

# **CALYPSO CRICKET COACHING CODE OF CONDUCT POLICY**

The purpose of this policy is to highlight the expectations and guidelines for the conduct of Calypso Cricket players, coaches, parents, and guardians.

## **Young Players**

Calypso Cricket wants to ensure that all young players know that the environment is a safe and open one, and that the players are aware of the guidelines below for each and every session.

As a young player, I have the right to:-

- Enjoy the time you spend with us and know that you're safe.
- Be told who you can talk to if something's not right.
- Be listened to.
- Be included.
- Be involved and contribute towards decisions within the club or activity.
- Be respected by us and other team members and be treated fairly.
- Feel welcomed, valued and not judged based on your race, gender, sexuality or ability.
- Be encouraged and develop skills with our help.
- Be looked after if there's an accident or injury and have your parents informed if needed.

In return, Calypso asks the young players to:-

- Stay safe through listening to the coach/coaches instructions, ensuring that they behave in accordance to the expectations, and that they speak out when there is an issue.
- Calypso expects the young players to stay with the group at all times, not wandering off without permission.
- Respect the equipment provided by the coaches.
- Respect and celebrate differences and not discriminate against anyone else on the grounds of gender, race, sexual orientation or ability.
- Report any incidents of bullying, including homophobia and transphobia to a member of staff, even if you're just a witness.
- Follow our social media, photography and videoing policies.
- Create an environment for all, encouraging and supporting fellow young players to become the best players and people they can be.
- In the event of departing sessions, the young player must be picked up by an adult unless parental/guardian consent has been provided beforehand.

We expect all young people to follow the behaviours and requests set out in this code. If any young person behaves in a way which contradicts any of the points set out above, we'll address the problem straight away with parent's involvement and aim to resolve the issue.

**Continued issues and repeated breaches of this code may result in us regrettably asking you to leave the activity, event or club permanently, for the welfare of other young people and our staff. This is something we never want to do.**

## **Coaches**

Cricket coaches play a crucial role in the development of the game and in the lives of the players they coach. Calypso Cricket coaches ensure that individuals in cricket have positive experiences and provide the opportunity for young players to enjoy their experience of the game and achieve their potential.

Calypso coaches work towards four main principles which are set out below:-

1. Calypso coaches must develop a **professional relationship** with players (and others) based on openness, honesty, mutual trust and respect.
2. Calypso coaches must **respect and champion the rights** of every individual to participate in the game.
3. Calypso coaches must **demonstrate proper personal behaviour** and conduct at all times.
4. Calypso coaches must attain a high level of competence through appropriate qualifications and a **commitment to ongoing training** that ensures safe and correct practice in order to maximise the benefits and limit the risks to players.

## **Professional Relationships**

Calypso coaches are set on developing professional relationships with all involved at Calypso sessions. As such, Calypso Cricket expects their coaches to:-

- Promote the welfare and best interests of their players.
- Take action if they have a concern about the behaviour of an adult towards a child.
- Empower players to be responsible for their own decisions.
- Communicate and cooperate with other organisations and individuals in the best interests of players.
- Not engage in behaviour that constitutes any form of abuse (physical, sexual, emotional, neglect, bullying)
- Avoid sexual intimacy with players, either while coaching them or in the period of time immediately following the end of the coaching relationship.
- Be aware of the physical needs of players, especially those still growing, and ensure that training loads and intensities are appropriate.
- Ensure that physical contact is appropriate and necessary, and is carried out within recommended guidelines with the player's full consent and approval.

- Not engage in any form of sexually related contact with an under age player. This is strictly forbidden as is sexual innuendo, flirting or inappropriate gestures and terms.
- Inform parents or guardians immediately if you are at all concerned about the welfare of a child.
- Discuss with parents and other interested parties the potential impact of the programme on the player.
- Arrange to transfer a player to another cricket coach if it is clear that an intimate relationship is developing.
- Know and understand the relevant ECB or employer policies and procedures in this regard.
- Follow the reporting procedures laid down by ECB or your employer if you have a concern – non-action is unacceptable.
- Respect players' opinions when making decisions about their participation in cricket.
- Encourage players to take responsibility for their own development and actions.
- Allow players to discuss and participate in the decision-making process.
- Discuss and agree with players what information is confidential.
- Inform players or their parents of the requirements of cricket.
- Inform players or their parents of any potential costs involved in accessing the coaching services on offer.
- Be aware of and communicate on any conflict of interest as soon as it becomes apparent.
- Do not work with any other cricket coach's player without first discussing or agreeing it with both the coach and the player involved.
- Identify and agree with players which other experts or organisations could offer appropriate services.

