Gloucestershire County Cricket Club - Code of Conduct for the Talent Pathway

When you become a Gloucestershire County Cricket Club (GCCC) coach, parent, or carer, you agree to be bound by the following Code of Conduct.

This document has been produced in accordance with the ECB guidelines on behaviour and conduct and incorporates the spirit of cricket.

As such all players, managers and coaches and parents are asked to:

- Be aware of and have read the appropriate code of conduct
- Play cricket within the Laws and Spirit of the Game
- Always accept that the Manager and Coach of each respective age group have total responsibility, before, during and after matches, for the conduct and behaviour of players in their charge. During GCCC activities, conduct in residence and in free time activities should be such as to cause no inconvenience or annoyance to anyone. The team manager and coach of the respective age group are responsible for the behaviour of the squad on and off the field. They are also totally responsible for the preparation and selection of the squad and team and should receive the full cooperation of all players and parents of players within the squad.

We must make every effort to maintain a family atmosphere within GCCC activities and as such players are reminded that their voices can be heard around the ground by members of the public and that the use of loud inappropriate/offensive language is unacceptable.

Parents and Carers

Selection for a Gloucestershire representative squad is a great honour and achievement for a player, whether they enter at the youngest or at the highest level. We view these codes as a partnership between team managers, coaches and parents / carers.

- When your child is selected for a match please ensure they arrive with plenty of time to spare. Team managers will specify a meeting time, allowing time for warm ups and team talks prior to the start of the game. Always allow extra time for travelling, especially for away matches. After the match it is usual for the manager and coach to want time to discuss matters relating to the game, therefore players will be expected to remain behind for a short time afterwards. Parents / Carers are responsible for transportation of their child to and from the match venue unless otherwise stated by the team management.
- On a match day all matters relating to coaching and the game plan are the responsibility of the team manager and coach. Parents / carers should not be involved in any aspect of the activity or be around the changing rooms. The players are expected to stay together as a team during the game, listen to the advice from the coach and foster a team relationship.
- All positive support is welcomed but please refrain from open criticism at a match or at a training session, remembering that the young cricketers are still inexperienced cricketers with much to learn. Open negative criticism can also lead to disaffection within the team and

with parents alike and should be avoided at all times. Support the whole team, not just your child, enjoy the experience of watching talented young cricketers perform.

- Your child's welfare is very important to us, so please advise the team manager of any physical injuries or any issues that might be affecting your child's wellbeing.
- If you are unable to accompany your child at any of the games, or be missing for any part of a match, you must nominate an appointed representative outside of the squad management team who can make decisions on your behalf in a case of an emergency and to act as chaperone. You must inform the team manager of the name of this person prior to the pre-match preparations.
- Foul and abusive language will not be tolerated under any circumstances, this includes both in person and online.
- Encourage your child to learn the rules and play within them.
- Discourage unfair play and arguing with officials.
- Help your child to recognise good performance, not just results.
- Never force your child to take part in sport.
- Set a good example by recognising fair play and applauding the good performances.
- Never punish or belittle a child for losing or making mistakes.
- Publicly accept officials' judgements.
- Support your child's involvement and help them to enjoy their sport.
- Support the efforts of the Coaches and Team Managers involved in your child's squad through respect and not interfering by word or action.

Managers and Coaches

- Respect the rights, dignity and worth of every person within the context of Cricket
- Treat everyone equally and do not discriminate on the grounds of age, gender, religion, race, sexual orientation, or disability.
- Place the well-being and safety of the Young Person above the development of performance.
- Develop an appropriate working relationship with Young People, based on mutual trust and respect.
- Ensure that physical contact is appropriate and necessary and is carried out within recommended guidelines with the Young Person's full consent and approval.
- Always work in an open environment.

