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SUSSEX
WOMEN'S
CRICKET
ASSOCIATION

SUSSEX WCA CHILD WELFARE DOCUMENTS



2013/2014 Child Welfare Document – Sussex WCA Policies

Child Welfare Documents

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Sussex WCA Safeguarding and Protecting Children Policy Statement

The Sussex Women's Cricket Association is committed in ensuring all children participating in cricket have a safe and positive experience.

We will do this by:

- Recognising all children participating in cricket (regardless of age, gender, race, religion, sexual orientation, ability or disability) has a right to have fun and be protected from harm in a safe environment.
- Ensuring all individuals working with cricket for, SWCA provide a safe, positive and fun cricketing experience for children.
- Adopting and implementing the England and Wales Cricket Board (ECB) "Safe Hands – Cricket's policy for safeguarding children" and any future versions of this.
- Appointing a Club Welfare Officer and ensuring they attend all current and future training modules required by the ECB, so they have the necessary skills to undertake their role effectively
- Ensuring all people who work in cricket for the SWCA (such as staff, officials, volunteers, team managers, coaches and so on) understand the "Safe Hands Policy" applies to them according to their level of contact with children in cricket.
- Ensuring all individuals working within cricket for SWCA are recruited and appointed in accordance with ECB guidelines and relevant legislation.
- Ensuring all individuals working within cricket for SWCA are provided with support, through education and training, so they are aware of, and can adhere to, good practice and code of conduct guidelines defined by the ECB, and the SWCA.
- Ensuring the name and contact details of the club welfare officer is available:
 1. As the first point of contact for parents, children and volunteers/staff within the SWCA.
 2. As a local source of procedural advice for the SWCA, its committee and members.
 3. As the main point of contact within the SWCA for the ECB County Welfare Officer and the ECB Child Protection Team, and
 4. As the main point of contact within the SWCA for relevant external agencies in connection with child safeguarding.
- Ensuring correct and comprehensive reporting procedures exist for raising and managing child safeguarding concerns. Such procedures should recognise the responsibility of the statutory agencies and be in accordance with pre defined child safeguarding procedures as set down by the ECB, statutory Agencies and Local Safeguarding Children Board (LSCB) guidelines and policies.
- Providing everyone connected with the SWCA (including parents, children and volunteers) with the opportunity to voice any concerns they have (about possible suspected child abuse, and/or about poor practice) to the Club Welfare Officer.
- Ensuring all suspicious concerns and allegations are taken seriously and dealt with swiftly and appropriately
- Ensuring access to confidential information relating to child safeguarding matters is restricted to the Club Welfare Officer and the appropriate external authorities, such as the Local Authority Designated Officer (LADO), as specified within ECB child safeguarding procedures.

ECB Guidance on the Wearing of Cricket Helmets by Young Players

Since 2000 the ECB has issued safety guidance on the wearing of helmets by young player up to the age of 18.

The guidance applies to all players up to the age of 18, both in open age group cricket and in all junior cricket played with a hard cricket ball. The guidance also applies during practice sessions. Any individual taking responsibility for players should take all reasonable steps to ensure this guidance is followed at all times.

With the assistance of schools, cricket clubs and leagues, the wearing of helmets by young players is now standard practice in cricket throughout England and Wales. Helmets are widely available and are covered by a British standard (BS7928:1998) A face protector represents an alternative head protection system for young wicket keepers. Wicketkeeper face protectors are covered by new British standard (BS7929-2:2009)

Helmets with a faceguard or grille should be worn when batting against a hard cricket ball in matches and in practice sessions. Wicket Keepers should wear a helmet with a faceguard, or a wicketkeeper face protector when standing up to the stumps.

All young players should regard a helmet with a faceguard as a normal item of protective equipment when batting, together with pads and gloves. All young wicketkeepers should regard a helmet with a faceguard or a face protector as a normal part of their protective equipment together with pads and gloves.

The original guidance allowed parents, or guardians, to give their written consent to allow a young player not to wear a helmet. However now such parental consent should not be accepted in any form of cricket.

ECB Fast Bowling Directives

The Fast Bowling Directives are designed to raise awareness of the need to nurture and protect our young fast bowlers through their formative years.

