



Australian Cricket's

POLICY FOR SAFEGUARDING CHILDREN AND YOUNG PEOPLE

ISSUE DATE: AUGUST 2021



LOOKING AFTER OUR KIDS

**IF YOU BELIEVE A CHILD OR YOUNG PERSON IS AT RISK OF IMMEDIATE HARM,
CALL 000 IMMEDIATELY FOR MEDICAL OR POLICE ASSISTANCE**

To report Prohibited Conduct please visit follow the process set out in this Policy or visit
<https://www.cricketaustralia.com.au/about/safeguarding/safeguarding-kids>

PURPOSE

The 'Australian Cricket's Policy for Safeguarding Children and Young People' is endorsed as an Australian Cricket Policy by Cricket Australia, Cricket Victoria, Cricket New South Wales, Queensland Cricket, Cricket Tasmania, Western Australia Cricket Association, South Australian Cricket Association, Cricket ACT (and the W/BBL Clubs) and the 2022 ICC Men's T20 World Cup.

This Policy becomes effective and binding from the Issue Date.

Australian Cricket has a vision for cricket to be Australia's favourite sport, and a sport for all Australians.

To achieve this vision, Cricket Australia, the 2022 ICC Men's T20WC and each of the State and Territory Cricket Associations, being Cricket New South Wales, Cricket Victoria, South Australian Cricket Association, Queensland Cricket, Western Australian Cricket Association, Cricket Tasmania, Cricket ACT (and the Big Bash League and Women's Big Bash League Clubs) (the State and Territory Cricket Associations) and our Affiliated Associations and Clubs are committed to ensuring the safety and wellbeing of Children and Young People participating in cricket from community cricket through to pathway programs and Australian Cricket programs and services.

Through 'Australian Cricket's Policy for Safeguarding Children and Young People' Cricket Australia and the State and Territory Cricket Associations (collectively Australian Cricket) aim to provide a safe and nurturing environment for all Children and Young People.

As custodians responsible for cricket's future, we are committed to ensuring others enjoy the rewards of life-long cricket involvement and for this reason seek to support Affiliated Associations and Clubs to provide a safe environment for Children and Young People.

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WHAT IS THE PURPOSE OF THIS POLICY?

All Children and Young People have the right to feel safe and protected from all forms of Child Abuse, Grooming and Sexual Misconduct. Children and Young People have the right to take part in cricket in a safe, positive, and enjoyable environment.

This Policy:

- a) is part of Australian Cricket's ongoing commitment to safeguarding Children and Young People involved in cricket
- b) aims to support the creation of a safe, fair and inclusive environment for all Children and Young People associated with our sport from grassroots to the elite level
- c) seeks to inform everyone who is involved in cricket of their rights and responsibilities in relation to Children and Young People; and
- d) sets out the standards of behaviour expected of Australian Cricket Personnel, Affiliated Associations and Clubs, Australian Cricket Players and Cricket Participants.

WHO DOES THIS POLICY APPLY TO?

This Policy applies to:

- a) Australian Cricket;
- b) Affiliated Associations and Clubs;
- c) Australian Cricket Personnel;
- d) Cricket Participants (including Affiliated Association or Club registered players who have agreed to be bound by this Policy); and
- e) Australian Cricket Players.

Australian Cricket is committed to safeguarding Children and Young People. In order to be an "Affiliated Association or Club", an association or club must adopt and implement this policy.

Affiliated Associations and Clubs are responsible for applying this Policy and the Australian Cricket "Looking After our Kids" Code of Behaviour for Affiliated Associations and Clubs in relation to their Cricket Participants, members, and other participants. Affiliated Clubs and Associations should publish, distribute and promote this Policy and the Australian Cricket "Looking After our Kids" Code of Behaviour for Affiliated Associations and Clubs to their Cricket Participants, members, and other participants.

AUSTRALIAN CHILD PROTECTION LEGISLATION

This Policy acknowledges that child protection laws that apply to Australian Cricket and Affiliated Associations and Clubs vary between the States and Territories (**Australian Child Protection Legislation**).

In addition to the requirements of this Policy, Australian Cricket will comply with all obligations under Australian Child Protection Legislation (as applicable in each jurisdiction).

Australian Cricket requires Affiliated Associations and Clubs to understand and comply with their obligations under Australian Child Protection Legislation.

AUSTRALIAN CRICKET'S COMMITMENT TO SAFEGUARDING CHILDREN AND YOUNG PEOPLE

Australian Cricket is committed to providing a safe environment for all Children and Young People involved in cricket. We communicate this commitment through the Australian Cricket's Statement of Commitment to Safeguarding Children and Young People. The Statement is set out in **Annexure A** and also be found online at: <https://www.cricketaustralia.com.au/about/safeguarding>.

PROHIBITED CONDUCT

Australian Cricket Personnel, Australian Cricket Players and Cricket Participants must not engage in any conduct that may adversely impact on the safety and wellbeing of Children and Young People, including (but not limited to):

- a) Child Abuse;
- b) Grooming;
- c) Sexual Misconduct;
- d) accessing, downloading, storing or distributing any form of child pornography;
- e) any other inappropriate conduct (including conduct that is that is objectively age inappropriate) that places the Child or Young Person at risk of harm; or
- f) engaging in any attempt to breach 5(a) – (e).



AUSTRALIAN CRICKET'S EXPECTATIONS FOR SAFEGUARDING CHILDREN AND YOUNG PEOPLE

Australian Cricket Personnel, Australian Cricket Players and Cricket Participants must:

- a) immediately report concerns or allegations of Prohibited Conduct that involve a Child or Young Person involved in cricket, and/or any Australian Cricket Personnel, Affiliated Association or Club, Australian Cricket Player or Cricket Participant, in accordance with this Policy;
- b) respond to any complaints or allegations of Prohibited Conduct that they receive in a confidential, timely and appropriate manner and in compliance with this Policy;
- c) cooperate with any Police or Government Agencies and/or Australian Cricket in respect of any investigation into allegations of Prohibited Conduct connected to a Child or Young Person involved in cricket, Australian Cricket and/or Affiliated Associations and Clubs (this may include answering questions, making a statement or giving evidence at a hearing);
- d) be respectful of Children and Young People and their views and facilitate opportunities for Children and Young People to influence decision making processes and provide feedback;
- e) consider the needs of all Children and Young People, particularly Aboriginal and Torres Strait Islander Children or Young People, Children or Young People with a disability or different developmental needs, LGBTQ+ Children or Young People, and Children or Young People from culturally and linguistically diverse backgrounds;
- f) protect the privacy of Children and Young People and their families and comply with the Australian Cricket Privacy Policy and all applicable privacy laws, including under the *Privacy Act 1988* (Cth) (noting that they may be required to disclose information to the Police or Government Agencies (**Annexure E** to this Policy) where the safety and wellbeing of a Child or Young Person is at risk);
- g) adhere to all relevant policies and processes concerning the care and safeguarding of Children and Young People, including this Policy and the Australian Cricket "Looking After our Kids" Code of Behaviour;
- h) provide true and accurate information during recruitment and screening processes;
- i) understand all obligations including mandatory reporting requirements under relevant Australian Child Protection Legislation;
- j) support Children, Young People and their families (including as directed by Australian Cricket) in the event that a Child or Young Person is subject to Prohibited Conduct whilst participating in an Australian Cricket program or service. This may include the need to attend debriefing sessions.

AUSTRALIAN CRICKET'S CODE OF BEHAVIOUR

Australian Cricket Personnel, Australian Cricket Players and Cricket Participants must at all times act in accordance with the Australian Cricket Codes of Behaviour (as relevant) found at: www.cricketaustralia.com.au/about/safeguarding including the Australian Cricket "Looking After our Kids" Code of Behaviour.

The Australian Cricket "Looking After our Kids" Code of Behaviour sets out the expectations or acceptable behaviour for Australian Cricket Personnel, Australian Cricket Players and Cricket Participants when interacting with Children or Young People, including with respect to:

- a) sexual misconduct;
- b) guidance, discipline and appropriate use of language;
- c) acting appropriately to your role;
- d) use of electronic or online communications;
- e) filming or taking photographs of Children and Young People;
- f) livestreaming matches involving Children and Young People;
- g) appropriate physical contact;
- h) overnight stays and sleeping arrangements;
- i) change room arrangements;
- j) giving gifts;
- k) use of, possession or supply of alcohol or drugs; and
- l) transportation, pick-up and collection of Children and Young People.

AUSTRALIAN CRICKET'S SCREENING

Australian Cricket is committed to taking appropriate steps in the recruitment of Australian Cricket Personnel to ensure that individuals engaged by Australian Cricket do not pose a risk to Children and Young People. Australian Cricket will undertake the steps outlined in **Annexure C** to ensure the safety and wellbeing of Children and Young People.

Australian Cricket encourages Affiliated Associations and Clubs to adopt the steps in **Annexure C** in the recruitment and appointment of the following roles:

- directors;
- committee members;
- officers;
- employees;
- volunteers;
- contractors;
- consultants;
- coaches;
- umpires or other match officials;
- videographers or video editors involved in livestreaming of matches involving Children and Young People;
- Cricket Blast coordinators;
- team support staff;
- parents who hold specific roles within the Affiliated Associations or Club (including regular scorers); and
- any other Cricket Participant role that is likely to interact with Children or Young People as part of that role.

The procedures set out in **Annexure C** must be adhered to by Australian Cricket for applicants and appointees for positions or roles within Australian Cricket where the Australian Cricket Personnel or Australian Cricket Player:

- a) will or will likely travel with Children and Young People;
- b) will or will be likely to have contact or interact with Children and Young People; and/or
- c) require a Working with Children Check (or equivalent) by law.

In addition to the procedures set out in **Annexure C**, Australian Cricket must at all times comply with State and Territory legislation regarding Working with Children Checks (or equivalent) and any other legislation relevant to the protection of children. Where there is inconsistency between this Policy and the State and Territory legislation, the State and Territory legislation will prevail to the extent of higher obligations under State and Territory legislation.



RESPONSIBILITIES WITHIN AUSTRALIAN CRICKET

Every Australian Cricket Personnel, Australian Cricket Player and Cricket Participant has a responsibility to safeguard Children and Young People. In order to deliver Australian Cricket's Policy for Safeguarding Children and Young People, Australian Cricket, Affiliated Associations and Clubs, Australian Cricket Personnel, Australian Cricket Players and Cricket Participants must ensure that they understand their responsibilities in respect of this Policy:

CRICKET AUSTRALIA

- Establish, distribute and promote Australian Cricket policies and Codes of Behaviour relating to the safety and wellbeing of Children and Young People
- Ensure visibility of Australian Cricket's Commitment to Safeguarding Children and Young People
- Ensure that all Australian Cricket Personnel and Australian Cricket Players engaged or appointed by Cricket Australia are aware of Australian Cricket policies and Codes of Behaviour relating to the safety and wellbeing of Children and Young People
- Regularly review Australian Cricket policies and Codes of Behaviour relating to the safety and wellbeing of Children and Young People
- Conduct awareness training and provide guidance to State and Territory Cricket Associations
- Ensure that induction of new Australian Cricket Personnel includes training and education on Australian Cricket policies and Codes of Behaviour relating to the safety and wellbeing of Children and Young People
- Promote the rights of Children and Young People, and engage with Children and Young People
- Ensure open dialogue between Australian Cricket and Affiliated Associations and Clubs to ensure visibility of issues and support relating to the safety and wellbeing of Children and Young People
- Support State and Territory Cricket Associations and Affiliated Associations and Clubs through any instance or allegation of Prohibited Conduct
- Report any instances or allegations of Prohibited Conduct in accordance with the process set out in this Policy

