



Jersey Cricket Board Code of Conduct for Staff and Volunteers

Jersey Cricket Board (JCB) coaches and volunteers involved in sport have a great opportunity to be a positive role model and help build an individual's confidence.

Staff and volunteers are expected to:

- Ensure the safety of all children by providing effective supervision, proper pre-planning of coaching sessions, using safe methods at all times
- Consider the wellbeing & safety of participants before the development of performance
- Encourage & guide participants to accept responsibility for their own performance and behaviour
- Treat all young people fairly and ensure they feel valued. Have no favourites
- Encourage all children not to discriminate on the grounds of religious beliefs, race, gender, social classes or lack of ability
- Not allow any rough or dangerous play, bullying, or the use of bad language or inappropriate behaviour
- Appreciate the efforts of all young people and not over-train the young people. Never exert undue influence over performers to obtain personal benefit or reward.
- Be positive, approachable and offer praise to promote the objectives of the club at all times
- Not let any allegations of abuse of any kind or poor practice to go unchallenged or unrecorded. Incidents and accidents to be recorded in the line with the club's procedures. Parents will be informed.
- Never use sanctions that humiliate or harm young people
- Report accidents or incidents of alleged abuse or poor practice to the Safeguarding Officer
- Administer minor first aid in the presence of others and where required refer more serious incidents to the club "first aider"
- Have access to telephone for immediate contact to emergency services if required
- Foster team work to ensure the safety of players in their care
- Ensure the rights and responsibilities of players are enforced
- Establish and address the additional needs of disabled participants or other vulnerable groups
- Not abuse members physically, emotionally or sexually
- Not engage in a sexual relationship with a young person for whom they are responsible
- Maintain confidentiality about sensitive information
- Respect and listen to the opinions of young people
- Take time to explain coaching techniques to ensure they are clearly understood
- Develop an appropriate working relationship with participants, based on mutual trust and respect
- Be a role model, displaying consistently high standard of behaviour and appearance, remember children learn by example
- Refrain from smoking and consuming alcohol during JCB activities
- Never condone rule violations, rough play or the use of prohibited substances
- Not spending excessive amounts of time alone with children unless there are exceptional circumstances
- Never taking children to their home

- Not administering First Aid involving the removing of children’s clothing unless in the presence of others
- Hold appropriate valid qualifications and insurance cover
- Make cricket fun

Staff and volunteers have the right to:

- Access on-going training and information on all aspects of leading/managing activities for juniors, particularly on Safeguarding
- Support in the reporting suspected abuse or poor practice
- Access to professional support services
- Fair and equitable treatment
- Be protected from abuse by children/youths, other staff, volunteers and parents
- Not to be left vulnerable when working with children

Any minor misdemeanours and general misbehaviour will be dealt with immediately and reported verbally to the designated person. Serious or persistent breach of the code will result in disciplinary action and could lead to dismissal from sport.

Dismissals can be appealed by the coach/volunteer with final decisions taken by the Executive Committee.

Emergency action and first aid

All coaches, leaders and members should be prepared with an action plan in the event of an emergency and be aware of our First Aid procedures.

Staff and volunteers are expected to familiarise themselves with ALL Jersey Cricket Board’s policies (in particular safeguarding and behaviour). These can all be found on our website www.jerseycricketboard.co.uk.

Signature of staff member/volunteer:	
Print name of staff member/volunteer:	
Date:	