

**Coromandel Valley Ramblers Cricket Club**

*Junior Player Policy Document

Updated 12th July 2023*

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# TEAM SELECTION POLICY

## Our commitment

We believe that junior sport should be safe, enjoyable, inclusive and maximise individual participation. Our club acknowledges that positive experiences in junior competition will contribute to children developing a lifelong love of sport.

## What we will do

• Age groups are determined based on a players age at 1st September each year.

• Emphasise to coaches and parents that junior sport is about participation, not competition.

• Abide by Cricket Australia modified rules and equipment where possible to include children and young people of all abilities and encourage their participation.

• Try to match junior teams in ability and skill level (where we have enough players to have two teams in an age division).

• Provide junior players with a broad range of experiences (e.g. participating in different batting, bowling and fielding positions).

• Subject to the rules of the South Central Junior Cricket Association, provide equal opportunity for all juniors in matches, regardless of their ability. For age groups above u12s this may be achieved over the season by selecting appropriate opportunities for players of varying abilities to participate in different roles in individual matches. For the avoidance of doubt, different roles will include varying batting positions, allocated bowling overs and/or wicket keeping duties.

• Consider boys and girls under 12 years of age playing on the same team, particularly if a team could not otherwise be fielded and rules have been modified. If a girl is over the age of 12 years our club will consider each request on an individual basis by considering the nature of our sport and other available opportunities to compete.

• Top up players should not preclude any regular team player of that age division from playing. Top up players should be rotated fairly, giving all players of suitable ability the opportunity to experience the higher grade.

• Ensure that all team members play in the finals where South Central Junior Cricket Association rules allow. Should the rule not allow all members to play, selection will be based on fielding the best team available, subject to the correct attitude and commitment of each player over the course of the season.

• Team Captains will be rotated on a weekly basis in grades under 12 years of age. For other grades the Team Captain shall be selected by the coach after consultation with the Junior Director. Factors affecting captain selection will include, but not limited to, training attendance, attitude and leadership qualities.

• Where a team has more players than the maximum permissible in a minor-round game we will rotate all players on a fair and equitable basis provided that all players attend trainings where possible and display a positive attitude. In finals, where all players are not able to be selected, selection criteria will include, but not limited to, training attendance, attitude and form.

• Promotion of a player to a higher aged team will be assessed based on factors including, but not limited to, player ability, past performance, player confidence, parental consent, and only where player numbers of both teams reflect a requirement for equalising team numbers. The decision to promote a junior player shall be at the absolute discretion of the club committee, in consultation with the Junior Coordinator and respective Junior Coaches

• Please note that whilst we strongly value participation the association rules change from U10 through to U16 in preparation for the children transitioning to senior cricket. Please ensure to read the association rules of your relevant grade for further details.

## What we ask you to do

Coaches

• Focus on promoting participation, not winning and losing.

• Ensure all team members have the chance to play, rotate through positions and receive equal opportunity across the season.

• If you coach your own children, treat them like all other team members (e.g. rotations, playing time or participation).

Parents

• Help out the coach & team manager where possible at training and games.

• Focus on your child’s effort and performance, not the score.

• Encourage your child and other team members.

• Respect the selection decisions of the coach.

• Should you have concerns, discuss them with the Team Manager, Club Junior Director or Club President as appropriate. Do not approach the coach directly unless invited to do so.

# PICKING UP AND DROPPING OFF CHILDREN

## Our commitment

Our club is committed to providing a safe environment for the participation of children and young people. Part of this is ensuring that children and young people are not left alone after practice or games.

## What we will do

• Make sure parents/guardians and children know the time and location of practice and games and when they can expect to collect their children.

• Request coaches and other sporting personnel to arrive before scheduled practice or game times.

• Give coaches a register of parent/guardian emergency contact numbers and make sure they have access to a phone.

• Ensure that if parents/guardians are late, coaches will try to make contact with them and:

ask the second to last child and their parent/ guardian to wait with the coach/official and the child

• get parents/guardians to collect their children from the oval

• avoid transporting children to their homes unless permission has been given by parents/guardians.

## What we ask you to do

• Drop off your children at training on time and wait with them until to coach or team manger arrives

• Pick your child up on time or make other arrangements

• Inform the coach about any changes in arrangements for picking up your child.

# SPECTATOR POLICY

## Our commitment

Our club is committed to providing a safe environment for participation. Aggressive, threatening or other inappropriate behaviour by members, their families, their friends, and other sporting personnel while attending a game or event will not be tolerated.

These behaviours are outlined in our Child Safe Policy and specifically include:

• using bad language

• harassing or ridiculing players, coaches, officials or other spectators.

• making racist, religious, sexist or other inappropriate comments to players, coaches, officials or other spectators

• any threatening behaviour or physical altercation between spectators and players, coaches, officials or other spectators

• Putting undue pressure on children, berating them or putting down their performance.