STATE AND TERRITORY CRICKET ASSOCIATIONS

- Ensure that all Australian Cricket Personnel and Australian Cricket Players within the State and Territory Cricket Association are aware of Australian Cricket policies and Codes of Behaviour relating to the safety and wellbeing of Children and Young People
- Distribute and promote Australian Cricket policies and Codes of Behaviour relating to the safety and wellbeing of Children and Young People
- Ensure visibility of **Australian Cricket's Commitment to Safeguarding Children and Young People**
- Participate in awareness training and guidance from Cricket Australia regularly
- Encourage Affiliated Associations and Clubs to adopt and implement Australian Cricket policies and Codes of Behaviour relating to the safety and wellbeing of Children and Young People
- Ensure that induction of new Australian Cricket Personnel at the State and Territory Cricket Association includes training and education on Australian Cricket policies and Codes of Behaviour relating to the safety and wellbeing of Children and Young People
- Promote the rights of Children and Young People, and engage with Children and Young People
- Ensure open dialogue between Cricket Australia, State and Territory Cricket Associations and Affiliated Associations and Clubs to ensure visibility of issues and support relating to the safety and wellbeing of Children and Young People
- Provide support to the Affiliated Associations and Clubs
- Report any instances or allegations of Prohibited Conduct in accordance with the process set out in this Policy

AFFILIATED ASSOCIATIONS AND CLUBS

- Strive to ensure that all Cricket Participants understand and are aware the Australian Cricket policies and Codes of Behaviour relating to the safety and wellbeing of Children and Young People
- Implement any Codes of Behaviour, including any procedures of the Affiliated Association and Clubs relating to the safety and wellbeing of Children and Young People
- Ensure visibility of **Australian Cricket's Commitment to Safeguarding Children and Young People**
- Promote the rights of Children and Young People and engage with Children and Young People
- Report any instances or allegations of Prohibited Conduct in accordance with the process set out in this Policy

PROCEDURE FOR HANDLING COMPLAINTS AND ALLEGATIONS OF PROHIBITED CONDUCT

All persons involved in our game play a crucial role in protecting Children and Young People and must follow the process set out in **Annexure B** when making or responding to any complaints or allegations of Prohibited Conduct.



DEFINITIONS

For the purpose of this Policy and unless the context otherwise requires (or if State and Territory legislation differs in definition requiring a higher standard):

Affiliated Associations and Clubs means any cricket association or club that has agreed to be bound by this Policy.

Australian Cricket Personnel means:

- a) directors and officers of Cricket Australia, the 2022 ICC Men's T20 World Cup, the State and Territory Cricket Associations or W/BBL Club;
- b) Employees, including match officials appointed by Cricket Australia;
- c) contractors and consultants engaged by Cricket Australia, the State and Territory Cricket Associations, the 2022 ICC Men's T20 World Cup or a W/BBL Club under a Contractor Agreement, Consultancy Agreement or other Agreement to this effect;
- d) Australian Cricket Player Support Personnel;
- e) board and/or committee members of Cricket Australia, the State and Territory Cricket Associations, the 2022 ICC Men's T20 World Cup, or a W/BBL Club; and
- f) volunteers of Cricket Australia, State and Territory Cricket Associations, the 2022 ICC Men's T20 World Cup or a W/BBL Club under a Volunteer Agreement or other Agreement (whether or not that Agreement is writing or not) to this effect.

Australian Cricket means Cricket Australia, the 2022 ICC Men's T20 World Cup, and all State and Territory Cricket Associations (including the Big Bash League and Women's Big Bash League Clubs) as follows, Cricket ACT, Cricket New South Wales, Queensland Cricket, South Australian Cricket Association, Cricket Tasmania, Cricket Victoria and Western Australia Cricket Association.

W/BBL Clubs means Adelaide Strikers, Brisbane Heat, Hobart Hurricanes, Melbourne Renegades, Melbourne Stars, Perth Scorchers, Sydney Sixers and Sydney Thunder (both men's and women's teams).

Child and Young Person means a person under the age of 18 that participates or is involved in any program or services delivered by Australian Cricket or an Affiliated Association or Club, and **Children and Young People** and **Children or Young People** have corresponding meanings.

Child Abuse means the mistreatment of a Child or Young Person that harms, is harming or is likely to harm or endanger the Child or Young Person's physical and/or emotional health, safety, development or wellbeing and includes (whether in person or online):

BULLYING	When a person or group repeatedly and intentionally uses words, actions or inappropriate power against a person or group that causes distress, physical and/or psychological harm to their wellbeing.
EMOTIONAL AND/OR PSYCHOLOGICAL ABUSE	Any act involving confinement, isolation, verbal assault, humiliation, intimidation, control, or other treatment that may diminish the sense of identity, dignity and self-worth of an individual. This may include repeated rejection or threats, constant criticism, teasing, ignoring, threatening, yelling, ridiculing, intentional exclusion or harmful training methods.
EXPOSURE TO FAMILY VIOLENCE	Any abusive behaviour used by a person in a relationship to gain or maintain control over their partner or ex-partner, dependents or other family members, including any behaviour that causes fear and physical and/or psychological harm, to which a Child or Young Person is exposed.
HARASSMENT	Any unwelcome behaviour that offends, humiliates or intimidates another person and is reasonably likely to cause harm to the person who is the subject of the harassment.

PHYSICAL ABUSE	When a person subjects another person to deliberate physically aggressive acts, such as, hitting, slapping, throwing, punching, biting, kicking or striking a person with an object.
NEGLECT	The persistent or deliberate failure or denial to meet a Child or Young Person's basic needs, including the failure to provide adequate food, clothing, shelter, adequate supervision, clean water, medical attention, or supervision to the extent that the Child or Young Person's health and development is or is likely to be harmed, whether the neglect is physical, medical, emotional or educational neglect in nature or takes the form of abandonment.
SEXUAL ABUSE	When an adult or person in authority (i.e. older, or younger but more physically or intellectually developed) involves a Child or Young Person in sexual activity or exposes them to matter or communications of a sexual nature. Behaviours may include making sexual comments to a Child or Young Person, engaging the Child or Young Person in sexual conversations online or in person, kissing, touching a Child or Young Person's genitals or other inappropriate touching of a Child or Young Person, oral sex or intercourse with a Child or Young Person, encouraging the Child or Young Person to view pornographic materials (whether that be online, magazines, videos) or engaging a Child or Young Person in sexual conversations (whether online or other forms of communication).
SEXUAL EXPLOITATION	A form of Sexual Abuse that occurs when: a) A Child or Young Person is forced into or involved in sexual activities that are then unlawfully recorded in some way, or recorded without the consent of one or more parties, or used to produce child sexual abuse material. Such material can be in the form of photographs or videos, whether published or circulated on the internet or social media; or b) A Child or Young Person is encouraged to view pornographic videos, websites, or images, or engaged to participate in sexual conversations over social media or otherwise.
SEXUAL HARASSMENT	Any unwanted, unwelcome or invited behaviour of a sexual nature, which could make a person feel humiliated, intimidated or offended, including unwanted physical contact, verbal remarks, jokes, sharing of inappropriate pornographic or offensive material either in person, online, through social media or other modes of communication.



