



Code of Conduct for employees, contractors, directors, officials, coaches, managers and volunteers

1. Respect the rights, dignity and worth of every person within the context of cricket.
2. Treat everyone equally and not discriminate on the grounds of age, gender, disability, race, ethnic origin, nationality, colour, parental or marital status, religious belief, class or social background, sexual preference or political belief.
3. Not condone, or allow to go unchallenged, any form of discrimination if witnessed.
4. Display high standards of behaviour
5. Promote the positive aspects of cricket, for example fair play
6. Encourage all participants to learn the Laws and rules and play within them, always respecting the decisions of match officials.
7. Actively discourage unfair play, rule violations and arguing with match officials.
8. Recognise good performance not just match results

When working with young people:

9. Place the well-being and safety of young people above the development of performance.
10. Ensure activities are appropriate for the age, maturity, experience and ability of the individual.
11. Respect young people's opinions when making decisions about their participation in cricket, adopting our Listening to Players policy.

12. Not smoke, drink or use banned substances while working with young people at OCB activities.
13. Not provide children with alcohol when they are under the care of OCB
14. Follow ECB guidelines set out in the “Safe Hands – Cricket’s Policy for Safeguarding Children” and any other relevant guidelines issued.
15. Report any concerns in relation to a young person or adult, following OCB reporting procedures, inline with ECB policies.

If relevant to the role:

16. Have been appropriately vetted, if required.
17. Hold relevant qualifications and be covered by appropriate insurance.
18. Always work in an open environment (i.e. avoid private, or unobserved, situations and encourage an open environment).
19. NB This also includes online – employees, contractors, directors, officials, coaches, managers and volunteers are discouraged from online or other electronic communication with young people – any such communication should be via parents. Please see Social Media policy:
<https://resources.ecb.co.uk/ecb/document/2024/01/11/cf2dcb7b-8346-4cd1-a589-5d3629fb176f/Social-Media-Online-Communication-and-Online-Safety.pdf>
20. Not bring the game and OCB’s reputation into disrepute. This includes the use of social media and consumption of alcohol. • Inform players and parents of the requirements of cricket
21. Know and understand the ECB’s “Safe Hands – Cricket’s Policy for Safeguarding Children and Safeguarding Adults”
22. Develop an appropriate working relationship with young players, based on mutual trust and respect
23. Ensure physical contact is appropriate and necessary and is carried out within recommended guidelines with the young player’s full consent and approval

24. 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. The ECB adopts the Home Office guidelines. These recommend “people in positions of trust and authority do not have sexual relationships with 16-17 year olds in their care”. The age of consent also rises to 18 years in this context.
25. Attend appropriate training to keep up to date with their role, especially with respect to safeguarding.