



Code of Behaviour for  
Australian Cricket Personnel

# LOOKING AFTER OUR KIDS





# LOOKING AFTER OUR KIDS



## PURPOSE

Australian Cricket, comprising Cricket Australia and each of the State and Territory Cricket Associations, seeks to provide a safe, fair and inclusive environment for everyone involved in Australian Cricket and those participating in programs and services delivered by Affiliated Associations and Clubs.

This includes providing everyone involved in Australian Cricket and in our sport, including Children and Young People, with a positive and enriching sporting environment that promotes their participation and development in the sport.

Australian Cricket is committed to safeguarding everyone involved in our sport including Children and Young People in our care and in the care of Affiliated Associations and Clubs.

Part of this commitment to Children and Young People in our sport means that we are inclusive of those from a range of different backgrounds. This includes but is not limited to:

- Aboriginal and Torres Strait Islander Children and Young People;
- Children and Young People with a disability;
- LGBTI Children and Young People; and
- Children and Young People from culturally and linguistically diverse backgrounds.

Australian Cricket's Looking After Our Kids Code of Behaviour aims to identify and prevent behaviour that may be harmful to Children and Young People in our sport.

Developed to protect Children and Young People engaged in cricket, Australian Cricket's Looking After Our Kids Code of Behaviour for Australian Cricket Personnel has been formally approved and endorsed by the board of Cricket Australia and the board of each of the State and Territory Cricket Association.

Australian Cricket's Looking After Our Kids Code of Behaviour for Affiliated Associations and Clubs must

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## AUSTRALIAN CRICKET REQUIRES CERTAIN STANDARDS OF BEHAVIOUR OF ALL PERSONS INVOLVED IN OUR SPORT.

## KEY REQUIREMENTS

Australian Cricket's Looking After our Kids Code of Behaviour is underpinned by the following core values:

- to act within the rules and spirit of our sport, including the Spirit of Cricket;
- to display respect and courtesy towards everyone involved in our sport and prevent discrimination and harassment;
- to prioritise the safety and well-being of Children and Young People involved in our sport;
- to report any behaviour which is in breach of this Code of Behaviour to help prevent the abuse of Children and Young People in our sport; and
- to encourage and support opportunities for participation in all aspects of our sport.

As custodians responsible for cricket's future, we are committed to ensuring others enjoy the rewards of life-long cricket involvement and for this reason seek to ensure that Affiliated Associations and Clubs also provide a safe environment for Children and Young People and endorse Australian Cricket's Looking After Our Kids Code of Behaviour for Australian Cricket Personnel.

**James Sutherland**  
CEO, Cricket Australia

**Christina Matthews**  
CEO, Western Australia Cricket Association

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CEO, Cricket New South Wales

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CEO, Cricket ACT

## AUSTRALIAN CRICKET OUR KIDS CODE OF BEHAVIOUR

Australian Cricket's Looking After Our Kids Code of Behaviour is underpinned by the following core values:

**All persons must:**

1. ensure all Children and Young People are safe and supported.
2. use positive guidance strategies to encourage fair play, giving positive and constructive feedback, and constructive discipline where required to discipline a Child or Young Person, with the safety and wellbeing of the Child or Young Person as the priority.
3. put the welfare of Children and Young People first.
4. promote good sportsmanship by encouraging fair play, healthy competition, skill development and respect for officials and volunteers.
5. ensure that physical contact with a Child or Young Person is appropriate to the services such as skill development or coaching.
6. use appropriate language and communication. People, providing clear direction, guidance, encouragement, and support.
  - a. discriminatory, racist or sexist;
  - b. derogatory, belittling, negative, or demeaning;
  - c. intended to threaten or be harmful.
7. avoid one-on-one unsupervised contact with a Child or Young Person.
8. ensure change room and accommodation is safe and suitable for Children and Young People, and allow for suitable supervision when Children and Young People are present.
9. not take photos, videos or other recordings without the prior consent of their parents or other recordings must be in compliance with the Privacy Act. Person's participation in our sport.
10. not seek to or contact Children or Young People that is required as part of the scope of our sport.
11. not engage in inappropriate conversations in the presence of Children and Young People, including communication on social media, email or mobile phone.



## 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 innuendo, 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/or 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 Children or Young People involved. All Children and Young People need to be provided with clear directions and given an opportunity to redirect their misbehaviour in a positive manner.

Under no circumstances are persons involved in our sport to take disciplinary action involving physical punishment or any form of treatment that could reasonably be considered as degrading, cruel, frightening, humiliating or discriminatory.

## ADHERING TO PROTECTIVE ROLE BOUNDARIES

All persons involved in our sport should not act outside the confines of their duties (as defined in our Code of Conduct) when involved in our sport.

