

Hawk Green Cricket Club



Dear Member,

Welcome to Hawk Green Cricket Club – we are so excited to have you on board!

We look forward to working with you and children and hope that your experience of being a member at the Club is enjoyable. We value all our members and believe there are opportunities for everyone to get involved, whether it's through junior cricket, coaching, training, matches/fixtures or at social events. We are grateful for the volunteers who run the Club and welcome any support you may be able to offer.

Should you need anything or have any questions, please do not hesitate to contact me or any of the individuals detailed below.

A full list of the Club's committee members, coaches and officials can be found on the Club's notice board.

Key Club / County Contacts:

Club Chair	Stuart Needham	Stuart.needham@cheshirescaffkisltd.co.uk
Secretary	Helen Goodwin	Secretaryhgcc@outlook.com
Club Safeguarding Officer	Sarah Hallas	Sarah.hallas@cheshirecricketboard.co.uk
Junior Section/Team Manager	Richmal Giles	Hawkgreencjuniors@gmail.com
Others	Nicola Mather	Hawkgreencjuniors@gmail.com
Country Safeguarding Officer	Julie Rafferty	Julie.rafferty@cheshirecricketboard.co.uk

We are committed to safeguarding and adhere to the ECB's Safe Hands Policy for safeguarding children in cricket. I am the designated safeguarding lead at the club and your first contact if you ever have any questions or concerns, big or small about safeguarding. All adults at the club who work with children are recruited safely and have an ECB DBS check.

While we hope your child will be happy here, we understand that sometimes questions, concerns, or difficulties may arise. Please raise these as soon as possible, so we can address things at the earliest opportunity. It's important you feel comfortable raising any concerns, so please be reassured that any concerns you have will be treated with professionalism and appropriate confidentiality.

If you have a question regarding coaching, please approach the coach in the first instance. Our coaches are happy to speak to you before or after training, or at another convenient time; please do not interrupt coaching sessions as this may distract the coach when they need to be supervising the children.

If you have questions about kit requirements, training times, or pick up arrangements, please speak to Richmal Giles



For further information on kit please see the following link:

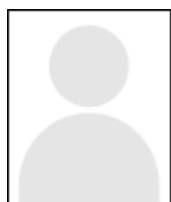
Training times:	Juniors Fridays 6:30-8:30
Match days and dates:	U11's- Sunday mornings U13's- Sunday mornings & Mondays evenings U15's- Wednesday evenings
Selection/notification procedure:	Done via WhatsApp Group chat
Drop-off/collection arrangements:	Drop off and pick up at training location via parent or guardian.
Special events:	

Please note, the Club is **NOT** responsible for getting your child to / from training or fixtures.

Finally, all members are reminded of the Club's Code of Conduct, which is available at Hawk GreenCricket Club and posted on the Club notice board along with other policies and procedures.

We do hope that you and your child/children enjoy being part of Hawk Green Cricket Club.

Yours sincerely,



Sarah Hallas, Club Safeguarding Officer

Email address: Sarah.hallas@cheshirecricketboard.co.uk

Safe Hands, the ECB's policy for safeguarding children in cricket, is available at www.ecb.co.uk/safeguarding.



Code of Conduct
children and young people under 8 years

PLAY BY THE RULES

While you are here...

- 1** Be yourself
- 2** Be kind and honest
- 3** Be respectful to others and treat our space like home
- 4** Try your best
- 5** Have fun

**If you are ever worried, talk to someone.
We're here to support you.**

Remember: you can contact Childline about anything.

childline

ONLINE, ON THE PHONE, ANYTIME
[childline.org.uk](https://www.childline.org.uk) | 0800 1111



Code of Conduct
children and young people 12-15 years

of

PLAY BY THE RULES

Code

- 1** Be yourself and accepting of others – we're all different, let's celebrate this!
- 2** Be respectful to others and take care of our equipment and space
- 3** Try your best, and encourage others also
- 4** Listen to your coach or trainer
- 5** Speak out if you feel worried or concerned
- 6** Bring the correct kit, food and drinks to your practices – ask a parent to help you with this
- 7** Remind an adult of your practices, sessions or competitions, so you're on time
- 8** Please do not wander off or leave without telling a member of staff
- 9** Do not vape, smoke or consume alcohol during practices, competitions or at our space
- 10** Enjoy your sport or activity

