

Shellharbour City Cricket Club

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Coach and Team Manager Code of Conduct – Shellharbour City Cricket Club

Coaches and team managers hold positions of trust and authority over children. This Code applies to all coaches, assistant coaches, team managers and anyone acting in these roles, whether paid or volunteer. It is based on Australian Cricket's national Safeguarding Children and Young People policies and Cricket NSW requirements. By taking on one of these roles, you agree to the following:

Before You Start

- Hold a current NSW Working with Children Check (WWCC) and provide your WWCC number to the club for verification before commencing in your role.
- Tell the club immediately if you are charged with or convicted of any offence that would affect your WWCC or your suitability to work with children.
- Complete any safeguarding training or induction the club or Cricket NSW asks of you.
- Act within the scope of your role at all times and seek guidance from the club committee if you are unsure.

Creating a Positive Environment

- Make cricket safe, fun and inclusive for every child, whatever their background or ability.
- Use positive guidance: give clear directions, encouragement and constructive feedback rather than criticism.
- Never use physical punishment, or any treatment that is degrading, cruel, frightening or humiliating, to discipline a child.
- Never force a child to train or play when they are injured, unwell or fatigued.
- Do not show favouritism or give gifts to individual children, other than official club awards.
- Never use language that is discriminatory, derogatory, belittling, threatening, profane or sexual around children.

Supervision

- Supervise children constantly, actively and diligently at training and matches. Always be in a position to observe, respond and intervene.
- Avoid one-on-one unsupervised contact with children at all times. If it happens unavoidably, report it to the club committee within 24 hours.
- When supervising change rooms, ensure a minimum of two adults of the same gender as the group are present, and respect children's privacy.

Communication

- Never communicate one on one with a child electronically or online, including by phone, text or messaging apps. Always include a parent or carer or another club representative.
- Keep all communication related to cricket, polite and appropriate. Use official team channels wherever possible.
- Never ask a child to keep any communication secret from their parents or carers.
- Do not connect with junior players on social media or contact them outside your club role.

Physical Contact

- Any physical contact must be appropriate to coaching cricket, such as correcting technique, fitting equipment, delivering first aid or comforting a distressed child, and must always be based on the child's needs.
- Physical restraint may only ever be used as a last resort to prevent injury to the child or others, with minimum force, and must be reported to the club immediately.

Photos, Videos and Livestreaming

- Do not take or store photos or videos of children without the prior consent of their parent or carer, and only in connection with their participation in cricket.
- Never take photos, videos or recordings in change rooms under any circumstances.
- Livestreaming of junior matches may only occur through the club, with written parental consent.

Transport, Pick Up and Collection

- Make sure players and their families know the times and locations of training and matches, including start and finish times.
- Arrive before scheduled start times so children are never left unattended and keep an accessible register of parent and carer emergency contacts and a working phone.
- Do not leave training or a match until every child has been collected. Ask the second-last family to wait with you until the final child is picked up.
- Only release a child to someone other than their parent or carer if you know the parent has consented. If in doubt, call the parent first.
- Do not transport a child without the prior written consent of their parent or carer and the club's acknowledgment and avoid being alone in a vehicle with a child.

Injuries and First Aid

- Only attempt to treat an injury if you are qualified in first aid and always administer first aid in the presence of others.
- Only uncover and treat the injured area, always protecting the child's privacy.
- Always report injuries and any treatment to the child's parent or carer, notify the club, and document the incident.

Alcohol, Drugs, Smoking and Vaping

- Never consume or be under the influence of alcohol or drugs while responsible for children, and never supply alcohol, drugs, tobacco or vapes to a child.
- Do not smoke or vape around children.

- Only give medicine to a child with parental consent and in line with a valid prescription, or where genuinely necessary for lifesaving treatment.

If a Child Tells You Something

If a child, or their parent or carer, discloses a safety concern or possible abuse to you:

- Listen carefully, stay calm and take them seriously. Do not challenge or undermine them.
- Do not press for detail or ask leading questions.
- Explain that you may need to tell others to keep them safe. Never promise to keep it secret.
- Write down what was said promptly and accurately and report it as set out below. Do not discuss it with anyone else, including the person complained about.

Reporting a Concern

- If you believe a child is at risk of immediate harm, call 000.
- Report any concern about child safety immediately to the club's Child Safety Officer or the club committee.
- Concerns can also be reported to NSW Police on 131 444, the NSW Child Protection Helpline on 132 111, or Cricket NSW's Integrity Unit at integrity@cricketnsw.com.au.

Our club's Child Safety Officer is Richard Testa who can be contacted at 0438 574 763.

What Happens if the Code is Broken

Breaches of this Code will be managed under the club's complaints process and Australian Cricket's Policy for Safeguarding Children and Young People, and may result in disciplinary action, including removal from your role. Anything that may involve a breach of the law will be reported to the police.

Thank you for the time and care you give our players. The trust families place in this club starts with you.

Acknowledgment

You accept this Code electronically when you register in a coach or team manager role each season. No separate form is needed.

This Code is based on Australian Cricket's Looking After Our Kids Code of Behaviour, Australian Cricket's Policy for Safeguarding Children and Young People, and the Cricket NSW Safeguarding Children and Young People