



# LISMORE CRICKET CLUB

## Code of Conduct and Good Practice

### Principles and Core Values



Lismore Cricket Club (hereinafter called the 'club') has adopted a Code of Conduct and Good Practice which follows that of the sport's National Governing Body, Cricket Ireland.

#### **Preamble**

Young people's experience of sport should be guided by what is best for the young person. The stages of development and the ability of the young person should guide the types of activity provided within cricket. Adults will need to have a basic understanding of the needs of young people, including physical, emotional and personal.

#### **Importance of Childhood**

The importance of childhood should be understood and valued by everyone involved in sport.

#### **Needs of the Child**

All children's experiences should be guided by what is best for children.

#### **Integrity in Relationships**

Adults interacting with children in sport are in a position of trust and influence. They should always ensure that children are treated with integrity and respect, and the self-esteem of young people is enhanced.

#### **Fair Play**

All children's sport should be conducted in an atmosphere of fair play.

#### **Quality Atmosphere and Ethos**

Standards of behaviour for leaders and children in cricket are as important as standards set for sports performance. Standards of excellence extend to personal conduct.

#### **Competition**

Competition is an essential element of sport and should be encouraged in an age-appropriate manner. A child-centred ethos will help to ensure that competition and specialisation are kept in their appropriate places.

#### **Equality**

All children should be treated in an equitable and fair manner regardless of ability, age, gender, religion, social or ethnic background or political persuasion. Children, irrespective of ability or disability, should be involved in cricketing activities in an integrated and inclusive way, wherever possible.

## Policy & Guidelines

*The following is a core objective written into the Lismore Cricket Club constitution:*

“The club is fully committed to safeguarding the well-being of its members. Every individual involved in organised cricket should, at all times, show respect and understanding for their rights of safety and welfare, and conduct themselves in a way that reflects the principles of the club and the guidelines contained in the Code of Ethics and Good Practice for Children’s Sport in Ireland”

## Organisational responsibilities

### Overall responsibility of Cricket Ireland

As the governing body for cricket in Ireland, Cricket Ireland is responsible for overseeing the adoption and implementation of this Code by all of its associated members. This responsibility is devolved in the first instance to its constituent unions, namely, **the Munster Cricket Union**, the Connacht Cricket Union, the Leinster Cricket Union, the Northern Cricket Union and the North West of Ireland Cricket Union.

### Responsibilities of the Designated Person

*\* The name and contact details of the club’s Designated Person can be found on page 17 of this document.*

The club’s Designated Person should:

- Have knowledge of the Code of Ethics and statutory guidelines
- Undertake training in relation to child protection
- Assist with the ongoing development and implementation of the club’s child protection needs
- Be familiar with and carry out reporting procedures as outlined in Appendices of this document
- Be aware of national and local services responsible for child protection
- Inform Health Services Executive and /or An Garda Siochana of relevant concerns about children
- Liaise with Statutory Authorities and other agencies as appropriate
- Ensure that coaches / managers are aware of allegations against them
- Ensure that an individual case record is maintained of action taken by the club, the liaison with other agencies and the outcome
- Ensure that records are kept in a secure location and access is on a “need to know” basis

### Responsibilities of the Children’s Officer

*\* The name and contact details of the club’s Children’s Officer can be found on page 17 of this document.*

The club’s Children’s Officer should:

- Ensure that children’s interests are kept on the club’s agenda
- Commit to attendance at appropriate training
- Co-ordinate the training of others

- Promote the values, attitudes and structures which make sport enjoyable for children
- Circulate relevant information and resource materials
- Communicate within the club to ensure the distribution of the Code
- Liaise within the club to examine rules, regulations and structures to ensure that they are child-centred
- Liaise within the club to ensure that drop-out rates and transfers are monitored
- Assist in the development of a record-keeping system which maintains confidentiality while allowing for appropriate information to be passed on to relevant authorities where necessary