Feel worried or have a concern? Reach out to someone you trust – like a parent or family member, coach, the club welfare officer or other adult – or contact Childline.

childline

ONLINE, ON THE PHONE, ANYTIME
childline.org.uk | 0800 1111

Conduct
children and young people under 15+ years



Code of Conduct Parents and Carers

PLAY BY THE RULES

1. Be yourself and accepting of others – we're all different, let's celebrate this.
2. Be respectful to our equipment space and others.
3. Appreciate that everyone has different levels of ability and skill.
4. Try your best, also encourage and support your teammates.
5. Listen to your coach or trainer.
6. Speak out if you feel worried or concerned (including any bullying you may have heard or seen).
7. Bring the correct kit, food and drinks to your practices.
8. Make it to practices and sessions on time – remind an adult of your practices and competitions, so you're on time.
9. Please do not wander off or leave without telling a member of staff.
10. Do not vape, smoke or consume alcohol during practices, competitions or whilst at our space.
11. Respect everyone participating (staff, volunteers, officials and players from all teams).
12. Celebrate successes and be gracious when we lose.
13. Follow our club or activities rules and the rules of the game, sport or activity.
14. Follow our online safety and social media policies and procedures.
15. Have fun and enjoy your time with us.

Feel worried or have a concern?

Reach out to someone you trust – like a parent or family member, coach, the club welfare officer or other adult – or contact Childline.

childline

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Disciplinary Proceedings Involving Children

This guidance applies to all settings where a child is involved in disciplinary matters. All processes that are followed must pay due consideration to safeguarding and welfare issues.

Anyone under the age of 18 is a child in law. The welfare of the child **MUST** always be paramount.

No part of the process should be oppressive or intimidating for the child. As soon as it becomes apparent that the process involves a child, the County Safeguarding Officer **MUST** be informed. Any panel should consider whether it needs the child to attend in person. It should discuss this with the County Safeguarding Officer. When making this decision, consideration should be given to:

- the age of the child
- the seriousness of the offence
- the evidence likely to be given
- the possible effect on the child.

Parents/carers **MUST** be included in all communications.

The County Safeguarding Officer will ensure the child is properly supported and will, in consultation with the child's parents/carers either act as or appoint a suitable individual to act as supporting adult for the child during the investigative/disciplinary process.

The supporting adult is likely to be the child's Club Safeguarding Officer, unless there is a potential conflict of interest (e.g. if the Club Safeguarding Officer is the parent or was involved in the incident). If this is the case, then a Club Safeguarding Officer from another club, a League Safeguarding Officer, or County Safeguarding Officer may assist. Best practice is for a safeguarding specialist to fulfil this role.

The supporting adult should have no other role in the proceedings. Their role is purely regarding the child's welfare. The supporting adult should liaise directly with the child and their parents/carers throughout, making sure the child is kept fully informed. The supporting adult can act for more than one child at the same hearing if this is thought appropriate.

The supporting adult will discuss the process with the child and their parents/carers to ensure they fully understand the procedure. If a child does not wish to attend, they should not be compelled to do so.

If the child chooses to give a statement to the panel, then ordinarily that statement should be prepared in advance in writing. This can be written by the child or any other person. It is important this statement is the child's views and words.

If, when attending the panel, the child is to be questioned regarding their behaviour or what they have witnessed, all involved should bear in mind the age and potential vulnerability of the child in such a setting. Questioning should be conducted in a considerate manner and must not be oppressive, persistent, demeaning, or lengthy. The supporting adult should ask the Chair of the panel to suspend proceedings immediately if they have any concerns about the manner or duration of the questioning.

Where a child is found to have committed a disciplinary offence requiring potential sanction, consideration should be given to the child's age and understanding, as well as their experience of life and of cricket, before any sanctions are issued.

Where it is necessary for a report to be circulated (either within the relevant cricket league or even to the press), any child involved must not have their details published.

Social Media, Online Communication and Online Safety

Social media is a constantly changing landscape providing both benefits and risks to cricket clubs and those involved in cricket.

Social media platforms enable efficient communication between your club and it's members, staff or volunteers, players, supporters, and parents/carers.

Risks include cyber bullying, inappropriate content being shared on club platforms and security issues such as club or personal accounts being hacked.