DEFINITIONS

Codes of Behaviour means:

- a) Australian Cricket 'Looking After our Kids' Code of Behaviour;
- b) Australian Cricket Code of Behaviour for Parents;
- c) Australian Cricket Code of Behaviour for Administrators and Volunteers;
- d) Australian Cricket Code of Behaviour for Coaches; or
- e) Australian Cricket Code of Behaviour for Match Officials.

Cricket Participant means:

- a) directors, committee members and officers of an Affiliated Association and Club;
- b) employees, consultants or contractors of an Affiliated Association and Club;
- c) volunteers of an Affiliated Association and Club;
- d) players that are registered with or entitled to participate in the activities of an Affiliated Association or Club and who have agreed to be bound by the Australian Cricket Child Safe Policy and the Australian Cricket "Looking After our Kids" Code of Behaviour;
- e) coaches (including assistant coaches), who:
 - i. hold a Cricket Coaches Australia Accreditation unless the coach falls within the definition of Australian Cricket Personnel;
 - ii. are appointed and/or engaged by an Affiliated Association and Club;
 - iii. have an agreement (whether or not in writing) with an Affiliated Association and Club to coach in a facility owned or managed by the State and Territory Cricket Association; or
 - iv. have an agreement (whether or not in writing) with an Affiliated Association and Club to coach in a facility owned or managed by the Affiliated Association and Club
- f) umpires, selectors and other officials, who:
 - i. hold a Cricket Umpires Australia Accreditation unless the umpire falls within the definition of Australian Cricket Personnel; or
 - ii. umpire or officiate cricket matches for Affiliated Associations and Clubs
- g) Cricket Blast Coordinators (including Cricket Blast Coordinators for both Junior Blasters and Master Blasters);
- h) team support staff;
- i) parents/guardians holding a specific role within the Affiliated Association and Club (including regular scorers); and
- j) any other person who has agreed to be bound by Australian Cricket's Child Safe Policy and Australian Cricket "Looking After our Kids" Code of Behaviour.

Employee means a person employed by Cricket Australia, 2022 ICC Men's T20 World Cup, the International Cricket Council or a State and Territory Cricket Association (including W/BBL Clubs) under an Employment Contract, including permanent, fixed-term and casual employees.

Grooming means the process where an adult establishes a trusting relationship with a child or young person and those close to them, to create an environment in which abuse can occur. Grooming can take place in any setting, including without limitation training, at a match, in social settings, text messages, social media, online chatrooms or any other means of communication.

Match means cricket matches that are played under the jurisdiction or auspices or with the consent or approval of Cricket Australia or any State and Territory Cricket Association.

Australian Cricket Player means any cricketer who is selected in any playing team or squad that is chosen to represent Cricket Australia or any State and Territory Cricket Association or W/BBL Team in any Match or series of Matches or any cricketer that is contracted to CA or a State or Territory Association to play cricket, including a past player.

DEFINITIONS

Australian Cricket Player Support Personnel means any umpire, match referee, coach, trainer, team manager, player agent, selector, team official, doctor, physiotherapist, dietitian, fitness or other health related advisor or any other person employed by, contracted to, representing or otherwise affiliated to CA or any State or Territory Association, the 2022 ICC Men's T20 World Cup or W/BBL Team or any other person employed by, contracted to, representing or otherwise affiliated to a Team or squad that is chosen to represent CA, a State or Territory Association in any Match or series of Matches.

Prohibited Conduct means conduct described on **page 3 of this Policy**.

Sexual Misconduct means any of Sexual Offence or Sexual Harassment.

Sexual Offence means any criminal offence involving sexual activity or indecency. Sexual offence carries a different meaning in each jurisdiction and can include rape, indecent assault, sexual assault, incest, sexual penetration, indecent act or sexual relationship with a child under the age of 16, sexual offences against people with impaired capacity, publishing or possessing Child and Young Person pornography and indecent articles, promoting or engaging in acts of Child or Young Person prostitution, soliciting acts of sexual penetration or indecent acts.

State and Territory Cricket Associations means Cricket ACT, Cricket New South Wales, Queensland Cricket, South Australian Cricket Association, Cricket Tasmania, Cricket Victoria and Western Australia Cricket Association, including the W/BBL Clubs.

Ticket and Entry Conditions means the Ticket and Entry Conditions for Australian Cricket Matches located on <http://www.cricket.com.au/tickets>.

Umpire means any umpire (including any third or other umpires) appointed to officiate in a Match.

W/BBL Team means the men's and women's teams of each of Hobart Hurricanes, Melbourne Stars, Melbourne Renegades, Sydney Sixers, Sydney Thunder, Brisbane Heat, Adelaide Strikers and Perth Scorchers.





AUSTRALIAN CRICKET
RECOGNISES THE
IMPORTANT ROLE THAT
CHILDREN AND YOUNG
PEOPLE PLAY WITHIN OUR
SPORT AND THE SPECIAL
CARE AND ATTENTION
THAT THEY NEED IN
ORDER TO FEEL SAFE.

ANNEXURE A – AUSTRALIAN CRICKET CHILD SAFE COMMITMENT STATEMENT

Delivering a child safe framework across our sport is achieved through supporting Children and Young People, their parents and guardians and by Australian Cricket and each of our Affiliated Associations and Clubs striving to be a child safe organisation.

OUR COMMITMENT TO CHILDREN AND YOUNG PEOPLE

As part of our commitment to Children and Young People, Australian Cricket and the Affiliated Associations and Clubs seek to:

- provide a safe and supportive environment for Children and Young People;
- ensure that the safeguarding of Children and Young People and their families are taken as a matter of highest priority, including Child Abuse or Grooming;
- communicate with Children and Young People to ensure that they are not in any way exposed to inappropriate or inappropriate behaviour;
- ensure that all participants in the sport of Cricket adhere to the Codes of Behaviour that underpin the sport;
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OUR COMMITMENT TO PARENTS AND GUARDIANS

Australian Cricket and the Affiliated Associations and Clubs are committed to supporting parents and guardians in protecting and safeguarding Children and Young People.