• Drinking at a game or training or being drunk at a club events

## What we will do

• Provide members, their parents and other sporting personnel with our Child Safe Policy and make clear what is expected and the consequences of non-compliance.

• Where possible, bind non-members by prominently displaying conditions of entry to grounds and facilities and/or by requiring parents and their friends or family to abide by club rules.

• Reinforce messages of fair and respectful behaviour by displaying signs and posters around our facilities (where possible) and providing information on our website, in our newsletter and through other club communication.

• Encourage coaches and officials to complete training to develop their skills and confidence.

• Ban bringing alcohol to training, a game or no-alcohol club event.

• Consult with our local police and seek their support and advice on how to handle issues involving inappropriate behaviour by spectators prior to, at or after a game.

• Encourage the reporting of incidents and investigate inappropriate behaviours as outlined in this policy and take disciplinary or whatever other actions as are deemed necessary (e.g. appoint a ground official to monitor behaviour).

Encourage our players, coaches, officials and spectators to call the police if they are concerned about escalating behaviour and their safety or the safety of others.

## What we ask you to do

• Create a positive atmosphere for players, officials and other spectators by showing respect for players, officials and other spectators. Encourage participation but do not force them.

• Conduct yourself in a manner that enhances, rather than damages, the reputation and goodwill of the Coromandel Valley Ramblers Cricket Club and cricket generally.

• Abide by our club’s Code of Conduct and refrain from using bad language, harassing or ridiculing others or behaving in a threatening or violent manner.

• Not engage in inappropriate conversations in the presence of children, including communication on social media, email or mobile phone.

• If you are aware of inappropriate spectator behaviour and you feel confident to do so, speak with the person and ask them to stop. If there is a ground official or committee member present, ask for their assistance.

• Report and inappropriate spectator behaviour to the team manager, club junior director or club president.

• Call the police or a club official if you are concered for your safety or the safety of others.

• Remember, involvement is for their enjoyment, not yours, and they learn best by example. Applaud both teams.

## Non-Compliance

Parents or others found to have behaved inappropriately, and who are associate members or have agreed to abide by our club's Child Safe Policy, may face disciplinary action as outlined in our Child Safe Policy.

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# COACH CODE OF CONDUCT

## Safety and Health of Participants

* Place the safety and welfare of the participants above all else.
* To recognise the significance of injury and sickness, to seek and follow a
* physician’s advice concerning the return of injured or ill players to training & matches.

## Coaching excellence

* Help each player to reach their potential. Respect the talent, developmental stage and goals of each person and encourage them with positive and constructive feedback.
* Encourage and support opportunities for people to learn appropriate behaviours and skills.
* Support opportunities for participation in all aspects of cricket.
* Treat each participant as an individual.
* Obtain required qualifications and keep up-to-date with the latest coaching practices and the principles of growth and development of participants.
* Abide by and teach the Cricket Laws of the Game in conjunction with aappropriate sporting behaviour, ensuring that players understand and practice fair play.

## Honour the sport

* Act within the rules and spirit of your sport.
* Promote fair play over winning at any cost.
* Respect the decisions of umpires, officials, coaches and administrators.
* Show respect and courtesy to all involved with the sport.
* Refrain from bringing alcohol and other drugs to any cricket activities.

## Integrity

* Act with integrity and objectivity, and accept responsibility for your decisions and actions.
* Ensure your decisions and actions contribute to a harassment-free environment.
* Wherever practical, avoid unaccompanied and unobserved one-on-one activity (when in a supervisory capacity or where a power imbalance exists) with people under the age of 18.
* Ensure that any physical contact with a player is appropriate to the situation and necessary for the person's skill development.
* Be honest and do not allow your qualifications or coaching experience to be misrepresented.
* Never advocate or condone the use of illicit drugs or other banned performance enhancing substances or methods.
* Not engage in inappropriate conversations in the presence of children, including communication on social media, email or mobile phone.
* Never participate in or advocate practices that involve match fixing.

## Respect

* Respect the rights and worth of every person, regardless of their age, race, gender, ability, cultural background, sexuality or religion.
* Do not tolerate abusive, bullying or threatening behaviour.

# CHILD SAFE POLICY

## Purpose

This policy was written to demonstrate the strong commitment of the administration, members, volunteers, coaches and parents to child safety and establishing and maintaining child safe and child friendly environments.

## Context

This policy reflects our commitment to provide a safe environment where every person has the right to be treated with respect and is safe and protected from abuse.

It complies with our obligations under the *Children’s Protection Act 1993*, including:

* Section 8B – 8D – Child Safe Environments and criminal history assessments for people working with children; and
* Section 11 – Mandatory reporting.

It also complies with the Child Safe Environments: Principles of Good Practice and Standards for dealing with information obtained about the criminal history of volunteers and carers who work with children issued by the Chief Executive of the Department for Families and Communities.