Club Codes of Conduct should include aspects around social media and many cricket clubs have formally included expectations around online behaviour into their constitution and/or disciplinary processes, and we encourage this as good practice.

Increasing numbers of clubs are nominating individuals to lead on their social media. We always recommend more than one person is made admin of any social media platform the club use.

Social Media and Online Communication

Social media, when used properly, offers many positive communication opportunities for cricket clubs. There are many different social media platforms which incorporate instant messaging, sharing of images and videos, live streaming, and gaming. As the number of available apps grows and changes, it is important to follow some simple guidelines to ensure that social media can be safely used as a promotional tool and a means of communication for the club. Remember: cricket is an open age and open gender sport.

Club officials, staff and volunteers

Social media platforms can be a positive way of promoting your club and cricket in general, as well as being a way to stay in touch with friends, but it is essential to keep these two worlds separate. You should have separate cricket club and personal accounts.

- All contact with children, should be through the cricket club account, and strictly in relation to training, coaching, matches, and cricket-related activity
- For coaches, any communication with anyone you are in a coaching relationship with should adhere to the expected standards in the [Coaches Code of Conduct](#)
- You should adjust the privacy settings for your personal account so that content is only visible to accepted 'friends'. Although younger players may see you as a friend and may request to be your 'friend' on a social media platform, you should direct them to the cricket club account page, keeping all contact professional. You should let your Club Safeguarding Officer know about any friend request from a child at the cricket club

Changing Rooms and Showering Facilities

Parents/carers, coaches, team managers and volunteers should be aware that there are circumstances where junior players may find themselves changing in facilities where adults are present in the area.

Cricket is unusual in that children play, compete, practice, train and socialise amongst adults. We all have a duty of care to ensure risks are minimised by implementing the following procedures.

While groups of children are using changing facilities, coaches and other volunteers must not enter unless absolutely necessary. Remember the **'Rule of Two'**, giving particular consideration to the gender of those using the facilities when deciding who the most appropriate adults are to enter. Such access should be announced verbally before entering. Signage should be used to indicate when the changing room is in use by children.

- Children should be encouraged to arrive and leave in their playing kit and are not required to change/shower at the ground
- Where possible, separate facilities should be available for children to change/shower in a different location to adults
- It is recognised that some 16 and 17 year olds may wish to change/shower alongside their adult team mates in communal changing rooms. Such a situation should be agreed in advance with the Club Safeguarding Officer, the child and the parent/carer – it is essential that no pressure is applied for a child to make any particular choice
- Mixed gender teams must always have separate and clearly signed changing facilities. If this is not possible, players should have a specific time allocated to using the changing facilities, based on their gender, and this should be strictly adhered to
- Mobile phones or any other equipment capable of capturing still or moving images should not be used in the changing room when people are changing
- It is important to note that the taking of images of adults and children in a public place without consent is often unwelcomed. 'Targeted' taking of images without an individual's consent or where an individual has a reasonable expectation of privacy (such as a changing facility) could constitute a criminal offence. Any individual taking an indecent image of a child commits a child sexual offence
- Clubs should make their changing and showering procedures visible to all.

Transgender and Non-Binary Participants

Using gendered changing facilities can be a source of stress for transgender and non-binary participants. Clubs should consider how to support these children to use the changing rooms that they feel comfortable with.

Club policies should reflect that decisions need to be made on a case-by-case basis, taking into consideration all children's welfare.

For further information on how best to support transgender and non-binary children please visit the websites of the below organisations.

- [UK Active Transgender Guidance for Leisure Facilities](#)
- [Gendered Intelligence Guide for Trans Inclusion in Youth Residentials](#)
- [Stonewall tips for LGBTQ+ Inclusion](#)

Anti-Bullying Policy

Hawk Green Cricket Club is committed to providing a caring, friendly, and safe space for everyone to experience cricket in a friendly, secure, and enjoyable environment.

Bullying of any kind is unacceptable and will not be tolerated by Hawk Green Cricket Club.

If bullying does occur, the person subjected to the bullying should be able to report it with confidence that incidents will be dealt with promptly and effectively.

We encourage anyone who knows or suspects that bullying is happening to speak to our Club Safeguarding Officer.

- All club staff and volunteers should know our policy on bullying and follow it when bullying is reported
- All children and parents/carers should be aware of our policy on bullying and what they should do if bullying occurs
- We take bullying seriously. Children and parents/carers should be assured they will be supported when bullying is reported

What is Bullying?