- Do not engage in any form of sexually related contact with a Young Player. This is strictly forbidden as is sexual innuendo, flirting or inappropriate gestures and terms.
- Know and understand the ECB Welfare of Young People Policy and Procedures.
- Respect Young People's opinions when making decisions about their participation in cricket.
- Display high standards of language, manner, punctuality, preparation, and presentation.
- Do not smoke, drink alcohol, or use banned substances whilst actively working with Young People. This reflects a negative image and could compromise the safety of the young people.
- Do not give young people alcohol.
- Hold relevant qualifications and insurance cover.
- Ensure the activities are appropriate for the age, maturity, experience, and ability of the individual.
- Promote the positive aspects of Cricket e.g., fair play.
- Display high standards of behaviour and appearance.
- Be aware of and follow ECB guidelines set out in the Welfare of Young People Policy and any other relevant guidelines issued.
- Ensure that you attend appropriate training to keep up to date with your role and the welfare of Young People.
- Report any concerns you may have in relation to a Young Person, following reporting procedures laid down by the ECB and Club.
- Coaches must encourage and guide players to accept responsibility for their own behaviour and performance.
- Coaches should, at the outset, clarify with the players (and where appropriate, the parent / carers) exactly what is expected of them and what they are entitled to expect from their coach.

Players

- You must respect opponents and officials.
- At all times players should respect and support their teammates, never bully or victimise a team-mate or an opponent, either in person or online.
- Treat coaches, other players (including opposition) and officials kindly and respect the rights, dignity and worth of all participants regardless of age, gender, ability, race, cultural background, religious beliefs or sexual identity.
- You must play within the rules and respect officials and their decisions.
- You must make a commitment to better oneself, as a cricketer, both within and away from Pathway programmes.

- There is an expectation for all players to attend a high percentage of training sessions and fixtures, and to prioritise Pathway cricket above lower-level activities ie. Club level practices / fixtures.
- Keep to agreed timings for training and competitions or inform the coach or team manager if you are going to be late.
- Players must wear and take pride in wearing Gloucestershire branded training and playing kit.
- Players must always have suitable kit for training and matches, the use of protective equipment (where relevant) is compulsory.
- Pay any fees for training or events promptly.
- Do not smoke whilst representing GCCC.
- Do not consume alcohol or drugs of any kind.
- Never use foul, sexually explicit, abusive or derogatory language whilst representing Gloucestershire Cricket.
- Gloucestershire Cricketers should never use their mobile phones in the changing room areas.
- Always leave the changing rooms in the condition you found them, whether home or away.
- Never leave the ground on which you are training or playing without the consent of your Team Manager / Lead Coach.
- Provide Gloucestershire Cricket coaches / officials with early, accurate and ongoing correspondence throughout the yearly cycle.
- In accordance with ECB Directives, it is the GCCC policy that all cricketers under the age of 18 who participate in matches or coaching sessions will be expected to comply with the guidance provided by the ECB covering the selection and participation of young players. ECB Helmets, Fast Bowling Directives and Fielding Regulations should always be adhered to.

Playing and Coaching Discipline Regulations

GCCC has adopted the following Discipline Regulations, which are based on the ECB Model Discipline Regulations and are adapted for its own purposes.

1. Aims and Jurisdictions

These regulations shall apply to all players who play for GCCC at any level and are intended to aid and uniformity to all players in dealing with an alleged breach of the Code of Conduct and The Spirit of Cricket.

These regulations will equally apply to managers, coaches, officials, and parents.

Any alleged breach of the Code of Conduct and The Spirit of Cricket that is reported verbally, will in the first instance, be dealt with by the coach and manager who shall notify the Head of Talent Pathways of the result of any action taken against the player within seven days. If the Head of Talent Pathways is not satisfied with the action taken by the respective age group manager and coach, a

disciplinary hearing will be convened within 21 days. The County Safeguarding Officer should be notified.

Any alleged breach of the Code of Conduct and The Spirit of Cricket, that is reported officially (in writing) will be dealt with by the Head of Talent Pathways and the Lead Safeguarding Officer.

