



# Employees Code of Conduct

**By working for Bucks Cricket CIO – whether that be on a full-time, part-time, zero-hours or self-employed contractor basis – you understand and agree to undertake the wider responsibilities that come with being a Bucks Cricket CIO employee.**

**Employees recognise, and agree, that their work and communication must align with the overall aims and approach of Bucks Cricket, as designated by the relevant programme lead.**

## **Safeguarding**

Bucks Cricket takes its role as a provider of cricket very seriously and all participants' safety and wellbeing is paramount in all decisions taken by the organisation. In accordance with the Equality Act 2010, all people we encounter have the same protection regardless of any protected characteristics (i.e. age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation). Everyone has the right to be safe and treated with dignity and respect.

If you have any safeguarding concerns or questions, please contact the Bucks Cricket Safeguarding Officer ([safeguarding@bucks cricket.co.uk](mailto:safeguarding@bucks cricket.co.uk)), Chair or CEO without delay.

Employees agree to:

- Be DBS checked and vetted, be Safeguarding Young Cricketers and First Aid certificated, prior to their involvement.
- Read and comply with ECB Safe Hands Policy
- Have a duty to report any safeguarding or behavioural concerns (on or off the field)
- Undertake safeguarding education or training as required by Bucks Cricket, and ensure that this training remains up to date.
- Create a safe, inclusive and enjoyable environment for all participants.
- Be responsible for the safeguarding, well-being and conduct of all participants during the period they are at a Bucks Cricket programme, and deal with any matter arising, taking the appropriate action.
- Act in an appropriate way at all times – creating professional boundaries - when in contact with children and young people and adults at risk, whether face-to-face, via social media, phone or by any other electronic communications
- Ensure that there is always a DBS-checked adult – ideally 2 - connected with the programme/team, present throughout the duration of matches/coaching sessions to always ensure the supervision of players, giving due consideration to their privacy.
- Seek to ensure players' performances will not be the subject of judgement and criticism by other players, parents/guardians, and non-participants.
- Recognise the importance of confidentiality when working with children, young people, their families and their data.

## Relationships

- Ensure positive relationships are maintained with all people that you come into contact – other employees, coaches, opposition, facility hirers, clubs, schools etc
- Act with professionalism and the importance of inclusive behaviour and environments
- Create a two-way dialogue with the players/everyone and ensure that you listen to their observations and feedback.
- Ensure that facilities are left in a tidy condition, with all local practice rules and ground regulations observed.
- Understand that your relationship to a person may change (e.g. someone you know from club cricket) when you are working for, and representing, Bucks Cricket and acting in accordance with that.
- Seek to ensure players and non-participants accept without question decisions made by umpires during the game.
- Ensure that your role for Bucks Cricket will not be used to exert influence over participants to gain personal benefit for yourself, your clubs or schools.

**Social Media** – Be aware of responsibilities as a Bucks Cricket representative when using social media.

- Provide photos/videos of sessions to Bucks Cricket Operations Manager for use on Bucks Cricket communications.
- Do not use photos/videos of sessions for own social media unless permission has been granted by Bucks Cricket Operations Manager.
- Do not 'follow' or engage with any U18s on social media, including WhatsApp communications.
- Any work-related issues or personal views which could adversely affect Bucks Cricket must not be placed on your private social network accounts.

**County Pathway Coaches:** This section of the code of conduct is an extension of the [ECB Coaches Code of Conduct](#) (which we expect all coaches and managers to adhere to) and it applies to all who are appointed to work on Bucks Cricket pathway programmes:

- **Alignment to [Bucks Cricket Pathway approach](#)** – We expect coaches working on behalf of Bucks Cricket to align coaching sessions, management of matches and selection decisions to principles outlined by the Head of Performance and Player Pathway Manager. This is always underpinned by a focus on long-term development and continual improvement, over short-term results.
- **Selections** – all selections must be on merit with full consideration given to all aspects of the [Bucks Cricket Pathway Selection Framework](#). A role with any players (e.g. at Club/School/Private Coaching) cannot be allowed to influence any selection decision making on players.
- **Coaching Environment** - Create a positive and enjoyable learning environment. Understand what's needed at different ages/stages of a player's development. Get to know the players and use both challenge and support to develop them. Provide fair (not always equal) opportunities for all players to realise their potential.
- **Communication** – Particularly following trials and/or matches, coaches may be asked to give feedback to players or parents on selection decisions. We expect coaches to respond politely

and professionally to these requests for feedback and to be prepared to give feedback as objectively as possible and aligned to the Pathway Approach above.

- **Role Models** – As a Bucks Cricket coach, be aware of promoting the reputation of Bucks Cricket and take all possible steps to prevent it from being brought into disrepute, for example by:
  - Accepting success and failure, victory and defeat, with dignity
  - Setting a positive example for players, parents and spectators by role modelling respect for opponents, officials and host clubs.

## **Anti-Discrimination**

Tackling discrimination and promoting greater inclusion and diversity across the game is a priority as we strive to stamp out any form of discrimination and to make the game more inclusive and diverse.

We therefore ask our coaches to play an active role in making Cricket a game for everyone and by noting that Bucks Cricket is fully signed up to the [ECB Anti-Discrimination code](#).

### **As an employee of Bucks Cricket, you have the right to:**

- Be supported in your role.
- Have access to ongoing training in all aspects of your role.
- Be respected, listened to, encouraged, and treated fairly by Bucks Cricket CIO
- Feel welcomed, valued and to be part of a team working collectively for the betterment of cricket in Buckinghamshire.
- To not be judged based on any protected characteristics.
- Be provided – and expected to wear – Bucks Cricket clothing, and have the necessary equipment to fulfil the tasks required.
- Be informed of our policies and reporting procedures and what you need to do if something isn't right.

Together we can create safe, inclusive and enjoyable environments that support and challenge our participants to realise their potential.

*In the event that either the ECB code of conduct or any of the contents above are not adhered to, the Bucks Cricket CIO disciplinary processes will be invoked.*