Bullying is intentional behaviour that hurts someone else. It includes name calling, hitting, pushing, spreading rumours, threatening, or undermining someone. It can happen anywhere, including at home, at cricket or online. It is usually a repeated behaviour and can hurt someone both emotionally and physically.

Bullying can be:

- Emotional: being unfriendly, excluding, tormenting (hiding kit, threatening gestures, commenting negatively on performance)
- Physical: pushing, kicking, hitting, punching, or any use of violence
- Discriminatory: relating to someone's protected characteristics
- Sexual: unwanted physical contact or sexually abusive comments
- Verbal: name-calling, sarcasm, spreading rumours, teasing
- Online: via messages or social media.

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. In situations where children are bullying other children, this should be addressed immediately, and their behaviour discussed with their parents.

All members of our club and the cricket clubs associated to the ECB, have a responsibility to respond promptly and effectively to issues of bullying towards children.

Signs And Symptoms

A person may indicate they are being bullied by signs or behaviour. You should speak with our Club Safeguarding Officer if someone:

- Says they are being bullied
- Changes their usual routine
- Is unwilling to go to the club
- Becomes withdrawn, anxious, or lacking in confidence
- Comes home with clothes torn or belongings damaged
- Has possessions which are damaged or “go missing”
- Asks for money or starts stealing money (to pay the bully)
- Has unexplained cuts or bruises
- Is frightened to say what’s wrong
- Gives improbable excuses for any of the above.

In more extreme cases, a victim of bullying may:

- Display anxious behaviours
- Cry themselves to sleep or have nightmares
- Become uncharacteristically aggressive, disruptive, or unreasonable
- Bully other people or siblings
- Stop eating
- Self-harm
- Attempt or threaten suicide
- Run away.

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

Reporting and Responding

- Report any bullying incidents to our Club Safeguarding Officer straight away
- The bullying behaviour or threats of bullying will be investigated thoroughly
- A plan will be implemented to support the victim whilst this investigation is ongoing. If the alleged bully is a child, consideration will be given to what support they might need
- In cases of serious bullying, the incidents may be reported to Safeguarding Team. The Club Safeguarding Officer will discuss this with the County Safeguarding Officer
- If the bullying relates to a child, then parents should be informed and will be asked to come to a meeting to discuss
 - If necessary and appropriate, the police will be consulted
 - An attempt will be made to help the bully understand and address their bullying behaviour and how it impacts others.

In cases of adults reported to be bullying children, the County Safeguarding Officer will always be informed and will advise on the action to be taken.

Prevention

We will use KIDSCAPE methods to help children prevent bullying. As and when appropriate, these may include:

- Writing a set of club rules
- Signing a behaviour contract
- Having discussions about bullying and why it matters.

This policy is based on guidance provided to schools by [KIDSCAPE](#), a voluntary organisation committed to helping prevent child bullying. Kidscape also have a [Parent Advice Line](#).



[Childline](#) also offer advice on bullying and can be called for free on 0800 1111.



Our bullying policy.



RUDE

behaviour is unintentionally hurtful

What does it look like?



'bad' looks,
answering back,

leaving people
out accidentally

What should I do/say?



Stop, thank you.
You are being rude.

That is not kind, it
has hurt my feelings.

Visit the Children's Room.



MEAN

behaviour is intentionally hurtful but only happens once.

What does it look like?



name calling,

teasing, pushing,

hitting, kicking,

threatening,

spreading rumours,

starting an argument

leaving people out
on purpose

What should I do/say?



Put a message in
the worry box.

Tell an adult.

Tell a playground friend.

Visit the Children's Room.



BULLYING

is when someone says or does something intentionally hurtful and they keep doing it even when they've been told it is unkind.

What does it look like?



name calling,

teasing, pushing,

hitting, kicking,

threatening,

spreading rumours,

starting an argument

leaving people out
on purpose

What should I do/say?



You now need
to tell an adult.

You can also:
Put a message in
the worry box.



Tell a playground friend.

Visit the Children's
Room.



An adult will report
the incident using
the school's
reporting system.

Children, parents
and staff will work
together to mend
the friendship.

We will continue to
check up on you
to make sure you
feel happy and safe.