## Practice

### Guidelines for Coaches / Managers / Volunteers

- **Every individual in children’s sport should strive to create a positive environment for the children in their care. They have an overall responsibility to take the steps necessary to ensure that positive and healthy experiences are provided**
- All coaches, managers, selectors and club officials should have as their first priority the children’s safety and enjoyment of the sport and should adhere to the guidelines and regulations set out in this *Code of Ethics*
- All coaches, managers, selectors and club officials should make themselves aware of the procedures contained within this Code, and comply with them
- All coaches, managers, selectors and club officials must respect the rights, dignity and worth of every child and must treat everyone equally, regardless of sex, ethnic origin, religion or ability
- Once appointed, a coach / manager / selector / club official must act as a role model and promote the positive aspects of sport and of cricket and maintain the highest standards of personal conduct
- Remember that your behaviour with regard to players, other officials, and opponents will have an effect on the players in your care
- Be generous with praise and never ridicule or shout at players for making mistakes or for losing a game. All young players are entitled to respect
- Be careful to avoid the “star system”. Each child deserves equal time and attention
- Care must be taken not to expose a child to embarrassment or disparagement by use of sarcastic or flippant remarks about the child or his / her family
- Insist that players in your care respect the rules of the game. Insist on fair play and ensure that players are aware you will not tolerate cheating or bullying behaviour

- Remember that young players play for fun and enjoyment and that skill development and personal satisfaction have priority over highly structured competition. Never make winning the only objective
- Encourage the development of respect for opponents, officials, selectors and other coaches and avoid criticism of fellow coaches
- It is important to realise that certain situations or friendly actions could be misinterpreted by the participant or by outsiders. Avoid working alone and ensure there is adequate supervision for all activities
- Coaches, managers, selectors and club officials are responsible for setting and monitoring the boundaries between a **working** relationship and **friendship** with players. It is advisable for coaches **not** to involve young players in their personal life i.e. visits to coach's home or overnight stays
- When approached to take on a new player, ensure that any previous coach-student relationship has been ended by the student/others in a professional manner
- When young players are invited into adult groups / squads, it is advisable to get agreement from a parent /guardian. Boundaries of behaviour in adult groups are normally different from the boundaries that apply to junior groups / squads
- Managers / coaches / selectors should communicate and co-operate with medical and ancillary practitioners in the diagnosis, treatment and management of their players' medical or related problems. Avoid giving advice of a personal or medical nature if you are not qualified to do so. Any information of a personal or medical nature must be kept strictly confidential unless the welfare of the child requires the passing on of this information
- The nature of the relationship between managers / coaches / selectors and a participant can often mean that they may learn confidential information about a player or player's family. This information must be regarded as confidential and except where abuse is suspected, must not be divulged to a third party without the express permission of the player / family
- Set realistic goals for the participants and do not push young players. Create a safe and enjoyable environment
- Do not criticise other officials, coaches, managers, selectors and umpires. You are the role model for the children in your care
- Managers / coaches / selectors should refrain from smoking and consuming alcohol before and during coaching sessions
- Managers / coaches / selectors should familiarise themselves with this Code of Ethics and Good Practice for Children's Sport and follow the procedures if they suspect or receive complaints of abuse of any sort

## **Code of Conduct for Coaches / Managers / Volunteers**

- Be positive during sessions, praise and encourage effort as well as results
- Plan and prepare appropriately
- Put welfare of young person first
- Encourage fair play, treat participants equally
- Recognise developmental needs
- Endeavour to be up-to-date with knowledge and skill of sport for young people
- Involve parents where possible and inform parents when problems arise
- Keep record of attendance at training
- Keep a brief record of injury (ies) and action taken
- Keep a brief record of problem/action/outcomes, if behavioural problems arise

### **Where possible avoid:**

- Spending excessive amounts of time with children away from others
- Taking sessions alone
- Taking children to your home
- Taking children on journeys alone in their car

### **You must not:**

- Use any form of punishment or physical force on a child
- Exert undue influence over a participant in order to obtain personal benefit or reward
- Engage in rough physical games, sexually provocative games or allow or engage in inappropriate touching of any kind, and /or make sexually suggestive comments about, or to a child
- Take measurements or engage in certain types of fitness testing without the presence of another adult
- Undertake any form of therapy (hypnosis etc.) in the training of children

### **You have a right to:**

- Ongoing training and information with regard to child protection issues
- Support in the reporting of suspected abuse
- Access to professional support services
- Fair and equitable treatment by the club
- Be protected from abuse by children / youths , other adult members and parents
- Not to be left vulnerable when working with children
- Any misdemeanours or general misbehaviour will be dealt with immediately and reported verbally to the Designated Person

