

# CODE OF CONDUCT (ADULTS)

Version control and review:

<b>Title</b>	<b>Code of Conduct (Adults)</b>			
<b>Description</b>	Conduct policy for adults involved in DCB activity			
<b>Created By</b>	M Theedom, J May, ECB Safe Hands			
<b>Date Created</b>	20/12/2022			
<b>Review Date</b>	20/12/2025 (every 3 years)			
<b>Version Number</b>	<b>Modified By</b>	<b>Modifications Made</b>	<b>Date Modified</b>	<b>Status</b>
V1.0	M Theedom	Updated policy and version control	20/12/2022	Draft

## Code of Conduct (Adults)

**This Code of Conduct applies to the following categories:**

- a) Parents and carers
- b) Spectators
- c) Adult players (18 and over)
- d) Devon Cricket staff
- e) Devon Cricket appointed team managers and coaches, umpires and scorers

The code of conduct shall apply to all organised Devon Cricket activity. *(including but not limited to: Schools Festivals, Youth Development Cricket, County Age Group, Emerging Player Programme, Academy Training, Women & Girls Festivals, Disability Cricket)*

**All categories mentioned above 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, for example fair play
- Encourage all participants to learn the Laws and rules and play within them, always 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 children above the development of performance
- Ensure activities are appropriate for the age, maturity, experience and ability of the individual
- Respect children's opinions when making decisions about their participation in cricket
- Not smoke, drink or use banned substances while working with children involved in Devon Cricket activities
- Not provide children with alcohol when they are under the care of Devon Cricket
- Follow ECB guidelines set out in the "Safe Hands – Cricket's Policy for Safeguarding Children" and any other relevant guidelines issued
- Report any concerns in relation to a child, following reporting procedures laid down by the ECB

**In addition to the above, all Devon Cricket staff, appointed team managers and coaches, umpires and scorers 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 discouraged from online or other electronic communication with children – any such communication should be via parents.
- Inform players and parents of the requirements of cricket
- Know and understand the ECB’s “Safe Hands – Cricket’s Policy for Safeguarding Children”
- 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. The ECB adopts the Home Office guidelines. Coaches and officials should be aware that Position of Trust legislation will apply in relation to any concerns in this area as outlined in the Sexual Offences Act 2003.
- Attend appropriate training to keep up to date with their role, especially with respect to the safeguarding of children

## Relevant Policies

This policy should be read in conjunction with the following policies:

- ECB Safeguarding Procedures
- Safe Hands Policies
- Devon Cricket Adults at Risk Policy
- General Conduct Regulations

## Review

This policy does not form part of an employee’s contract of employment and the Company may amend it at any time. This policy reflects current legislation at the time of writing. Any changes to this legislation will take precedence.

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<sup>i</sup> Note: Coaches & managers will additionally adhere to the ECB Coaches Code of Conduct