFILIATED ASSOCIATION OR CLUB SECRETARY/ COMMITTEE MEMBER	Sign if possible or insert first and surname of Secretary	
NAME	Insert Name	
NOMINATED SUPERVISOR OR PERSON IN AUTHORITY AS APPROVED BY THE AFFILIATED ASSOCIATION OR CLUB (EG – JUNIOR COORDINATOR, CLUB PRESIDENT)	NAME:	Insert Name
	PHONE:	Insert Phone Number
	EMAIL:	Insert Email
Insert details of nominated person who coordinates or is responsible for junior participants		
OUR CHILD SAFETY OFFICER AND/OR MEMBER PROTECTION INFORMATION OFFICER/S ARE	NAME:	Insert Name
	PHONE:	Insert Phone Number
	EMAIL:	Insert Email
	NAME:	Insert Name
	PHONE:	Insert Phone Number
	EMAIL:	Insert Email
Insert details of nominated:		
1. Child Safety Officer/s (CSO); and		
2. Member Protection Information Officer/s (MPIO)		
A nominated person to the role of CSO must be provided.		
The CSO and/or MPIO may conduct both roles.		



SIGN THE COMMITMENT STATEMENT



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1. Read [Commitment Statement for Safeguarding Children & Young People](#). The document acknowledges your commitment as an organisation to actioning the Cricket Australia Safeguarding Kids and Young People framework.

1. **ACTION** - Insert the name of organisation and insert the name of President/Chair

OUR COMMITMENT TO PARENTS AND GUARDIANS

Australian Cricket and the Affiliated Associations and Clubs are committed to supporting parents and guardians in protecting and safeguarding Children and Young People.

Australian Cricket and the Affiliated Associations and Clubs seek to:

- a) communicate with parents and guardians of Children and Young People regarding the expectations of our sport in ensuring a safe environment for Children and Young People; and
- b) publicise and share information with parents and guardians about safeguarding Children and Young People and where they can go to for assistance if they require further information, advice or would like to make a complaint under this Policy.

OUR COMMITMENT TO BEING A CHILD SAFE ORGANISATION

In order to become child safe organisations, Australian Cricket and the Affiliated Associations and Clubs seek to:

- a) ensure that Australian Cricket Personnel and Players adhere to Australian Cricket's Looking After Our Kids Code of Behaviour for Australian Cricket Personnel;
- b) ensure that Cricket Participants adhere to Australian Cricket's Looking After Our Kids Code of Behaviour for Affiliated Associations and Clubs;
- c) use best practice in the recruitment and screening checks for Australian Cricket Personnel and Cricket Participants;
- d) ensure that Players who will or will likely have contact with Children and Young People undertake screening processes;
- e) induct Australian Cricket Personnel, Players and Cricket Participants appropriately for their relevant position, recognising their role in safeguarding Children and Young People and to provide ongoing learning and development opportunities related to child safety;
- f) take steps to ensure that Australian Cricket Personnel, Players and Cricket Participants do not engage in Child Abuse, Bullying, Harassment, or other inappropriate conduct such as Grooming or exploit Children or Young People involved in our sport;
- g) educate Australian Cricket Personnel, Players and Cricket Participants as to the Codes of Behaviour that underpin our sport;
- h) ensure that all Australian Cricket Personnel, Players and Cricket Participants report any concerns, complaints or any allegations of Child Abuse, Bullying, Harassment or other inappropriate conduct such as Grooming; and
- i) ensure that all Australian Cricket Personnel, Players and Cricket Participants are provided with the appropriate support following any incidents or complaints raised under this Policy.