## **Code of Conduct for Parents**

### **Lismore Cricket Club believes that parents / guardians / carers should:**

- Be role models for your child and maintain the highest standards of conduct when interacting with children, other parents, officials and organisers
- Always behave responsibly and not seek to affect unfairly the game or player(s)
- Never intentionally expose any young participant to embarrassment or disparagement by the use of flippant or sarcastic remarks
- Always recognise the value and importance of the volunteers who provide sporting/recreational opportunities for your child. Do not question publicly the judgement or honesty of umpires, managers, selectors or coaches. Respect umpires, coaches, organisers and other players
- Encourage your child to play by the rules. Teach your child that honest endeavour is as important as winning and do all you can to encourage good sportsmanship.
- Set a good example by applauding good play on both sides. Encourage mutual respect for team mates and opponents
- Support all efforts to remove abusive behaviour and bullying behaviour in all its forms
- Read the club policy guidelines on bullying and comply with its contents
- Ensure that their child is punctual for coaching sessions and games
- Collect their child on time
- Ensure that their child is properly attired for the prevailing weather conditions

### **Parents or Guardians have the right to:**

- Be informed of problems or concerns relating to their child
- Be informed if their child is injured

Any misdemeanours and breach of this code of conduct will be dealt with immediately by the club's Designated Person or Children's Officer. Persistent concerns or breaches will result in the parent / guardian being asked not to attend cricket games / coaching if their attendance is deemed to be detrimental to their child's welfare.

## Guidelines for Children/Young Players

For the purposes of this document, young players are defined as those who are under 18 years of age.

### Young players are entitled to:

- Be safe and to feel safe
- Be listened to
- Be believed
- Be treated with dignity, sensitivity and respect
- Participate on an equal basis
- Have fun and enjoy sport
- Experience competition at a level at which they feel comfortable
- Comment and make suggestions
- Make complaints and have them dealt with in relation to abuse of any kind
- Appropriate confidentiality
- Approach the Designated Person or Children's Officer with any questions or concerns which they may have

### Children should not:

- Cheat
- Bully or use bullying tactics to isolate another player
- Harm team-mates, opponents or their property
- Tell lies about adults or other children
- Spread rumours

## Expectations of Young Players

The Lismore CC Youth Code of Conduct is to be read in conjunction with (i) *The Laws of Cricket* - *The Preamble* - *The Spirit of Cricket*.

## The Code of Conduct

A Lismore CC youth player will, without exception, and at all times:

1. Respect and comply with all lawful decisions and directives of the club coaching staff, club officers, session leaders and team captains and vice-captains.
2. Respect and comply with the principles of the "Spirit of Cricket" as outlined in the Preamble to the *Laws of Cricket*.
3. Conduct themselves in a proper sportsman-like manner.

4. Refrain, if player is under 18 years of age, from drinking alcohol.
5. Respect and comply with the terms of the Cricket Ireland directive which bans, without reservation, the use of un-prescribed drugs and other controlled substances.
6. Respect the property and belongings of others and maintain their dressing room and practice facilities in a clean and tidy state.
7. Respect and comply with the terms of the Lismore CC Youth Code of Conduct. If there are breaches of this Code, disciplinary proceedings will be initiated by the Lismore CC Committee.



## The Preamble – The Spirit of Cricket

*Cricket is a game that owes much of its unique appeal to the fact that it should be played not only within its Laws but also within the Spirit of the Game. Any action which is seen to abuse this spirit causes injury to the game itself. The major responsibility for ensuring the spirit of fair play rests with the captains.*

**1.** There are two Laws which place the responsibility for the team's conduct firmly on the captain.

### **Responsibility of captains**

The captains are responsible at all times for ensuring that play is conducted within the Spirit of the Game as well as within the Laws.

### **Player's conduct**

In the event of a player failing to comply with instructions by an umpire, or criticising by word or action the decisions of an umpire, or showing dissent, or generally behaving in a manner which might bring the game into disrepute, the umpire concerned shall in the first place report the matter to the other umpire and to the player's captain, and instruct the latter to take action.

