

Sale Cricket Club Behaviour Policy



Sale Cricket Club is committed to providing a positive and safe environment for learning and enjoying cricket. To achieve this objective, and in accordance with published Club Codes of Conduct, **Sale Cricket Club** expects that all members will treat coaches, volunteers, parents and fellow players with respect, and that behavioural standards will be maintained at a level ensuring an enjoyable and productive learning experience for all involved. The Club has therefore prepared the following document for the benefit of everybody at the Club and to enable participation of junior members in a safe, effective and friendly environment.

The Club recognises that behaviour and concentration levels vary in junior cricket based on a range of factors. The Club also recognises that disrespectful behaviour, bullying and name calling, lack of attention and persistent bad behaviour have a detrimental effect on coaching sessions and matches, resulting in a lack of enjoyment for all involved. It is therefore essential that concerns are addressed and managed appropriately.

The Club recognises that unacceptable behaviour can take many forms. The following examples are provided as indicators of behaviour which are not acceptable –

- Repeated failure to follow instructions given by a coach;
- Any activity deemed to represent a risk to the health and safety of the player personally, any other player, coach, volunteer or spectator;

- Damage caused deliberately or negligently to equipment or property;
- Bullying or harassment of other players or opponents;
- Disruptive behaviour that interrupts training or matches;
- Rude or disrespectful behaviour towards players, coaches, officials or spectators;

This policy supports the use by coaches of low-level steps to maintain the discipline required for the smooth running of matches or training sessions. These low-level steps include: quiet discussion with a player; requiring a player to sit out part of a session; halting a session to remind the group in general about expected standards of behaviour. The following procedure will be applied by the Club in cases involving more serious misbehaviour –

1. Coach (or other party) to report misbehaviour to Junior Co-ordinator(s) at the end of a session; or during the session if the behaviour is judged to be so severe (e.g. health and safety risk) that immediate action is required. An Incident form will be completed as soon as practicable thereafter detailing the behaviour;
2. Junior Co-ordinator(s) and coach will agree next step. In case of first misbehaviour, this will usually be a discussion with parent and player about the misbehaviour and how it can be corrected/managed, with the implications of a further occurrence explained. A record of the incident will be kept and will be copied to the Club Welfare Officer;
3. If a player misbehaves for a second time, or the first instance was judged to be severe, the coach, Junior Co-ordinator will meet with the parent/carer/guardian to agree a sanction. Sanctions at this stage can include but are not limited to:
 - suspension from competitive matches for up to one month;
 - suspension from training for up to 2 weeks
 - In the case of severe misbehaviour, which a coach reports during a session, the Junior Co-ordinator can remove the player from that session by either returning the player to the care of their parent (agreeing a time at a later date

to meet and discuss the behaviour) or finding a qualified person to supervise the player until their parent returns to collect them;

- If misbehaviour occurs again despite the agreed sanction, or is very severe, the formal club disciplinary policy will be invoked;

4. In all cases, a record of the incident and how it was dealt with will be kept;

In applying this policy, imposition of sanctions or formal disciplinary processes as detailed above will generally only be considered after other approaches have proved ineffective. Clear warnings will be given that a specific sanction will be imposed if behaviour does not improve. If imposition of a sanction is then necessary, it will be clear and appropriate to the misbehaviour.

January 2014

This policy has been reviewed and readopted in accordance with the ECB Safe Hands Policy, and as part of Sale Cricket Club's commitment to provide access to cricket in a safe, inclusive and positive environment.

N Brooks

CWO, Sale Cricket Club

May 2015