WE ENDORSE AUSTRALIAN CRICKET'S COMMITMENT TO SAFEGUARDING CHILDREN AND YOUNG PEOPLE



Insert Association/Club President Name
Insert Association/Club Name Line 1
Insert Association/Club Name Line 2

UPLOAD DOCUMENTS TO YOUR WEBSITE

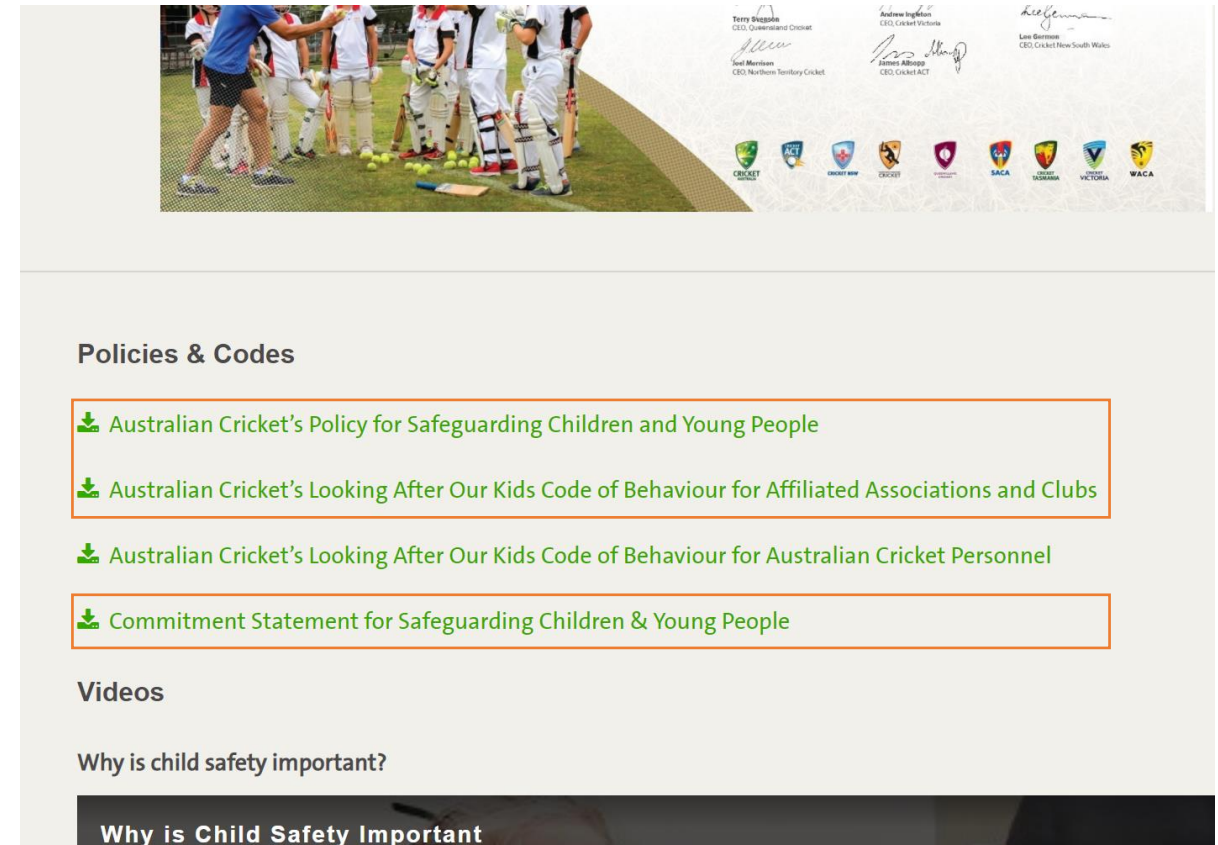


CRICKET NSW

ACTION - Upload and display the three (3) documents to your website to raise awareness with member of the policy and your organisations commitment to Safeguarding Kids and Young People.

2. Notify Cricket NSW (Roy Formica) of Child Safety Officer contact details.

Roy can then provide this person with more assistance if required.



The screenshot shows the 'Policies & Codes' section of the Australian Cricket website. It features a list of four documents, each with a download icon and a green arrow. The first and last items are highlighted with orange boxes:

- [Australian Cricket's Policy for Safeguarding Children and Young People](#)
- [Australian Cricket's Looking After Our Kids Code of Behaviour for Affiliated Associations and Clubs](#)
- [Australian Cricket's Looking After Our Kids Code of Behaviour for Australian Cricket Personnel](#)
- [Commitment Statement for Safeguarding Children & Young People](#)

Below the list is a 'Videos' section with the heading 'Why is child safety important?' and a video player showing the title 'Why is Child Safety Important'.