### **2. Fair and unfair play**

According to the Laws the umpires are the sole judges of fair and unfair play.

The umpires may intervene at any time and it is the responsibility of the captain to take action where required.

### **3. The umpires are authorised to intervene in cases of:**

- Time wasting
- Damaging the pitch
- Dangerous or unfair bowling
- Tampering with the ball
- Any other action that they consider to be unfair

### **4. The Spirit of the Game involves RESPECT for:**

- Your opponents
- Your own captain and team
- The role of the umpires
- The game's traditional values

### **5. It is against the Spirit of the Game:**

- To dispute an umpire's decision by word, action or gesture
- To direct abusive language towards an opponent or umpire
- To indulge in cheating or any sharp practice, for instance:
  - (a) to appeal knowing that the batsman is not out
  - (b) to advance towards an umpire in an aggressive manner when appealing
  - (c) to seek to distract an opponent either verbally or by harassment with persistent clapping or unnecessary noise under the guise of enthusiasm and motivation of one's own

side

## **6. Violence**

There is no place for any act of violence on the field of play.

## **7. Players**

Captains and umpires together set the tone for the conduct of a cricket match. Every player is expected to make an important contribution to this.

# **Supervision and General Guidelines**

## **Travelling with children**

There is extra responsibility taken on by management teams when they travel with children to events. When travelling with young people the manager / coach / volunteer should:

- Ensure that there is adequate insurance cover
- Not carry more than the permitted number of passengers
- Ensure use of safety belts
- Avoid being alone with one participant, put passenger in the back seat, drop off at central locations or seek parental permission to transport an individual participant on a regular basis
- Clearly state times of pick-up and drop off

## **Supervision**

- Make sure there is an adequate adult: child ratio. Recommended ratio is 1:8 under 12 and 1:10 over 12. This will depend on the nature of the activity, the age of the participants and any special needs of the group
- Where there are mixed groups there should be leaders of both genders
  - Avoid being alone with one participant, if you need to talk separately do so in an open environment, in view of others
  - Clearly state time for start and end of coaching sessions or competitions
  - Leaders should remain in pairs until all participants have been collected
  - Keep attendance records and record of any incidents / injuries that arise

## **Safety**

- Coaches / managers / volunteers have a responsibility to ensure the safety of the players with whom they work
- Ensure activities are suitable for age and stage of development of participants
- Keep a record of any specific medical conditions of the participants
- Keep a record of emergency contact numbers for parents / guardians
- Ensure any necessary protective gear is used
- Ensure First Aid kit is close at hand with access to qualified first-aider
- Know the contact numbers of emergency services

- Keep first aid kit stocked up
- Ensure access to medical personnel if needed and have an emergency plan
- If an incident occurs, make a brief record of injury and action taken. Make a brief record of the problem/action/outcome. Contact the player's parents and keep them informed of all details
- Officials (umpires) should ensure the conduct of the game
- Lead coaches / managers should hold appropriate qualifications
- Ensure parents / guardians are informed with regard to finishing time of sessions or events
- Implement safety requirements with regard to the wearing of helmets, bowling restrictions and fielding restrictions

## **Physical Contact**

- Avoid unnecessary physical contact
- Any necessary contact should be in response to the needs of the child and not the adult
- It should be in an open environment with the permission and understanding of the participant
- It should be determined by the age and developmental stage of the participant - Don't do something that a child can do for themselves
- Never engage in inappropriate touching

## **Use of Video / Photography and Mobile Phones**

Lismore Cricket Club follows Cricket Ireland policy in relation to the use of images of cricketers on its website and in other publications as there have been concerns about the risks posed directly and indirectly to children and young people through the use of photographs on sports websites and other publications.

Where possible we will try to avoid the use of the first name and surname of individuals in a photograph. This reduces the risk of inappropriate, unsolicited attention from people within and outside the sport.

### Rules to guide the use of photography:

- If a cricketer is named, avoid using their photograph.
- If a photograph is used, avoid naming the cricketer.
- Ask for the cricketer's permission to use their image. This ensures that they are aware of the way the image is to be used to represent the sport.
- Ask for parental permission to use their image. This ensures that they are aware of the way the image is to be used to represent the sport.
- Follow the child protection procedures, ensuring either the Designated Officer or the social service and/or police are informed.