Australian Cricket and the Affiliated Associations and Clubs seek to:

- communicate with parents and guardians of Children and Young People regarding the expectations of our sport in ensuring a safe environment for Children and Young People; and
- publicise and share information with parents and guardians about safeguarding Children and Young People and where they can go to for assistance if they require further information, advice or would like to make a complaint under this Policy.

OUR COMMITMENT TO BEING A CHILD SAFE ORGANISATION

In order to become child safe organisations, Australian Cricket and the Affiliated Associations and Clubs seek to:

- ensure that Australian Cricket Personnel and Australian Cricket Players adhere to Australian Cricket's Looking After Our Kids Code of Behaviour for Australian Cricket Personnel;
- ensure that Cricket Participants adhere to Australian Cricket's Looking After Our Kids Code of Behaviour for Affiliated Associations and Clubs;
- use best practice in the recruitment and screening checks for Australian Cricket Personnel and Cricket Participants;
- ensure that Australian Cricket Players who will or will likely have contact with Children and Young People undertake screening processes;
- induct Australian Cricket Personnel, Australian Cricket Players and Cricket Participants appropriately for their relevant position, recognising their role in safeguarding Children and Young People and to provide ongoing learning and development opportunities related to child safety;
- take steps to ensure that Australian Cricket Personnel, Australian Cricket Players and Cricket Participants do not engage in Prohibited Conduct including Child Abuse or Grooming or exploit Children or Young People involved in our sport;
- educate Australian Cricket Personnel, Australian Cricket Players and Cricket Participants as to the Codes of Behaviour that underpin our sport;
- ensure that all Australian Cricket Personnel, Australian Cricket Players and Cricket Participants report any concerns, complaints or any allegations of Prohibited Conduct including Child Abuse or Grooming; and
- ensure that all Australian Cricket Personnel, Australian Cricket Players and Cricket Participants are provided with the appropriate support following any incidents or complaints raised under this Policy.

WE ENDORSE AUSTRALIAN CRICKET'S COMMITMENT TO SAFEGUARDING CHILDREN AND YOUNG PEOPLE




29/10/21
Andrew Lockett
Yackandandah Cricket Club

ANNEXURE B — AUSTRALIAN CRICKET PROCEDURE FOR HANDLING COMPLAINTS AND ALLEGATIONS OF PROHIBITED CONDUCT

STEP 1 — ACT IMMEDIATELY

Everyone involved in our game plays a crucial role in protecting Children and Young People and must follow the 7 steps set out below when responding to any allegations of Prohibited Conduct.

STEP 2 — RESPOND TO IMMEDIATE THREATS

If you believe a Child or Young Person is at risk of immediate harm, call 000 for medical or police assistance

If there is no immediate risk of harm, go to Step 3.

STEP 3 — RECEIVE COMPLAINT

If a complaint or allegation of Prohibited Conduct relating to a Child or Young Person is made to an Australian Cricket Personnel, Cricket Participant or Australian Cricket Player, that person must **REPORT** the complaint in accordance with Step 4.

When receiving any allegations, complaints or disclosures Australian Cricket Personnel, Cricket Participants or Australian Cricket Players should:

- listen carefully and maintain a calm and open manner
- promptly and accurately record the discussion in writing
- avoid seeking detailed information or asking leading questions
- not challenge or undermine the person making the complaint or allegation
- explain that other people may need to be told to ensure the safety and wellbeing of the Child or Young Person
- not discuss the details with any person, including the offender, except in accordance with this procedure

STEP 4 — REPORT

Australian Cricket treats any complaint or allegation of Prohibited Conduct promptly, seriously and with a high degree of sensitivity and confidentiality.

If, while participating in an Australian Cricket or Affiliated Association or Club program or service, an Australian Cricket Personnel, Australian Cricket Player, a Cricket Participant (including an Affiliated Association or Club affiliated player) or any other person reasonably suspects that a Child or Young Person is at risk of being subject to Prohibited Conduct that has or could cause harm to a Child or Young Person, they **MUST**:

1. **NOTIFY**: Immediately notify the **POLICE**, the **RELEVANT GOVERNMENT AGENCY**, and at least **2 RELEVANT CRICKET CONTACTS** identified in the table below and inform the complainant that the notification will take place. See **Annexure E** for contact details for these parties.

RELEVANT CRICKET CONTACTS FOR:	
Australian Cricket Personnel & Australian Cricket Players	Cricket Participants (including Affiliated Association or Club players)
The Australian Cricket Personnel's:	The Affiliated Association or Club:
• Executive General Manager or Line Manager (as the case may be); and • General Manager of People & Culture (or equivalent role)	• President; • Child Safe Officer; or • Member Protection Information Officer
Relevant Cricket Australia department/s	Cricket Australia Executive General Manager – Community Cricket
Cricket Australia's Head of People & Culture	Relevant State and Territory Cricket Association General Manager – Game & Market Development
Cricket Australia Legal, Risk & Integrity department (see contact details in Annexure E)	Cricket Australia Legal, Risk & Integrity department (see contact details in Annexure E)
State and Territory Cricket Association Legal department (if applicable)	State and Territory Cricket Association Legal department (if applicable)
The Australian Cricket Player's:	
• State or Territory High Performance Manager; and • Cricket Australia Executive General Manager of High Performance	
State and Territory Cricket Association Legal department (if applicable)	

2. **LIASE AND SUPPORT**: With the support of the Cricket Australia Legal, Risk & Integrity department and State and Territory Cricket Association Legal department (if applicable), notify the Police and relevant Government Agency (as required) where this has not already happened.

Cricket Australia Legal, Risk & Integrity department and State and Territory Cricket Association Legal department (if applicable) will liaise with the Police and/or Government Agency as to the progress of any investigation. In respect of matters involving Cricket Participants, Cricket Australia and the State or Territory Association will provide appropriate support to the Affiliated Association or Club as required.