Appoint a Child Safety Officer

POSITION DESCRIPTION

POSITION	Child Safety Officer
REPORTS TO	Affiliated Association or Club Committee
PURPOSE	<p>The Child Safety Officer or Member Protection Information Officer will be the first point of contact for all safeguarding Children and Young People matters.</p> <p>The Child Safety Officer will champion the child safety message and ensure that the Affiliated Association or Club has adopted Australian Cricket's Policy for Safeguarding Children and Young People and that the Affiliated Association or Club implements practices and procedures in line with Australian Cricket's Looking After Our Kids Code of Behaviour for Affiliated Associations and Clubs.</p> <p>The Child Safety Officer must at all times hold a valid Working with Children Check or Blue Card as the case may be.</p>
DUTIES	<ul style="list-style-type: none"> Communicate and promote <ul style="list-style-type: none"> Australian Cricket's Policy for Safeguarding Children and Young People Australian Cricket's 'Looking After Our Kids' Code of Behaviour for Affiliated Associations and Clubs Australian Cricket's Commitment to Safeguarding Children and Young People, with Cricket Participants and all members of the Affiliated Association or Club Promote good practice of safeguarding Children and Young People within the Affiliated Association or Club, creating a welcoming and safe environment for Children and Young People Encourage and promote an environment where Children, Young People, Parents and Guardians are participants in the decision making process Be the point of contact for all safeguarding Children and Young People matters Advise the Committee on roles that require a Working with Children Checks (or Blue Cards) (See Notes for the Adoption of Australian Cricket's Policy for Safeguarding Children and Young People, Recruitment and Induction) Ensure all paperwork, background checks and Working with Children Checks (or Blue Cards) are completed by Cricket Participants, ensuring that all Working with Children Checks (or Blue Cards) are linked to the Affiliated Association or Club Attend all Committee meetings and ensure that safeguarding Children and Young People is a standing agenda item for each Committee meeting, with junior cricket decisions being made with the safeguarding of Children and Young People in mind Ensure all complaints, allegations and suspicion of Child Abuse, Bullying, Harassment or other inappropriate conduct such as Grooming are reported to the Police and/or Government Agency and the State and Territory Cricket Association in line with Australian Cricket's Policy for Safeguarding Children and Young People
AREAS OF KNOWLEDGE	<ul style="list-style-type: none"> Awareness of Australian Cricket's Commitment Statement for Safeguarding Children and Young People Basic awareness of Australian Cricket's Policy for Safeguarding Children and Young People Knowledge and awareness of Australian Cricket's Looking After Our Kids Code of Behaviour for Affiliated Associations and Clubs Basic knowledge of different forms of abuse that can occur Knowledge and awareness of reporting requirements

A named person (name to Roy) at your club who will :

Check Working with Children Checks of Managers and coaches working with anyone U18

Check the Child policy is widely shared across the club

Ensure Child safety is an agenda item at meetings










RESOURCES TO ASSIST YOU

Resources

[Australian Cricket's Looking After Our Kids Action Plan](#)

Notes for the adoption of Australian Cricket's Policy for Safeguarding Children and Young People & related documents.









Links to individual templates contained within the Action Plan are below:

-  [Checklist](#)
-  [Recruitment, Induction & Screening](#)
-  [Record of WWCC/Blue Card](#)
-  [Parent/Guardian Transportation/Pick Up Approval Form](#)
-  [Image Consent & Release Form](#)
-  [Member Protection Declaration](#)
-  [Position Description for Child Safety Officer](#)

[Acknowledgement Form](#)

[Child Safety Poster](#)

Child Safety Flowchart for responding to incidents, disclosures and suspicions for Affiliated Associations and Clubs

-  [Western Australia](#)
-  [South Australia](#)
-  [Victoria](#)
-  [NSW](#)
-  [Queensland](#)
-  [Tasmania](#)
-  [Northern Territory](#)
-  [ACT](#)



CRICKET NSW

For further questions, please contact Roy Formica or Sean Mantle and we can assist.

Thank you