Amateur photographers/film/video operators wishing to record an event or practice session should seek permission from the Designated Person, Children's Officer or leader of the session.

When commissioning professional photographers or inviting the press to an activity or event the

club will aim to ensure they are clear about our expectations of them in relation to child protection.

Professional photographers/film/video operators wishing to record an event or practice session should seek accreditation with the Designated Person or Children's Officer or event organiser by producing their professional identification for the details to be recorded.

The club will then:

- Provide a clear brief about what is considered appropriate in terms of content and behaviour
- Keep a record of accreditations
- Not allow unsupervised access to athletes or one to one photo sessions at events
- Not approve/allow photo sessions outside the events or at a player's home

### **Videoring as a coaching aid**

Video equipment can be used as a legitimate coaching aid. However, permission should first be obtained from the player and the player's parent/guardian.

Anyone concerned about any photography taking place at events or training sessions can contact the Designated Person, Children's Officer or session leader and ask them to deal with the matter.

### **Mobile Phones**

Mobile phones are often given to young people for security, enabling parents to keep in touch and make sure they are safe. The use of mobile phones allows quick and easy contact, but it is important that mobile phones are not used to cross personal boundaries and cause harm for young people.

### **Managers / Coaches / Volunteers**

- May use group texts for communication and inform parents of this at the start of the season
- It is not appropriate to have constant communication with individual cricketers
- Do not use phone in locations such as changing rooms

### **Young people**

- If they receive an offensive photo, email or message, should not reply to it. Save it, make a note of time and date and inform their parent / guardian /Designated Person/Children's Officer
- Be careful about the people to whom they give their number
- Do not respond to unfamiliar numbers
- Do not use your phone in locations such as changing rooms

## The use of sanctions

The use of sanctions is an important element in the maintenance of discipline. The age and developmental stage of the child should be taken into consideration when using sanctions:

- Code of Conduct rules should be clearly stated and agreed
- A warning should be given if a rule is broken
- If rules are broken on a second or subsequent occasion, sanctions may be imposed and parents may be contacted
- Sanctions should not be imposed for errors which occur while playing
- Physical activity (laps or push-ups) should not be used as a sanction
- Sanctions should be used sparingly
- Where relevant, sanctions may need to be recorded

## Protection

**Lismore Cricket Club has adopted a range of child protection policies and procedures to ensure the provision of a safe, positive and nurturing environment where children can develop and enhance their cricketing and social skills.**

## Substance Abuse

- **The use of drugs, alcohol and tobacco is discouraged as being incompatible with a healthy approach to sporting activity**
- **Adults should act as role models for appropriate behaviour with regard to the use of drugs, alcohol and tobacco**
- **Use of any substance that is perceived to offer a short-cut to improved performances is discouraged completely**
- **Coaches have a role to play in educating those in their care as to the short and long-term effects of proscribed drugs or of substances taken to enhance performance**

## Psychological Stress, Burnout and Dropout

**Burnout may be defined as a process resulting from an activity that was once a source of fun and satisfaction, but later becomes associated with physical and psychological distress. Among the measures which Lismore Cricket club promotes to reduce the incidence of stress and burnout are:**

- **Listening and respecting the children's views about participation**
- **Encouraging the development of individual skills and effort**
- **Ensuring that children enjoy the activities in which they are involved**
- **Attaining an appropriate match between the individual child's ability and the activity in which involved**

## **Bullying**

Bullying can be defined as repeated aggression be it verbal, psychological or physical conducted by an individual or group against others.

It is behaviour that is intentionally aggravating and intimidating and occurs mainly in social environments such as schools, clubs and other organisations working with children and young people.

## **Combating Bullying**

The anti-bullying policy of the club includes the following measures which:

- Ensures that all members follow the code of conduct, which promotes the rights and dignity of each member.
- Raises awareness of bullying as an unacceptable form of behaviour
- Provides a complaints procedure used if bullying occurs
- Provides comprehensive supervision at all games and activity
- Provides a supportive environment for victims of bullying
- Obtains co-operation of parents / guardians to combat bullying

## **Child Abuse and Protection Procedures**

Lismore Cricket Club accepts that organisations, which include young people among its members, are vulnerable to the occurrence of child abuse. Below are the procedures for dealing with any welfare or protection issue that may arise. Child welfare and the protection of young people are the concern of all adults at all times, irrespective of their role within the organisation.