STEP 5 – PROTECT AND MANAGE

1. **FOLLOW ADVICE OF POLICE AND RELEVANT GOVERNMENT AGENCY:** The Relevant Cricket Contacts who receive the report in accordance with Step 4.1 will:
 - Follow the advice of Police and/or Government Agency with respect to what and how information should be shared with parents/guardians, and who should lead this contact (i.e. police, relevant government agency or Australian Cricket/Affiliated Association or Club representative)
 - designate the Key Liaison Officer for the matter who shall be responsible for the liaison and information sharing between the relevant parties and compiling of information;
 - designate a State and Territory Cricket Association representative (as the case requires);
 - assess the immediate risks to Children and Young People;
 - on the direction and advice of the Police and/or Government Agency, take interim steps (as required) to ensure the safety and wellbeing of Children and Young People, including any Child or Young Person directly impacted by the alleged behaviour or circumstances relating to an Australian Cricket Personnel or Cricket Participant in line with Step 6 below;
 - establish next steps, making general enquiries with relevant individuals and determining the level of investigation required of the matter
2. **IMPLEMENT INTERIM MEASURES:** Where an allegation/complaint is made in respect of an Australian Cricket Personnel or Cricket Participant (except players who do NOT hold specific roles within the Affiliated Associations or Club – refer to guidance below) and there is a risk to the safety/wellbeing of Children and Young People whilst any enquiry/investigation is on foot, without limitation, Australian Cricket or the Affiliated Association or Club may, in consultation with the advice of the Police and/or Government Agency:
 - temporarily redeploy the Australian Cricket Personnel or Cricket Participant to a position where there is no contact with Children and Young People;
 - restrict the duties the Australian Cricket Personnel or Cricket Participant to ensure that there is no contact with Children and Young People;
 - suspend the Australian Cricket Personnel or Cricket Participant, pending investigation;
 - terminate the Australian Cricket Personnel or Cricket Participant, following investigation and substantiation of an allegation and/or complaint; or
 - take other action as determined reasonable by Australian Cricket or the Affiliated Association and Club in the circumstances.

AUSTRALIAN CRICKET PLAYERS: Where an allegation or complaint is made in respect of an Australian Cricket Player, without limitation, Australian Cricket may take action as determined by Australian Cricket.

AFFILIATED ASSOCIATION AND CLUB PLAYERS (who do not hold specific roles within the Affiliated Association or Club): Where an allegation or complaint is made in respect of an Affiliated Association or Club player who does not hold a specific role within the Affiliated Association or Club, the Affiliated Association or Club may take action as determined by the Affiliated Association or Club, in accordance with their club constitution, rules of incorporation, relevant Member Protection Policy or other governing documents.

STEP 6 – PROVIDE SUPPORT

It is important that the person providing support to a Child or Young Person does not attempt to provide support which is outside of the scope of their role.

Australian Cricket will consider what support services may be most appropriate to assist and support the Child or Young Person and their family and the Australian Cricket Personnel, Cricket Participant or Player involved. This may include referral to appropriate external support providers/resources.

Australian Cricket and the Affiliated Association and Club (as the case may be) will seek to put in place measures to protect the Child or Young Person, Australian Cricket Personnel, Cricket Participant or Australian Cricket Player from possible victimisation.

STEP 7 – TAKE INTERNAL ACTION

1. **TAKE DISCIPLINARY ACTION:** Australian Cricket recognises that further to making general enquiries, several investigations may be undertaken to examine allegations or complaints that are made against an Australian Cricket Personnel, Australian Cricket Player or Cricket Participant including:
 - a criminal investigation (conducted by the Police);
 - a child protection investigation (conducted by the relevant Government Agency);
 - where an allegation or complaint relates to an Australian Cricket Personnel or Australian Cricket Player, disciplinary action (including termination) in accordance with the disciplinary policy or process relevant to their employment or engagement; and
 - where an allegation or complaint relates to a Cricket Participant, investigation and resolution under the relevant Australian Cricket Member Protection Policy.

2. **COMPLETE AND PROVIDE CONFIDENTIAL RECORD OF COMPLAINT OR ALLEGATION**

The Confidential Record of Complaint or Allegation (**Annexure F** to this Policy), must be completed by the designated Key Liaison Officer, nominated in Step 5.1 and a copy must be provided to Cricket Australia's General Counsel (or person nominated by Cricket Australia's General Counsel).

The Confidential Record of Complaint or Allegation must remain confidential and not be shared more broadly than the Key Liaison Officer, the designated State and Territory Cricket Association representative and Cricket Australia's General Counsel (or their delegate), unless disclosure is required by law.



ANNEXURE C – BACKGROUND & SCREENING PROCESSES

C1 – ADVERTISEMENTS

Australian Cricket will include the following wording in advertisements for all Australian Cricket Personnel positions that require contact with Children and Young People:

'At the [S/T/CA]], we embrace diversity in gender, age, ethnicity, disability, religion and sexual orientation. We are committed to providing a safe environment for children across Australian Cricket, and we also offer a flexible work environment for employees. We measure ourselves on our behaviours - "How We Play"; our people value being real, clearing the boundaries, making every ball count and being stronger together.'

Australian Cricket recommends that Affiliated Associations and Clubs include the following wording in advertisements for all employee or volunteer positions that require contact with Children and Young People:

'We require all applicants to undergo background checks and screening prior to or during any appointments.'

Australian Cricket's Commitment Statement to Safeguarding Children and Young People can be found at <https://www.cricketaustralia.com.au/about/safeguarding>.'

C2 – AUSTRALIAN CRICKET'S COMMITMENT STATEMENT TO SAFEGUARDING CHILDREN AND YOUNG PEOPLE

Australian Cricket's Commitment Statement to Safeguarding Children and Young People (set out in **Annexure A**) must be attached or linked to position descriptions of roles with Australian Cricket that require contact with Children and Young People.

Australian Cricket recommends that Affiliated Associations and Clubs attach the Commitment Statement to Safeguarding Children and Young People to position descriptions of roles that require contact with Children and Young People.

C3 – INTERVIEW REQUIREMENTS FOR ROLES REQUIRING CONTACT WITH CHILDREN AND YOUNG PEOPLE

Australian Cricket has in place internal recruitment processes. The interview requirements set out below are required to be used to supplement existing Australian Cricket internal recruitment processes primarily where the applicant is applying for a position or role that requires contact with Children and Young People.

