

Code of Conduct for Members and Guests of Sevenoaks Vine Cricket Club*

Members and Guests of Sevenoaks Vine Cricket Club are required to abide by the provisions of this Code of Conduct and any subsequent updates as may be in force from time to time, and by their presence on club premises or at club events or activities are deemed to have accepted and to abide by the provisions of this Code and any other relevant Codes of Conduct, Policies, Rules or Regulations the Club has adopted.

SVCC is pleased to incorporate the ECB Anti-Discrimination Code (the Code) as part of the ECB's continuing efforts to maintain the integrity, diversity and inclusivity of cricket:

The ECB aims to create an environment within cricket in England and Wales in which no individual, group or organisation experiences discrimination or acts in a discriminatory manner on the basis of a Protected Characteristic (as defined in the Equality Act 2010 from time to time – which at the time of writing are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation).

It will be a breach of this Code for any Member or Guest to:

1.1. act in any manner, make any omission, or engage in any conduct, which (in the opinion of a reasonable person) does or is likely to, offend, insult, humiliate, intimidate, threaten, disparage and/or vilify any person or group of people, based on, or by reference to, any Protected Characteristic; and/or

1.2. make any decision or any omission or do anything which might reasonably be deemed to discriminate against any person, or group of people, or to disadvantage that individual or group based on any Protected Characteristic unless permitted by law; and/or

2. The breaches referenced in paragraph 1 shall apply regardless of whether the Protected Characteristic(s) around which the breach is based applies to the person or people to whom the offending conduct is directed.

To comply with this code SVCC will provide an effective, timely and proportionate response to an alleged breach under paragraphs 1.1 and/or 1.2 above. Please report any breach of the Anti-Discrimination Code to a committee member or to the Club Safeguarding Officer.

In addition, All Members and Guests of Sevenoaks Vine Cricket Club will:

- Respect the rights, dignity and worth of every person within the context of Cricket;

- Display high standards of behaviour;
- Promote the positive aspects of cricket e.g. fair play;
- Encourage all participants to learn the Laws and rules and play within them, 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 that 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 whilst actively working with children in the Club;
- Not provide children with alcohol when they are under the care of the Club;
- 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 SVCC Club Officers and Appointed Volunteers 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);
- For emails, texts and other social media platforms and messaging always communicate to children via their parents or carers;
- 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 that 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. These recommend the principle "people in positions of trust and authority do not have sexual relationships with 16 – 17 year olds in their care";
- Attend appropriate training to keep up to date with their role, especially that relating to the safeguarding of children.

Players must be aware that the Club has signed up to the voluntary codes of conduct for both the Kent Cricket League and the Kent Regional Cricket League.

The most recent version of these documents can be found on the KCL and KRCL websites by searching for "Kent Cricket League voluntary code of conduct" and "Kent Regional Cricket League voluntary code of conduct".

Whereas these league Voluntary Codes of Conduct deal with bad behaviour reported by an umpire, the responsibility for upholding standards of behaviour at all times lies squarely with the club and in particular the captain of each team on the day.

The principles set out in this policy apply not only in match and other “live” situations but also to on-line and social media activities. Club members should also familiarise themselves and conform with the SVCC “Social Media and Electronic Communications Policy” which sets out SVCC policy. In addition, all Club Officers, appointed volunteers, players, other members and guests must follow all of the other SVCC Policies on the SVCC website, and also all other relevant ECB Policies such as the “ECB Guidance on the use of Social Media and other electronic communications” regarding Social Media, texts, apps, emails and messaging services particularly as applied to communication with children and young adults.

If a breach of the provisions or principles of this Code of Conduct occurs or is reasonably suspected to have occurred the Club reserves the right to take such action as it deems appropriate. Any disciplinary or complaint hearings in connection with a breach of these rules shall be dealt with in accordance with the disciplinary procedure as set out in the Club constitution or Cricket Section Regulations as may be amended from time to time.

* Members and Guests include all members, officers and volunteers of the Cricket Club and all guests of those members, officers and volunteers, as well as all individuals who watch / attend / participate / officiate in matches hosted by the club in whatever capacity.

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