Persons unsure about whether or not certain behaviours are abusive and therefore reportable, should contact the duty social worker in the local health board or social services department where they will receive advice. Grounds for concern include a specific indication from a child, a statement from a person who witnessed abuse or an illness, injury or behaviour consistent with abuse.

A report may be made by any player / official / member of the club but should be passed on to the Designated Person or to the Children's Officer who may in turn have to pass the concern to the local Statutory Authorities. It is not the responsibility of anyone working within the club, in a paid or voluntary capacity, or those working in affiliated organisations, to take responsibility or decide whether or not child abuse is taking place. That is the job of the local statutory authorities.

However, there is a responsibility to protect children by assisting the appropriate agencies so that they can then make enquiries and take any necessary action to protect the young person.

## Protection for Persons Reporting Child Abuse, 1998 (IRL)

The Protection for Persons Reporting Child Abuse Act, 1998 provides immunity from civil liability to persons who report child abuse ‘reasonably and in good faith’ to the Health Board or the Gardai (See 5.13.1 – ISC Code). The act also covers the offence of ‘false reporting’. The main provisions of the Act are:

1. The provision of immunity from civil liability to any person who reports child abuse “reasonably and in good faith” to designated officers of Health Boards or any member of An Garda Síochána;
2. The provision of significant protections for employees who report child abuse. These protections cover all employees and all forms of discrimination up to and including, dismissal;
3. The creation of a new offence of false reporting of child abuse where a person makes a report of child abuse to the appropriate authorities “knowing that statement to be false”. This is a new criminal offence designed to protect innocent persons from malicious reports.

## Reporting Suspected or Disclosed Child Abuse

The following steps should be taken in reporting child abuse to the statutory authorities:

- (a) Observe and note dates, times, locations and contexts in which the incident occurred or suspicion was aroused, together with any other relevant information
- (b) Report the matter as soon as possible to the Designated Person with responsibility for reporting abuse. If the Designated Person has reasonable grounds for believing that the child has been abused or is at risk of abuse, s/he will make a report to the health board / social services who have statutory responsibility to investigate and assess suspected or actual child abuse
- (c) In cases of emergency, where a child appears to be at immediate and serious risk and the Designated Person is unable to contact a duty social worker, the police authorities should be contacted. Under no circumstances should a child be left in a dangerous situation pending intervention by the Statutory Authorities
- (d) If the Designated Person is unsure whether reasonable grounds for concern exist s/he can informally consult with the local health board/social services. S/he will be advised whether or not the matter requires a formal report
- (e) A Designated Person reporting suspected or actual child abuse to the Statutory Authorities will first inform the family of their intention to make such a report, unless doing so **would endanger the child or undermine an investigation**
- (f) In instances where the club finds that it does not have reasonable grounds for reporting a concern to the Statutory Authorities, the member who raised the concern should be given a clear statement by the Designated Person of the reasons why the club is not taking action. The member should be advised that if they remain concerned about the situation, they are free to consult with, or report to, the Statutory Authorities

- (g) It is best to report child abuse concerns by making personal contact with relevant personnel in the Statutory Authorities and then to follow up in writing

### **Response to a Child Disclosing Abuse**

- (a) Advise the child that it is not possible that any information will be kept a secret
- (b) Deal with allegation of abuse in sensitive manner by listening to and facilitating the child to tell about the problem
- (c) Stay calm
- (d) Do not make any judgmental statement about the person against whom the allegation is being made
- (e) Use non-specific questions such as “Can you explain what you mean by that?”  
Let the child tell the story in his/her own words
- (f) Give the child a general indication of what will happen next such as informing parents / guardians, health board or social services

### **Allegations against Management Teams**

If an allegation is made against a manager / coach / selector / volunteer working within the club, the procedures to be followed will be:

- The reporting procedure in respect of suspected child abuse
- The procedure for dealing with an allegation against a member of the Management team or volunteer

The safety of the child making the allegation should be considered and the safety of any other children who may be at risk. All necessary steps must be taken to protect children within the care of the club.