## Scope

This policy, from the date of endorsement, applies to all administration, members, coaches, volunteers, children, parents, carers and other individuals involved in the Coromandel Valley Ramblers Cricket Club.

## Commitment to child safety (include risk management )

All children who come to Coromandel Valley Ramblers Cricket Club have a right to feel and be safe. We are committed to the safety and well-being of all children and young people accessing our cricket club and the welfare of the children in our care will always be our first priority. We aim to create a child safe and child friendly environment where all children are valued and feel safe.

We have appointed a child safety officer as a first point of contact to provide advice and support to children, parents, employees and volunteers regarding the safety and well-being of children in our care. The Child Safe Officer can be found on our website.

## Children’s participation

Administrators, members, volunteers, coaches, carers and parents encourage children to express their views, and make suggestions, especially on matters that directly affect children. We actively encourage children who use our cricket club to ‘have a say’ about those things that are important to them. We value diversity and do not tolerate any discriminatory practices.

We do not want children to feel unsafe. We listen to and act on any concerns children, or their parents, raise with us.

## Recruitment practices

Coromandel Valley Ramblers Cricket Club takes all reasonable steps to ensure that it engages the most suitable and appropriate people to work with children. We employ a range of screening measures and apply best practice standards in the screening and recruitment of coaches, carers and volunteers. We interview and conduct child-safe checks on all coaches, carers and volunteers.

We conduct criminal history assessment for people working with children, as set out in section 8B of the *Children’s Protection Act 1993*. We ensure that criminal history information is dealt with in accordance with the standards developed by the Chief Executive of the Department for Families and Communities.

## Junior Policies

All administrators, members, coaches, volunteers, carers and parents are made aware of, and must abide by, our policies. Our policies were developed in collaboration with “Play by the Rules”, our administration, coaches, volunteers, and parents/carers.

See website for each policy: <https://coromandelramblers.com.au/juniors/>

## Support for employees and volunteers

Coromandel Valley Ramblers Cricket Club will provide support and supervision so people feel valued, respected and fairly treated. We ensure that administrators, coaches, volunteers, members, parents and carers who work with children have ongoing supervision, support and training so that their performance is developed and enhanced to promote the establishment and maintenance of a child safe environment.

## Reporting and responding to suspected child abuse and neglect

Information about making appropriate reports of abuse or neglect is available from the Department for Families and Communities’ website

[**https://www.education.sa.gov.au/child-protection/child-safe-**](https://www.education.sa.gov.au/child-protection/child-safe-)[**environments**](https://www.education.sa.gov.au/child-protection/child-safe-environments)

Coromandel Valley Ramblers Cricket Club will not tolerate incidents of child abuse.

All administrators, members, coaches, volunteers, carers and parents understand their obligation to notify the Child Abuse Report Line on 13 14 78 as soon as practicable if they have a reasonable suspicion that a child has been, or is being, abused or neglected.

We ensure that administrators, members, coaches, volunteers, carers and parents are aware of how to make appropriate reports of abuse or neglect. We also provide opportunities for administrators, members, coaches, volunteers, carers and parent to attend an information session on mandatory reporting.

Administrators, members, coaches, volunteers, carers and parents must also report to the Child Safety Officer or the Club President any reasonable suspicion that a child has been, or is being, abused or neglected by another administrators, members, coaches, volunteers, carers or parent.

Coromandel Valley Ramblers Cricket Club may resolve to take protective action to keep the child and others safe. (**Note:** as an organisation have policies and procedures in place to ensure that confidentiality and natural justice applies.)

## Strategies to minimise risk

To help maintain a safe environment for children, Coromandel Valley Ramblers Cricket Club reviews its risks regularly and implements strategies to minimise and manage these risks.

Policies and procedures that are addressed (but are not limited to):

* Safety
* Injuries
* Taking images of children
* Supervision of children
* Code of conduct
* Child safety officer
* Complaints procedures
* Physical contact
* Responsibilities
* Procedure for breaches of policy
* Training
* Protecting privacy and confidentiality
* Procedures for dealing with situations where a member is being investigated for, or is charged with, a serious criminal offence

Further information on reviewing risks is available from <https://www.education.sa.gov.au/child-protection/child-safe-environments>.

## Harassment/bullying

Coromandel Valley Ramblers Cricket Club opposes all forms of harassment, discrimination and bullying. We take this issue seriously and encourage anyone who believes that they, or another person, has been harassed, discriminated against or bullied to raise this issue with the Child Safety Officer, the Club President or a member of the club committee.

