



Registered Charity 1165948

Berkshire Cricket

Coach and Staff Code of Conduct

Last updated: December 2024

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Berkshire Cricket is firmly and enthusiastically committed to continuing to provide an environment that is safe, welcoming and friendly for children and for all people to enjoy the game of cricket.

Note: Where we refer to “parents” we mean parents and carers inclusively. The term “children” or “child” describes any person under the age of 18.


As a Berkshire Cricket member of staff we require you to:

- Implement Berkshire Cricket safeguarding policies and procedures
- Report any concerns or allegations of abuse, including lower level concerns and poor practice, to the Safeguarding Manager
- Listen to any concerns that parents or young people might have
- Treat all individuals in cricket with respect at all times and not to engage in any behaviour that constitutes any form of abuse, discrimination or bullying
- Respect your position of trust and maintain appropriate boundaries and relationships with young people – engaging in sexual behaviour from a position of trust with any child under the age of 18 is illegal
- Operate within the Laws of the game and the Spirit of Cricket
- Keep your DBS and your coaching and safeguarding training up to date (as required for your role)
- Keep children in your sessions safe by supervising appropriately, using safe methods and techniques in line with your training
- Be aware of the physical needs of players, especially those still growing, and ensure that training loads and intensities are appropriate

- Make sure you have appropriate staffing ratios of adult to participant before any session begins (and that you have a minimum of two adults present)
- Make sure you have the appropriate gender staff before any session begins (i.e. for single sex groups there must be at least one same gender member of staff and for mixed groups wherever possible there must be at least one male and one female supervising adult)
- Make sure equipment and facilities are fit for purpose, safe to use and accessible
- Respect children's trust and rights while being honest and open with them
- Champion everyone's right to take part and celebrate difference within Berkshire Cricket
- Stop play if an injury happens, administer first aid and call for additional help when necessary
- Use constructive and positive methods of developing children's skills
- Behave appropriately online when communicating on behalf of Berkshire Cricket (see the Social Media, Online Communication and Safety Policy)
- Challenge and address any instances of poor, negative, aggressive, discriminatory or bullying behaviour amongst young people
- Promote healthy and safe environments for our young participants – where smoking, vaping and drinking alcohol will not be permitted and will be challenged
- Be a positive role model for our young participants and other staff and practise in a way that allows others to learn from your knowledge and experience
- Develop positive relationships with parents and catch up with them regularly about their child's development
- Not actively source paid work from players within Berkshire Cricket programmes or squads. [If approached it must be made clear that by providing external coaching to a player it will not influence selection for matches. Berkshire Cricket contact details provided to coaches and players may not be used for contact outside of the Berkshire Cricket system]
- Be aware of and communicate on any conflict of interest as soon as it becomes apparent

As a member of Berkshire Cricket staff we understand you have the right to:

- Be supported in your role
- Be informed of our safeguarding and reporting procedures and what you need to do if something is not right
- Have access to ongoing training in all aspects of your role
- Be listened to and feel valued
- Be involved and contribute towards decisions within Berkshire Cricket
- Be respected and treated fairly by us and the ECB and Cricket Regulator
- Feel welcomed and included
- Be protected from physical or emotional abuse from children, parents, other members of staff and be supported to resolve any possible conflicts or concerns



We expect all Berkshire Cricket staff to follow the behaviours and requests set out in this code. If any staff member behaves in a way which contradicts any of the points set out above Berkshire Cricket will address the problem straightaway and aim to resolve the issue.

Continued issues and repeated breaches of this code may result in Berkshire Cricket taking disciplinary action with the involvement of the ECB/Cricket Regulator or could lead to dismissal from Berkshire Cricket if deemed necessary as part of this action.