As a minimum, one face to face or video link interview is required where an applicant is applying for a role that requires contact or interaction with Children and Young People. The following details must be addressed during the interview process:

- Australian Cricket's Commitment Statement to Safeguarding Children and Young People;
- the applicant's general awareness and understanding of child protection issues and ensuring the safety and wellbeing of Children and Young People;
- the applicant's beliefs and values in relation to the safety and wellbeing of Children and Young People;
- scenario responses to difficult situations involving Children and Young People;
- any disciplinary action taken or allegations of inappropriate or unprofessional conduct made against the applicant by a previous employer in relation to inappropriate or unprofessional conduct;
- any criminal offences or charges against the applicant; and
- any potential concerns regarding the applicant's resume or work history, gaps in history, frequent changes in employment, inability to nominate precise dates for previous roles.

C4 – PROOF OF IDENTITY AND QUALIFICATIONS

All successful applicants are required to provide proof of their identity (Australian Cricket's preferred form of proof of identity is a valid passport) and qualifications relevant to the advertised role and evidence of their suitability to work with Children and Young People upon being offered the role.

Should the applicant not be able to provide any proof of identity, qualifications and/or evidence of suitability to work with Children or Young People, Australian Cricket may determine an alternate means of establishing this information in its absolute discretion or may withdraw or delay any engagement with the applicant.

C5 – BACKGROUND AND SCREENING REQUIREMENTS

Australian Cricket, including the Affiliated Association or Club must comply with relevant Working with Children Check (or equivalent) requirements and other legislative requirements in their relevant jurisdiction. Where an Australian Cricket organisation or Affiliated Association or Club has stipulated additional requirements in respect of either a Working With Children Check or background or screening requirements, these must be complied with by any Applicant.

Various other background checks will be undertaken by Australian Cricket from time to time and may include, but are not limited to:

- National Criminal History Record Check;
- completed Member Protection Declaration form;
- reference check (Australian Cricket's preference is that each referee is a professional referee who has worked with the Applicant in the last 5 years ideally in a supervisory capacity and that at least one question be asked in relation to working with children (eg. is there any reason that you can think of why this person would not be suitable for working with children?));
- past employment and engagements;
- education and training; and/or
- immigration checks.

Australian Cricket recommends that Affiliated Associations and Clubs undertake background checks of its volunteers and applicants for positions in line with this approach.

C6 – WORKING WITH CHILDREN CHECKS

All States and Territories have different requirements for checks for individuals that work with Children and Young People (for example, Working with Children Checks and Blue Cards). Compliance with these legislative requirements by Australian Cricket and the Affiliated Associations and Clubs is mandatory.

Australian Cricket assesses each Australian Cricket Personnel role to determine whether a Working with Children Check is required and in which jurisdiction (unless an exemption applies which cannot be overridden by Australian Cricket). Applicants must obtain the applicable Working with Children Checks in accordance with law and if required ensure the Working with Children check is linked to the appropriate Australian Cricket organisation.

Subject to the paragraph below, as far as reasonably practicable, Working with Children Checks will be satisfied prior to commencement of any engagement within Australian Cricket. If this is not possible, such engagement must be contingent upon the applicant obtaining such Working with Children Check.

Appropriate supervision measures will be imposed until evidence of a verified Working with Children Check (or equivalent) is provided by the applicant. In some jurisdictions the relevant legislation requires that a Working with Children Check be obtained **before** commencing work. In such jurisdictions, the applicant must not commence work (even with supervision measures) until **after** the requirement to obtain a Working with Children Check is satisfied.

Australian Cricket organisations and the Affiliated Associations and Clubs must not employ a person or allow a person to volunteer within their organisation if the person is prohibited from working with children under State or Territory legislation.

Affiliated Associations and Clubs must also ensure that they comply with relevant legislation.

An Australian Cricket organisation may terminate an Employee's Contract of Employment in the event that the Employee becomes ineligible to work with children under the relevant State and Territory legislation. The termination process must be in accordance with the disciplinary policy or process relevant to their employment or engagement.

Annexure G to this Policy sets out each of the relevant Regulatory Bodies responsible for Working with Children Checks (or equivalent).

C7 – NATIONAL CRIMINAL HISTORY RECORD CHECK

An Australian Cricket organisation or an Affiliated Association and Club may require a National Criminal History Record Check (or Volunteer National Police Certificate, as applicable in a State or Territory), in addition to a Working with Children Check for some roles.

National Criminal History Record Checks will be satisfied prior to commencement of any engagement within Australian Cricket or an Affiliated Association and Club as far as reasonably practicable and as required. If this is not possible and the National Criminal History Record Checks are still being obtained by the applicant, such engagement must be contingent upon the Applicant obtaining a National Criminal History Record Check that satisfies the Australian Cricket organisation's or the Affiliated Association or Club's requirements for the role.

Appropriate supervision measures will be imposed until evidence of the satisfactory completion of the National Criminal History Record Check is provided by the applicant and the relevant Australian Cricket organisation or the Affiliated Association or Club has considered the applicant's suitability for the role.

Where a National Criminal History Record Check is obtained, the check must be assessed by the Australian Cricket organisation or the Affiliated Association or Club and an appointment must not be made if there is anything in the National Criminal History Record Check which raises concern as to the applicant's suitability for the role or working with children.

C8 – MEMBER PROTECTION DECLARATION

The requirement to complete a Member Protection Declaration is independent of any Working with Children Check requirement.

Affiliated Associations and Clubs are strongly encouraged to obtain Member Protection Declarations from players registered to the Affiliated Association and Club or any other person associated with the Affiliated Association and Club (examples include adult club players who are participating in teams where there are junior players) from time to time. Affiliated Associations and Clubs can choose to use a hard copy or digital form. A template form can be found at: <https://www.cricketaustralia.com.au/about/safeguarding>.

If a Cricket Participant or any other person associated with the Affiliated Association and Club refuses to provide a completed Member Protection Declaration, the Affiliated Association and Club should consider imposing appropriate supervision measures until the Member Protection Declaration has been completed.