**Without express authorisation from the Board (as the case may be), all persons must not:**

- provide unauthorised transportation to, or further information);
- engage in activities with Children or Young People in cricket programs and services;
  - provide any form of support or advice to Children or Young People;
  - seek contact with Children or Young People, including through online communication;
  - involve themselves in matters, unless specifically requested, where the involvement is likely to be engaging or socially beneficial to the Children or Young People; or is prohibited by the Code of Conduct.





## SUPERVISION

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

- 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 one-to-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 ONLINE COMMUNICATION

All email, text messages and other messages sent to or from a parent or guardian.

Where a parent is **not included** in the communication:

- restrict communication to issues directly related to a scheduled event is cancelled;
- limit the personal or social content in social media messages in a polite, friendly manner. It is not acceptable to be viewed as being of a sexual nature;
- do not use such communication to promote or advertise any event;
- do not request a Child or Young Person to provide any personal information;
- do not request 'friends', 'follow' or connect with anyone on Twitter, Snapchat (or other social networking sites) or instant messaging.



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PHOTOGRAPHY

Subject to the Club's Privacy Policy, all photographs taken at Club events are for the Club's use only. No photographs of Children or Young People are to be published on any social media platform without the prior written consent of the Club.

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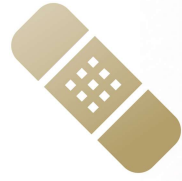
## PHYSICAL CONTACT WITH CHILDREN AND YOUNG PEOPLE

Any physical contact with Children and Young People must be appropriate to the delivery of our sport such as assisting with bowling, batting or fielding techniques, fitting cricket equipment and based on the needs of the Child or Young Person (such as to assist or comfort a distressed Child or Young Person).

**Under no circumstances should any person have contact with Children or Young People participating in our sport that:**

- involves touching of:
  - genitals;
  - buttocks;
  - the breast area
- other than as part of delivering medical or allied health service by a health care professional;
- would appear to a reasonable observer to have a sexual connotation;
- is intended to cause pain or distress to the Child or Young Person – for example physical punishment;
- is overly physical (for example, wrestling, horseplay, tickling or other roughhousing);
- is unnecessary (for example, assisting with toileting when a Child or Young Person does not require assistance);
- is initiated against the wishes of the Child or Young Person, except if such contact is necessary to prevent injury to the Child or Young Person or to others, in which case:
  - physical restraint should be a last resort;
  - the level of force used must be appropriate to the specific circumstances, and aimed solely at restraining the Child or Young Person to prevent harm to themselves or others; and
  - the incident must be reported to the relevant Executive General Manager or General Manager (as the case may be) as soon as possible.

All persons involved in our sport are required to report to the relevant Executive General Manager or General Manager (as the case may be), any physical contact initiated by a Child or Young Person that is sexual and/or inappropriate, for example, acts of physical aggression, as soon as possible, to enable the situation to be managed in the interests of the safety of the Child or Young Person, all other participants and persons involved in our sport.



## ATTENDING TO AN INJURED OR UNWELL CHILD OR YOUNG PERSON

## OVERNIGHT STAY SLEEPING ARRANGEMENTS

Overnight stays are to occur only with the Manager or General Manager (as the case may be) and the Child or Young People involved.

Tours and overnight stays are only supported by the Australian Cricket Association or Cricket Australia and Territory Association.

**Australian Cricket does not support any Tours and Clubs unless such Tour or overnight stays are approved by the Territory Association.**

Practices and behaviour by all persons during tours and behaviour expected during delivery of tours.

**Standards of conduct that must be observed:**

- ensuring that there is a record of attendance during tours;
- providing Children and Young People with appropriate supervision during tours;
- observing appropriate dress standards during tours; exposure to adult nudity;
- not allowing Children and Young People to be alone during tours; for example, through movies, television, the internet, mobile phones, etc;
- not leaving Children and Young People unattended during tours;
- unauthorised persons such as hotel staff, tour guides, etc, are not to be present during tours;
- attending personnel and Tour management staff are to be aware of substances that would affect their judgement during tours;
- ensuring that sleeping arrangements during tours are appropriate for Children and Young People by:
  - observing adequate adult to child ratios;
  - ensuring that accommodation includes appropriate supervision of persons attending the overnight stays;
  - not allowing Children or Young People to be accommodated without adequate supervision during tours;
  - the right of Children and Young People to be accompanied by their parents, or others, if they feel uncomfortable or distressed during the tour;
  - parents expecting that their children or young people will be with them if they wish, make contact.