For the purpose of these Directives, all coaches are urged to identify those players with the potential to bowl fast and to ensure they follow the Directives in all cricket throughout the season.

- Over bowling

This is an important consideration especially for young bowlers whose bodies are not fully developed. Recent studies have revealed that over bowling is the most common cause of back injuries in this Country. Evidence suggests that much of the damage occurs early in the playing career, especially during growth spurts, though the effects do not often show themselves until the late teens. The more talented and more physically mature youngsters are generally most at risk, as they tend to play at more than one age group level.

To ensure that young fast bowlers do not place undue stress on their bodies, every attempt must be made to keep the amount of bowling within reasonable limits. The following directives provide sensible playing and training levels/

Directive for matches:

AGE:	MAX OVERS PER SPELL	MAX OVERS PER DAY
Up to 13	5 overs per spell	10 overs per day
U14, U15	6 overs per spell	12 overs per day
U16, U17	7 overs per spell	18 overs per day
U18, U19	7 overs per spell	18 overs per day

Directives for practice sessions:

AGE	MAX BALLS PER SESSION	MAX SESSIONS PER WEEK
Up to U13	30 balls per session	2 sessions per week
U14, U15	36 balls per session	2 sessions per week
U16, U17	36 balls per session	3 sessions per week
U18, U19	42 balls per session	3 sessions per week

For guidance it is recommended that in any seven day period a fast bowler should not bowl more than four days in that period and for a maximum of two days in a row.

Sussex WCA Anti Bullying Policy for Cricket

Statement of Intent

We are committed to providing a caring, friendly and safe environment for all of our children so they can train, and play, in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at Sussex WCA. If bullying does occur, all children should be able to tell, and know, incidents will be dealt with promptly and effectively. We are a TELLING club. This means anyone who knows bullying is happening is expected to tell staff and officials.

What is Bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

The competitive nature of Cricket can create or support an environment for the bully. The bully in sport can be:

- A Parent who pushes too hard
- A Coach who adopts a “win at all costs” philosophy
- A young player who intimidates inappropriately
- A Older player who intimidates inappropriately
- An official who places unfair pressure on a young person

Bullying can be:

- Emotional: being unfriendly, excluding, tormenting (for example: hiding kit, or making threatening gestures)
- Physical: Pushing, kicking, hitting, punching or any use of violence
- Racist: racial taunts, graffiti and/or gestures
- Sexual: Unwanted physical contact or abusive comments
- Homophobic: because of, or focusing on, the issue of sexuality
- Verbal: name calling, sarcasm, spreading rumors and teasing
- Cyber: All areas of the internet, such as email, internet chat rooms, social networking sites. Mobile threats by text message and/or calls. Misuse of associated technology, such as camera and video facilities.

The damage inflicted by bullying can frequently be underestimated. It can cause considerable distress to young people, to the extent that it affects their health and development or, at extreme, causes significant harm. There are a number of signs that may indicate that a young person is being bullied:

- Behavioral changes such as reduced concentration and/or becoming withdrawn, being clingy, depressed, tearful and emotionally up and down, showing reluctance to go to school, training or sports club.
 - A drop off in performance at school or standard of play
 - Physical signs such as stomach-aches, headaches, difficulty in sleeping, bed wetting, scratching and bruising, damaged clothes and bingeing for example on food, cigarettes or alcohol.
 - A shortage of money or frequent loss of possessions.
- Why Is It Important to Respond to Bullying?

Bullying hurts. No one should be a victim of bullying. Everyone has the right to be treated with respect. Children who are bullying need to learn different ways of behaving.

SWCA have a responsibility to respond promptly, and effectively, to issues of bullying.

Objectives of This Policy

- All officials, coaching and non coaching staff, children and parents should have an understanding of what bullying is.
- All officials, coaching and non coaching staff should know what the SWCA policy is on bullying, and follow it when bullying is reported.
- All children and parents should know what the SWCA policy is on bullying, and what they should do if bullying arises.
- As an association we take bullying seriously. Children and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

Procedures

1. Report bullying incidents to the SWCA welfare officer (Barbara Parnell 07709054487)
2. In cases of serious bullying, the incidents will be reported to the ECB Child Protection Team for advice via the County Welfare Officer.
3. Parents should be informed and will be asked to come into a meeting to discuss the problem
4. If necessary and appropriate, police will be consulted
5. The bullying behavior or threats of bullying must be investigated and the bullying stopped quickly.
6. An attempt will be made to help the bully (bullies) change their behavior. In cases of adults reported to be bullying cricketers under 18, the ECB must always be informed and will advise on action to be taken.