## **Rights**

Calypso coaches must respect and champion the rights of every individual to participate in Cricket. As such, Calypso Cricket expects their coaches to:-

- Assist in the creation of an environment where every individual has the opportunity to participate in cricket
- Create and maintain an environment free of fear and harassment
- Recognise the rights of all players to be treated as individuals
- Recognise the rights of players to confer with other cricket coaches and experts
- Promote the concept of a balanced lifestyle, supporting the well-being of the player both in and out of cricket.
- Treat all individuals in cricket with respect at all times.
- Do not discriminate on the grounds of gender, marital status, race, colour, disability, sexuality, age, occupation, religion or political opinion.
- Do not condone or allow to go unchallenged any form of discrimination.
- Do not publicly criticise or engage in demeaning descriptions of others.
- Be discreet in any conversations about players, cricket coaches or any other individuals.
- Communicate with and provide feedback to players in a manner that reflects respect and care.

## **Personal Behaviour**

Calypso coaches must demonstrate proper personal behaviour and conduct at all times. As such, Calypso expects their coaches to:-

- Be fair, honest and considerate to players and others in cricket
- Project an image of health, cleanliness and functional efficiency
- Be positive role models for players at all times.
- Operate within the rules and the spirit of cricket.
- Maintain the same level of interest and support when a player is sick or injured.
- Display high standards in use of language, manner, punctuality, preparation and presentation.
- Encourage players to display the same qualities.
- Do not smoke, drink alcohol or use recreational drugs before or while coaching. This reflects a negative image and could compromise the safety of your players.
- Display control, respect, dignity and professionalism to all involved in cricket.

## **Professional Behaviour**

Calypso coaches must attain a high level of competence through appropriate qualifications and a commitment to ongoing training that ensures safe and correct practice in order to maximise the benefits and limit the risks to players. As such, Calypso Cricket expect their coaches to:-

- Ensure the environment is as safe as possible, taking into account and minimising possible risks
- Promote the execution of safe and correct practice
- Be professional and accept responsibility for their actions
- Make a commitment to providing a quality service to their players
- Actively promote the positive benefits to society of participation in cricket
- Contribute to the development of cricket coaching as a profession by exchanging knowledge and ideas with others
- Gain ECB coaching qualifications appropriate to the level at which they coach cricket.
- Follow the guidelines of the ECB or your employer.
- Only allow participation if there is no risk to the player.
- Plan all sessions so they meet the needs of the players and are progressive and appropriate.
- Maintain appropriate records of your players.
- Recognise and accept when it is appropriate to refer a player to another cricket coach or specialist.
- Seek to achieve the highest level of qualification available.
- Attend continuing professional development (CPD) to maintain up-to-date knowledge of technical developments in cricket.
- Seek and Attend CPD to maintain up-to-date knowledge and understanding of other issues that might impact on both you and your players, including first-aid training.
- Be aware of the social issues and how cricket can contribute to local, regional or national initiatives.

- Actively participate in recruitment and education opportunities in cricket.
- Actively contribute to local, regional and national initiatives to improve the standards and quality of cricket coaching both in cricket and sport in general.
- Practise in an open and transparent fashion that encourages other cricket coaches to contribute to or learn from your knowledge and experience.
- Engage in self-analysis and reflection to identify your professional needs.
- Manage your lifestyle and cricket coaching commitments to avoid burnout that might impair your performance.
- Do not assume responsibility for any role for which you are not qualified or prepared.
- Do not misrepresent your level of qualification.

## **Parents and Guardians**

Calypso expects the parents and guardians of the young Cricketers to act in accordance to the code below at all times.

### **Expectations:-**

- Ensure that your child has the right kit for the session as well as enough food and drink
- Try to make sure your child arrives to sessions on time and is picked up promptly; or let us know if you're running late or if your child is going home with someone else
- Complete all consent, contact and medical forms and update us straight away if anything changes.
- Maintain a good relationship with your child's coach or trainer
- Talk to the coaches and/or safeguarding officer if you have any concerns about any part of your child's involvement - we want to hear from you.
- Encourage and support your child's progress no matter what.
- Use social media responsibly when referring to Calypso Cricket sessions,
- Lead by example when it comes to positive behaviour on the sidelines.

### **Rights:-**

- Able to contact the safeguarding officer to report any concerns over their child, or another child's welfare.
- Access any of Calypso's policies and codes.
- Be informed of problems or concerns relating to your child
- Know what happens if there's an accident or injury, be informed if your child is injured and see records of any accidents

If any parent behaves in a way which contradicts any of the points set out above, we'll address the problem straight away with the parent and aim to resolve the issue. Persistent concerns or breaches may result in parents being asked not to attend games if their attendance is considered a risk to the welfare and enjoyment of young participants.

If you have a concern over a parent or guardian, then please contact Calypso Cricket's safeguarding officer, Chris Davis.

**Chris Davis**

**Mobile: 07860496386**

**Email: [info@calypsocricketcoaching.net](mailto:info@calypsocricketcoaching.net)**