Subject to the Affiliated Association or Club's Constitution or Rules of Incorporation, the Affiliated Association or Club may also refuse entry to a cricket facility or suspend or cancel a person's membership with or participation at the Club or Affiliated Association if they refuse to complete a Member Protection Declaration or give a false declaration. The Affiliated Association or Club should seek legal advice prior to taking such action.

C9 – RECORDS

Employee Working with Children Checks will be recorded on individual employee files as well as in a central confidential register maintained by the relevant Australian Cricket organisation.

Affiliated Associations and Clubs must record Working with Children Checks and other records through MyCricket or its secretarial files as required by the relevant legislative requirements.

Such records should include:

- a) records of all Australian Cricket Personnel, including any background checks set out above at paragraph C5.
- b) register of Working with Children Checks and National Criminal History Records Check for all Australian Cricket Personnel for whom checks have been obtained. As a minimum, the following information should be recorded on the register:
 - i. Full Name of Australian Cricket Personnel
 - ii. Date of Birth
 - iii. Working with Children Check (or equivalent) reference number
 - iv. Start date
 - v. Verification date
 - vi. Verification outcome
 - vii. Expiry date
 - viii. Paid or volunteer status

Australian Cricket may, to the extent permitted by law, request that individual employment or engagement records, including but not limited to, Working with Children Check registers and/or National Criminal History Record Check registers for Australian Cricket Personnel, be shared across Australian Cricket for the purpose of resolving recruitment or screening issues, protecting Children and Young People and/or resolving complaints brought under this Policy. Such files will be confidential and may be held electronically using software from third party vendors.

All applicants applying for a role within Australian Cricket and Australian Cricket Personnel consent to Australian Cricket sharing their personal information as set out above.

In addition to the above requirements, Affiliated Associations and Clubs should maintain records of the Member Protection Declarations (including a digital or hard copy of completed Member Protection Declarations) in accordance with ordinary business practice and these records should be kept confidential. Australian Cricket may request copies of Member Protection Declarations from time to time in its absolute discretion, including but not limited to the purpose of conducting an investigation or responding to a complaint or allegation under this Policy.

ANNEXURE D — MEMBER PROTECTION DECLARATION

Our Organisation (as defined below) has a duty of care to all those associated with our Organisation. It is a requirement of our Organisation that we verify the background of Cricket Participants, including coaches, umpires, coordinators, committee members and other volunteers.

I NAME OF
 of **Insert State/Territory** **XX/XX/XXXX**
 ADDRESS DATE OF BIRTH

sincerely declare:

1. I have read, understood and agree to comply with the relevant Australian Cricket Member Protection Policy, Australian Cricket's Policy for Safeguarding Children and Young People and Australian Cricket's Looking After Our Kids Code of Behaviour.
2. I understand my responsibilities in relation to ensuring and promoting the safety of Children and Young People.
3. I do not have any criminal charge pending before the courts.
4. I do not have any criminal convictions or findings of guilt for a Sexual Offence, offences related to Children and Young People or acts of violence.
5. I have not had any disciplinary proceedings brought against me by an employer, sporting organisation or similar body involving Prohibited Conduct or other inappropriate conduct such as Grooming, Sexual Misconduct, Sexual Offence or acts of violence.
6. To my knowledge, there is no other matter that Australian Cricket or the Affiliated Associations and Clubs may consider to constitute a risk to its Australian Cricket Personnel, Cricket Participants, Australian Cricket Players, Children and Young People or reputation of Australian Cricket or the Affiliated Associations and Clubs by engaging me.
7. I will notify the CEO of the Organisation/s (or President as the case may be) engaging me immediately upon becoming aware that any matter set out above has changed.

Insert State/Territory

DECLARED IN THE STATE/TERRITORY OF

XX/XX/XXXX

Insert Name

DATE

FULL NAME

Organisation

ORGANISATION

(Cricket Australia, State and Territory Cricket Association – specify for example CNSW, Affiliated Association and Club – specify for example Campbelltown Cricket Club).

Parent/Guardian Consent (in respect of a person under the age of 18 years)

I have read and understood the declaration provided by my child. I confirm and warrant that the contents of the declaration provided by my child are true and correct.

AGREED BY:	
DATE:	XX/XX/XXXX

A template of this form is available at: <https://www.cricketaustralia.com.au/about/safeguarding>.

ANNEXURE E — CONTACT DETAILS FOR ADVICE OR TO REPORT AN ALLEGATION OF CHILD ABUSE

AUSTRALIAN CAPITAL TERRITORY

ACT Police
 Non-urgent police assistance
Phone: 131 444
Website: police.act.gov.au

Child and Youth Protection Services
communityservices.act.gov.au/ocys/children/child-and-youth-protection-services/report-child-abuse-and-neglect
Phone: 1300 556 728

NEW SOUTH WALES

New South Wales Police
 Non-urgent police assistance
Phone: 131 444
Website: police.nsw.gov.au

Department of Family and Community Services
facs.nsw.gov.au/families
Phone: 132 111

WESTERN AUSTRALIA

Western Australia Police
 Non-urgent police assistance
Phone: 131 444
Website: police.wa.gov.au

Department of Communities – Child Protection and Family Support
dcp.wa.gov.au/ChildProtection
Phone: Business Hours: 1800 273 889.
After hours: (08) 9223 1111

QUEENSLAND

Queensland Police
 Non-urgent police assistance
Phone: 131 444
Website: police.qld.gov.au

Department of Child Safety, Youth and Women
qld.gov.au/community/getting-support-health-social-issue/support-victims-abuse/child-abuse/reporting-child-abuse
Phone: Business Hours: your relevant Regional Intake Service –
Find your regional number here:
csyw.qld.gov.au/contact-us/department-contacts/child-family-contacts/child-safety-service-centres/regional-intake-services
After hours: 1800 177 135

TASMANIA

Tasmania Police
 Non-urgent police assistance
Phone: 131 444
Website: police.tas.gov.au

Department of Communities
communities.tas.gov.au/children
Phone: 1800 000 123

VICTORIA

Victoria Police
 Non-urgent police assistance
Phone: 131 444
Website: police.vic.gov.au

Department of Human Services
services.dhhs.vic.gov.au/reporting-child-abuse
Phone: Business hours – phone your relevant regional Intake Centre.
Find your regional number here: services.dhhs.vic.gov.au/child-protection-contacts
After hours: 131 278