SWCA Changing Rooms and Showering Policy

The following policy applies for all players under the age of 18:

1. No pressure should be placed on children to change or shower at any match or training session, and generally they should be encouraged to change at home.
2. It is ECB policy that adults must not change or shower at the same time using the same facility as children under 18. As SWCA teams do not play matches against adult sides, this policy will not always be relevant to the SWCA.
3. Where children are at any match or training where the facility is being used solely by the SWCA, coaches/managers will be able to ensure that adults do not use any changing/showering facilities being used by children.
4. Individual parents/carers should not enter changing rooms when children are changing.
5. At some venues used by the SWCA, other groups, including adults may be using the facility for a number of sports or activities. Consequently any changing facilities may be used by a variety of age groups over whom the SWCA has no control or influence.
6. **Mobile phones must be SWITCHED OFF and not used in changing rooms.**

SWCA Transport To and From Matches and Training Policy

Parents/Carers are responsible for the safe delivery and collection of their child for matches or training.

It is NOT the responsibility of the coaches or managers to transport, or arrange to transport, children to and from any training sessions or matches.

Coaches and managers will be responsible for the children in their care when at matches or training.

Parents/Carers must ensure they deliver/collect their children promptly and at an appropriate time in relation to any match or training session. In the event of a parent being unable to deliver their child as previously agreed with any coach/manager to an event, or if they are prevented from collecting their child as anticipated, they must inform the relevant Coach/Manager at the earliest opportunity.

Repeated late collection of a child will result in the SWCA Welfare Officer being informed of the circumstances.

Parents/Carers are encouraged to remain at matches and training sessions to support their children

The Implementation of this policy is not intended to exclude any player from participation

SWCA Photography and Video Images Policy

Parents/Carers are permitted to take their own photographs/video of their child participating in matches or training; providing they have given their consent.

By signing the player profile form, parents are agreeing to the above, and the SWCA will assume an “adopt in” approach by parents or carers unless they indicate otherwise.

Parents/Carers are encouraged to report any person taking photographs who does not seem to be associated with the SWCA to any Coach/Manager Please be considerate if you are challenged by a Coach/Manager.

Coaches may need to use Video Equipment as a legitimate coaching aid. Pictures or images may also be used for the promotion of the SWCA for education or publicity purposes. We will ask for parental permission to use their child’s image and wherever possible show the image to the parents and child in advance. This ensures that they are aware of the way the image will be used to represent cricket and the SWCA.

Only images of children in appropriate kit (training or competition), will be used to reduce the risk of inappropriate use, and to provide positive images of the child.

Where photograph is in the public domain, no child’s name will be associated with any such photograph. All photographs and video taken by the SWCA will be stored in a responsible manner, and disposed of when no longer required. A Parent/Carer can request the disposal of such images at any time.

SWCA Parents/Carers Code of Conduct

Please note two copies need to be signed by Parents/Carers and one copy needs to be kept and the second copy needs to be given to the Director of Cricket, Charlotte Burton.

Parents/Carers please read thoroughly:

1. This code applies to all junior matches, coaching sessions and all other events that fall under the jurisdiction of Sussex Women's cricket Association.
2. Remember that children play cricket for their enjoyment, not yours.
3. Encourage children to participate, do not force them.
4. Focus on the child's effort and performance rather than winning or losing.
5. Support all effort to remove verbal abuse from cricket.
6. Respect official's decisions and teach your child to do likewise.
7. Encourage children and young person's always to play according to the rule and to settle disagreements without resorting to hostility or violence.
8. Never ridicule or yell at a child and young person for making a mistake or losing a competition.
9. Remember that children and young person's learn best by example. Appreciate good performances and skilful play by all participants.
10. It is important to remember that when representing the county, parents, players, coaches and managers must all unite together in insuring that they are one team despite playing for different clubs.
11. It is important that nothing detrimental is placed on Social networking sites regarding anything to do with Sussex WCA, whether it be relating to other players, coaches, managers, officials, clubs or other counties.
12. Show appreciation for volunteer coaches, officials and administrators. Without them, your child could not participate.
13. At no time are parents to go onto the field of play during a match or during warm-ups and warm-downs. Drinks will be given to players as and when needed, and when the umpires call for them.
14. Encourage children to participate according to the rules
15. Respect the rights, dignity and worth of every child and young person regardless of their gender, ability, cultural background or religion.
16. Remember the coach has the final say in selection and the awarding of any additional recognition to the player within their team and this should not be questioned by parents/guardians at any time.
17. Parents/Carers should not question any of the coach's decisions; the coach's decision is final.
18. Sussex WCA will not hesitate if necessary to take appropriate discipline action against any parent(s) or other persons that is verbal and/or physical abusive, or threatening to any person(s) including coach, manager, parent, children or young person.
19. Any breaches of the above could result in discipline action being taken under the procedures and guidelines of the Sussex WCA and the Sussex Cricket Board.

Parent/Carer 1 Signature: _____

Parent/Carer 2 Signature: _____

Name of signatures in capitals _____

SWCA Players Code of Conduct

All players must thoroughly read the players code of conduct. Once agreed with the code they must sign one copy and keep a copy along with signing a second copy and sending to the Director of Cricket, Charlotte Burton.

It is vitally important that parents/carers and players read this thoroughly.

1. This code applies to all youth cricket played under the jurisdiction of Sussex Women's Cricket Association junior cricket squads.
2. The umpire's decision must be accepted at all times and no show of dissent is to be made. The team managers should, before the match make the umpires aware of standards expected from Sussex teams and request that any disturbing incidents, comments or actions during play to be reported to the team manager at the earliest available interval.
3. Behavior at any match, wherever played, should be such as to cause no offence to ground authorities or any other person. Local practice rules must be observed.
4. Players must arrive at, and leave from matches dressed in clothing appropriate to the team for which they are playing, including for example, tracksuits and training shirts.
5. Players will not be permitted to smoke or drink alcohol whilst participating in a Sussex fixture. The abuse of alcohol and of tobacco, or any other stimulant or harmful substance, whilst representing the County will be a disciplinary offence.
6. SWCA aims to give players the opportunity of playing at a high level and it is recognized that games are likely to be competitive and hard fought. Nevertheless players are expected to show the highest standards of sportsmanship. This should not need further explanation but, for example, the following are not acceptable:
 - a) Foul or abusive language
 - b) Intimidation or deliberate distraction of opponents orally or by acts of gamesmanship or aggressive behavior.
7. It is important to remember that when representing the county, players, parents, coaches, managers and officials must unite together in insuring that they are one team despite playing for different clubs.
8. SWCA will take extreme action to anything appearing on social networking sites that are detrimental to any other player, manager, coach, umpires, committee members and opposition.
9. Photos are not to be taken inside the changing rooms and of anyone who has not agreed to having their photo taken.
10. During County matches players must remain with the manager/coach and the rest of their team at all times. When batting, players must not wander off to sit with parents but must be seen to be supporting their team members at all times.
11. Players should respect the managers/coaches decisions at all times. They must also respect all their other team members and should be respectful at training and during matches. Any signs of players upsetting their own team members will be warned as to her future conduct through their parents and consideration may be given for players not to be selected if this type of conduct continues.
12. Playing shirts must be tucked in at all times as we want Sussex players to look smart
13. There should be no swearing at training or at matches.
14. Mobile phones are to be turned off and given to parents or managers at training and matches.
15. When breach of this code, if proven, a player may be warned as to her future conduct, suspended or banned from representing Sussex.
16. Any breach of conduct whilst representing SWCA may result in disciplinary action being taken that could jeopardize a player's selection for junior County, Regional and National Cricket.

Players Name in Capitals: _____

Players Signature: _____

SWCA Parents/Carers Code of Conduct – Copy to Director of Cricket

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