## Taking Images of Children

Images of children can be used inappropriately or illegally. The club requires that members, wherever possible, obtain permission from a child’s parent/guardian before taking an image of a child that is not their own and ensure that the parent knows the way the image will be used. We require the privacy of others to be respected and disallow the use of camera phones, videos and cameras in changing areas, showers and toilets. If the club uses an image of a child it will avoid naming or identifying the child or it will, wherever possible, avoid using both the first name and surname. We will not display personal information such as residential address, email address or telephone numbers without gaining consent from the parent/guardian. We will not display information about hobbies, likes/dislikes, school, etc. We will only use appropriate images of a child, relevant to cricket and ensure that the child is suitably clothed in manner that promotes cricket, displays its successes, etc.

## Responding to Complaints

Our club takes all complaints about on and off-field behaviour seriously. Our club will handle complaints based on the principles of procedural fairness, and ensure:

* + - all complaints will be taken seriously;
		- the person the complaint refers to (defendant) will be given full details of what is being alleged against them and have the opportunity to respond to those allegations;
		- irrelevant matters will not be taken into account;
		- decisions will be unbiased; and
		- penalties imposed will be reasonable.

Complaints must be directed to the appropriate club official, not the defendant. Club Officials will include the Team Manager, Club Junior Director, Child Safety Officer and Club President. More serious complaints may be escalated to the South Australian Cricket Association.

If the complaint relates to suspected child abuse, sexual assault or other criminal activity, then our club may need to report the behaviour to the police and/or relevant government authority.

## Complaint Handling Process

When a complaint is received by our club, the person receiving the complaint will:

* + - listen carefully and ask questions to understand the nature and extent of the concern;
		- ask what the complainant how they would like their concern to be resolved and if they need any support;
		- explain the different options available to help resolve the complainant’s concern;
		- inform the relevant government authorities and/or police, if required by law to do so; and
		- where possible and appropriate, maintain confidentiality but not necessarily anonymity.

Once the complainant decides on their preferred option for resolution, the club will assist, where appropriate and necessary, with the resolution process. This may involve:

* + - supporting the person complaining to talk to the person being complained about;
		- bringing all the people involved in the complaint together to talk objectively through the problem (this could include external mediation);
		- gathering more information (e.g. from other people that may have seen the behaviour);
		- seeking advice from our district, regional, state and/or national body or from an external agency (e.g. Office of Recreation and Sport or anti-discrimination agency);
		- referring the complaint to a pre-selected panel of experienced club players & ex-players who will conduct a fair and un-biased hearing involving all parties
		- referring the complaint to the South Australian Cricket Association; and/or
		- referring the complainant to an external agency such as a community mediation centre, police or anti-discrimination agency.

In situations where a complaint is referred to the South Australian Cricket Association and an investigation is conducted, the club will:

* + - co-operate fully with the investigation;
		- where applicable, ensure the complainant is not placed in an unsupervised situation with the defendant(s); and
		- act on the South Australian Cricket Association’s recommendations.

At any stage of the process, a person can seek advice from an anti- discrimination commission or other external agency and, if the matter is within their jurisdiction, may lodge a complaint with the anti- discrimination commission or other external agency.

## Disciplinary Sanctions

Our club may take disciplinary action against anyone found to have breached our policy or made false and malicious allegations. Any disciplinary measure imposed under our policy must:

* + - be applied consistent with any contractual and employment rules and requirements;
		- be fair and reasonable;
		- be based on the evidence and information presented and the seriousness of the breach; and
		- be consistent with our constituent documents, by Laws and the rules of the game.

Possible sanctions that may be taken include:

* + - a direction that the individual make verbal and/or written apology;
		- counselling of the individual to address behaviour;
		- withdrawal of any awards, placings, records, achievements bestowed in any matches, activities or events held or sanctioned by our club;
		- suspension or termination of membership, participation or engagement in a role or activity for the individual or their family members;
		- de-registration of accreditation of the individual or family members for a period of time or permanently;
		- a fine; or
		- any other form of discipline that our club considers reasonable and appropriate.

## Appeals

The complainant or defendant may be entitled to lodge an appeal against a decision made in relation to a complaint (including a decision where disciplinary sanctions are imposed by our club) to the South Australian Cricket Association. Appeals must be based on any right of appeal provided for in the relevant constituent documents, rules, regulations or by laws.

The grounds of an appeal should be specific, for example they may be limited to a denial of procedural fairness, on grounds of unjust or unreasonable disciplinary measure(s) being imposed, or on the grounds that the decision was not supported by the information/evidence presented and available to the decision maker/club.

## Communication

Coromandel Valley Ramblers Cricket Club will ensure that everyone to whom this policy applies is aware of and has had an opportunity to read the policy.

We also ask coaches, carers and parents/spectators (where appropriate) to sign a written statement indicating that they have read and will abide by our child-safe policy. We retain a copy of all signed statements.

## Related policies and procedures

* Coach Code of conduct
* Team Selection Policy
* Spectator Behaviour Policy
* Picking Up & Dropping Off Children Policy