Should Disciplinary action need to be taken, the GCCC committee shall comprise the following members: -

- The Chief Executive Officer shall act as Chair of Disciplinary Committee. If the Chair of the above committee is directly involved in the incident, then the Director of Cricket will act as chair of the GCCC Disciplinary Committee in their place.
- County Safeguarding Lead (John Peplow)

2. Gloucestershire County Cricket Club Code of Conduct

GCCC is committed to maintaining the highest standards of behaviour and conduct. The GCCC Code of Conduct incorporates the ECB's Clubmark Codes of Conducts and The Spirit of Cricket, as set out below. It applies to all matches played under the auspices of GCCC and can be applied to cricket in general.

- The managers and coaches are always responsible for ensuring that play is conducted within The Spirit of Cricket as well as within the Laws. However, on the field of play the captain is responsible for the conduct and behaviour of his players.
- Players, team officials and parents must always accept the umpire's decision.
- Players, team officials and parents must not show dissent at the umpire's decision or react in a provocative or disapproving manner towards another player or a spectator.
- Players, team officials and parents shall not intimidate assault or attempt to intimidate or assault an umpire, another player, or a spectator.
- Players, team officials and parents shall not use crude and/or abusive language (known as "sledging") nor make offensive gestures or hand signals nor deliberately distract an opponent.
- Players, team officials and parents shall not make racially abusive comments nor indulge in racially abusive actions against fellow players, officials, members, and supporters.
- Players, team officials and parents shall not use or in any way be concerned in the use or distribution of illegal drugs including alcohol.
- GCCC will take adequate steps to ensure the good behaviour of its players, coaches, managers, scorers and parents towards players and umpires.

3. 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 on the field of play but in terms of GCCC, the overall responsibility rests with the coach and manager of the respective age group squad.

There are two laws which place the responsibility for the team's conduct firmly on the captain (Laws 1:4 and 42:1)

Responsibility of Captains

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

4. Player's Conduct

In the event of any player failing to comply with the instructions of an umpire, criticising their decision by word or action, 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, requesting the latter to act.

5. Fair and Unfair Play

According to the laws, the umpires are the sole judges of fair and unfair play. The umpire may intervene at any time, and it is the responsibility of the captain to act where required. A list of actions requiring intervention by the umpire can be found in the ECB Safeguarding Kit Bag.

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

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
- Appeal knowing the batsman is not out
- Advance towards an umpire in an aggressive manner when appealing
- 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. Captains and umpires set the tone for the conduct of a cricket match. Every player is expected to make an important contribution to this. Failure to comply with these provisions may lead to disciplinary action.

7. Programme Fees and Payment

Participation in the programme is subject to the payment of all agreed fees by the specified deadlines. Parents/carers/guardians are responsible for ensuring payments are made promptly. Failure to make payment, or to engage with the programme regarding outstanding fees, may result in the player's place being reviewed and could lead to temporary suspension from activities or deselection from the programme. Any exceptional circumstances should be discussed with the programme management team at the earliest opportunity.

8. Procedure

Any alleged breach of the Code of Conduct and The Spirit of Cricket will be notified in writing (to be known as 'a Complaint') to the chair of GCCC Disciplinary Committee by the appropriate manager and coach and must be forwarded to the Head of Talent Pathways of GCCC within 14 days.

Upon receipt of such complaint, and as soon as reasonably practicable, the Chair of the GCCC Disciplinary Committee shall consider the complaint and resolve either:

- To take no action except to record the complaint and notify the player, coach, manager, scorer, or parent concerned.
- To hold an internal disciplinary hearing and report its finds to the Head of Talent Pathways of GCCC.

If disciplinary action is to be taken, the Chair of the GCCC Disciplinary Committee should notify the relevant parties involved and the Head of Talent Pathways. After a disciplinary hearing has been held, the results of its findings will be reported to the GCCC Trustees within 30 days.

9. Appeals Procedure

The individual involved shall have the right to appeal to the GCCC Management Committee provided that the appeal is received within ten days from the date of the original hearing.

The decision of the GCCC Management Committee shall be final and binding.

Review Date – 9th March 2027