

## Equality Policy

The club is committed to ensuring that equality is incorporated across all aspects of its development.

- Sports equality is about fairness in sport, equality of access, recognising inequalities and taking steps to address them. It is about changing the culture and structure of sport to ensure it becomes accessible for everyone.
- The club respects the rights, dignity & worth of every person and will treat everyone equally within the context of our sport, regardless of age, ability, gender, race, ethnicity, religious belief, sexuality, social or economic status.
- The club is committed to everyone having the right to enjoy their sport in an environment free from threat of intimidation, harassment and abuse.
- All club members have a responsibility to oppose discriminatory behaviour.
- The club will deal with any incidence of discriminatory behaviour seriously and in accordance with club disciplinary procedures.

## Photography & Video Camera Guidelines

The following ECB guidelines apply at Harrow Cricket Club:

- We will not take photos or shoot videos without the prior permission of parents.
- Parents are advised that they are not allowed to photograph or film any activities at our club.
- Under no circumstances will cameras (including on mobile phones) be used in the clubs changing areas.
- If pictures are published on the club website, names will not be added to the images.
- If anyone in the club, becomes aware of inappropriate or intrusive photography, it should be reported to the Club Welfare Officer.
- Video of batting or bowling may be used as a coaching tool. The club will store this footage safely and only show it to the relevant player. The

club will delete/erase the footage if so requested or if the player leaves the club.

## Changing Rooms

The club must obtain a consent form, signed by the parent, granting permission that their child can share changing facilities with adults. This becomes relevant when junior players start to play adult cricket.

No young person will be asked to shower or change in front of others. The following ECB guidelines for changing rooms shall apply:

- Adults must not change or shower at the same time as juniors when sharing a facility.
- Juniors should be given the chance to change first, and shower in privacy if they desire. Once they have finished and left the building, senior players may then enter the rooms.
- The use of any picture or video recording equipment is strictly prohibited in the changing room areas.

## HARROW CRICKET CLUB

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## Safeguarding Policies

- Junior Rules
- Child Protection
- Parents Code of Conduct
- Coaches Code of Conduct
- Equality Policy
- Photography & Video
- Changing Rooms

## Junior Rules

Harrow Cricket Club is fully committed to safeguarding and promoting the well-being of all its members. The club believes that it is important that all members, coaches, administrators and parents associated with the club should, at all times, follow these guidelines.

- All members must play within the rules and respect officials and their decisions.
- All members must respect opponents.
- Members should keep to agreed timings for training and competitions or inform their coach or team manager if they are going to be late.
- Members must wear suitable kit – (Helmet, box, pads and gloves for batting and wicket keeping when playing with a hard ball) – for training and match sessions, as agreed with the coach/team manager. They should also try wherever possible to wear the official HCC club shirt on match days.
- Members must pay any fees for training or events promptly.
- Junior members are not allowed to smoke or consume alcohol or take drugs, either on club premises or whilst representing the club at other venues.

## Child Protection

HCC is firmly and enthusiastically committed to ensuring that the club provides a safe, friendly and enjoyable experience for all.

Child Protection is about ensuring that any young person or vulnerable adult is safe in any environment.

It is also an awareness and education of others to understand what factors cause young people harm and identifying risks to them.

No pressure will be placed on any young person to shower or change in front of others. As part of our commitment to ensure the safety of young people we will not permit photographs or video of young people to be taken or used without the consent of the parent and the young person.

Any concerns or complaints about any aspect of the club should be shared immediately with our Club Welfare Officer.

## Parents Code of Conduct

- Remember that young people participate for pleasure – winning is only part of the fun. Help your child recognise enjoyment, not just results.
- When attending coaching sessions or matches, learn to distinguish between encouragement and instruction.
- Support your child's involvement with encouragement, but do not give instructions to players, either verbal or non-verbal, once they are taking part in a coaching session or match.
- Accept officials judgements and discourage arguing with officials.
- Never force your child to take part in sport.
- Set a good example by recognising fair play and applauding the good performances of all.
- Never punish or belittle a child for losing or making mistakes.
- Display control and respect to all involved in cricket. This includes opponents, coaches, umpires, administrators, other parents and spectators. Encourage your child to do the same.
- Under no circumstances should a parent make disparaging remarks about any players.

- Use correct and proper language at all times.

## Coaches Code of Conduct

- Remember that young people participate for pleasure – winning is only part of the fun.
- Never ridicule or yell at a young player for making a mistake or not coming first.
- Make sure all activities are appropriate to the age, ability and experience of those taking part, whilst also ensuring that equipment and facilities meet safety standards.
- Operate within the rules and spirit of cricket and teach your players to do the same.
- Display consistently high standards of behaviour, appearance and time keeping, remembering that coaches act as role models.
- Hold the appropriate & valid qualifications. Keep up to date with the latest cricket coaching practices and principles of growth & development of young people.
- Display control and respect to all involved in cricket. This includes opponents, coaches, umpires, administrators, parents and spectators. Encourage your players to do the same.
- Avoid overplaying the more talented players; all young players need and deserve equal time, attention and opportunities
- Be reasonable in your demands on the players' time, energy and enthusiasm, ensuring that the time they spend with you is a positive experience
- Any physical contact with a young person should be appropriate to the situation and necessary only for the player's skill development.