The issue of confidentiality is important. Information is on a need to know basis and the person against whom the allegation is made should be treated with respect and fairness.

### **Steps to be taken**

- Advice to be sought from local duty social worker with regard to any action necessary to protect the child who may be at risk
- Matter reported to local statutory authorities by Designated Person
- The person should be privately informed that (a) an allegation has been made against him / her and (b) the nature of the allegation. He / she should be afforded an opportunity to respond, and to be accompanied by another adult
- The person should be asked to step aside pending the outcome of the investigation. When a person is asked to step aside it should be made clear that it is only a precautionary measure and will not prejudice any later disciplinary proceedings
- All persons involved in a child protection process (the child, his / her parents / guardians, the alleged offender, his / her family, management teams) should be afforded appropriate respect, fairness, support and confidentiality at all stages of the procedure



- The club Committee should be informed by the Designated Person that the leader has been asked to stand aside
- The club Committee can consider disciplinary action against the leader but should ensure that this does not interfere with the investigation of the Statutory Authorities.
- The club Committee will consider the outcome of the investigation and any implications it might have. The fact that the alleged abuser has not been prosecuted or been found guilty does not mean that they are appropriate to work with young people in the future.

## **Confidentiality**

Confidentiality should be maintained in respect of all issues and people involved in cases of abuse, welfare or bad practice. It is important that the rights of both the child and the person about whom the complaint has been made are protected.

The following points should be kept in mind:

- A guarantee of confidentiality or undertakings regarding secrecy cannot be given, as the welfare of the child will supersede all other considerations
- All information should be treated in a careful and sensitive manner and should be discussed only with those who need to know
- Information should be conveyed in a sensitive manner to the parents / guardians of the child about whom there are concerns
- Giving information to others on a 'need to know' basis for the protection of a child is not a breach of confidentiality

## **Anonymous Complaints**

Anonymous complaints can be difficult to deal with but should not be ignored. In all cases the safety and welfare of the child / children are paramount. Any such complaints relating to inappropriate behaviour should be brought to the attention of the Children's Officer or the Designated Person. The information should be checked out and handled in a confidential manner.

## **Rumours**

Rumours should **not** be allowed to hang in the air. Any rumours relating to inappropriate behaviour should be brought to the attention of the Designated Person or the Children's Officer and checked out without delay.

## **Disclosing Information to Others**

The Irish Sports Council recommends that best practice is to disclose the information requested by a third party which is given in order to provide protection to a young person now or in the future.

**The Designated Person  
for Lismore Cricket Club:**  
Sean Willoughby 0878167628

**The Children's Officer  
for Lismore Cricket Club:**  
David Campion 0861017636

## **National Children's Officers**

The National Children's Officers have access to the Board of Cricket Ireland through the Cricket Ireland Designated Person to ensure that children's interests are kept on its agenda.

The role of the National Children's officers involves:

- Familiarisation with *Children's First and Our Duty of Care* to ensure that they can act as an information source
- Commitment to attendance at appropriate training
- Co-ordination of the training of others
- Promotion of the values, attitudes and structures which make sport enjoyable for young people
- Circulation of relevant information and resource materials
- Communication with Club Children's Officers to ensure the distribution of the Code
- Liaison with clubs to examine rules, regulations and structures to ensure that they are child-centred
- Liaison with clubs to ensure that drop-out rates and transfers are monitored
- Assisting in the development of a record-keeping system which maintains confidentiality while allowing for appropriate information to be passed on to relevant authorities where necessary
- Ensuring that Cricket Ireland develops a *Code of Ethics and Practice* which involves a policy statement, code of conduct, disciplinary procedures, bullying policy, safety statement, recruitment and selection policy and reporting procedures

### **Cricket Ireland's Children's Officer for the Republic of Ireland:**

James Bennett, Cricket Ireland, Unit 22, Grattan Business Park, Clonsaugh,  
Dublin 17.  
Tel: 00 353 86 603 8908

### **Cricket Ireland's Designated Person:**

Warren Deutrom, CEO, Cricket Ireland, Unit 22, Grattan Business Park, Clonsaugh,  
Dublin 17.  
Tel: 00 353 1894 7914; Mobile: 00 353 87 615 4047