## CHANGE ROOM ARRANGEMENTS

All persons involved in our sport are required to supervise Children and Young People in change rooms while balancing a Child or Young Person's right to privacy.

**In addition, all persons involved in our sport should:**

- avoid one-on-one unsupervised contact with Children and Young People at all times in the change room (other than their own Child or Young Person);
- not dress or undress in the change room while Children and Young People (other than their own Child or Young Person) are present, unless the Child or Young Person is playing in a Senior team and there are other members of the team in the change room;
- not take photos, videos or other recordings (or allow photos, videos or other recordings to be taken) of Children and Young People in the change room;
- ensure adequate supervision in the change room when they are being used by Children and Young People;
- ensure a level of supervision for preventing abuse and general misbehaviour by members of the public, adults and Children and Young People using the change room, whilst recognising the right to privacy; and
- where available, ensure female and males use separate change rooms.

## USE OF, POSSESSION OR SUPPLY OF ALCOHOL OR DRUGS



All persons involved in our sport who are delivering a program or service involving Children and Young People, must not:

- use, possess or be under the influence of an illegal drug;
- use or be under the influence of alcohol whilst delivering a program or service;
- be incapacitated by any other legal drug such as prescription or over-the-counter drugs whilst delivering a program or service;
- supply alcohol or drugs (including tobacco) to Children and Young People participating in our sport in any circumstance.

Use of legal drugs other than alcohol is permitted, provided such use does not interfere with your ability to provide the appropriate level of care to Children or Young People participating in our sport.

All persons should be aware of their relevant Alcohol, Drug Use and Smoking Policy which may include additional requirements.

## TRANSPORTING C

Australian Cricket acknowledges that from Children and Young People. Children and

- in circumstances that are directly related
- with the prior written consent from the Parent/Guardian Transportation/Pick
- an acknowledgment of the relevant Ex may be) of the parent or guardian's cor

A Parent/Guardian Transportation Appro information in order to obtain the releva

- the form of transport proposed, such as
- the reason for the journey;
- the route to be followed, including any
- details of anyone who will be present
- in delivering our sport; and
- vehicle and registration information, ir

In the event that it is not practicable for th notify in writing the details of the travel t (as the case may be) as soon as practicabl

## PICK UP AND COL CHILDREN AND Y

All persons must:

- make sure Children and Young People training and matches, including start a
- arrive before scheduled practice or gar left unattended;
- have an accessible register of parent ar operational phone;
- ensure they are aware of alternative pi parent or guardian has provided conse
- ensure that if a parent or guardian is la



## MONITORING AND REVIEW

This document will be reviewed annually, in consultation with stakeholders. Some circumstances may trigger an early review, this includes but not limited to legislative changes, organisational changes, incident outcomes and other matters deemed appropriate by Australian Cricket.

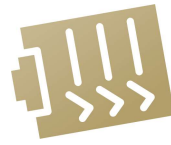


## RELEVANT DOCUMENTS AND RESOURCES

Australian Cricket's Policy for Safeguarding Children and Young People

Australian Cricket's Commitment to Safeguarding Children and Young People  
(embedded within *Australian Cricket's Policy for Safeguarding Children and Young People*)

Play by the Rules – Child Protection Online Course  
[www.playbytherules.net.au/online-courses/child-protection-online-course](http://www.playbytherules.net.au/online-courses/child-protection-online-course)



## ACKNOWLEDGEMENT

I acknowledge that I have read and agree to comply with and be bound by Australian Cricket's Looking After Our Kids Code of Behaviour for Australian Cricket Personnel and Australian Cricket's Policy for Safeguarding Children and Young People.

NAME PRINTED	<b>Insert Name</b>
SIGNATURE	
DATE	<b>Insert Date</b>

## DEFINITIONS

Australian Cricket Personnel means:

- directors and officers of Cricket Australia, the State and Territory Cricket Associations or a Big Bash League Club
- Employees, including match officials appointed by Cricket Australia;
- contractors and consultants engaged by Cricket Australia, the State and Territory Cricket Associations or a Big Bash League Club under a Contractor Agreement, Consultancy Agreement or other Agreement to this effect;
- Player Support Personnel;
- board and/or committee members of Cricket Australia, the State and Territory Cricket Associations or a Big Bash League Club; and
- volunteers of Cricket Australia, State and Territory Cricket Associations or a Big Bash League Club under a Volunteer Agreement or other Agreement (whether or not that Agreement is writing or not) to this effect.





CRICKET



CRICKET  
ACT



CRICKET NSW



NORTHERN TERRITORY  
CRICKET



QUEENSLAND  
CRICKET



SACA



CRICKET  
TASMANIA



CRICKET  
VICTORIA



WACA