

WEST TORRENS DISTRICT CRICKET CLUB CODE OF CONDUCT

West Torrens District Cricket Club Inc. (WTDCC) is committed to maintaining the highest standards of behaviour and conduct. This Code of Conduct applies to all members, players, coaches, team officials, parents and supporters and extends to training sessions, matches, club social functions and use of social media. WTDCC makes use of Codes of Conduct and behaviour in line with those developed by Cricket Australia.

THE SPIRIT OF CRICKET

It is expected all players associated with the WTDCC shall abide by the spirit of cricket as in the preamble of The Laws of Cricket.

PLAYERS AND TEAM OFFICIALS' CODE OF BEHAVIOUR

Members, players, coaches and any other team officials of WTDCC shall:

- a) Play by the rules and conduct themselves in a proper and professional manner so as not to bring themselves or WTDCC into disrepute
- b) Conduct themselves in a manner beneficial to WTDCC
- c) Show respect towards all persons involved in cricket at WTDCC, whether they be members, coaches or supporters of WTDCC, opposition players or supporters, SACA and Cricket Australia Delegates or otherwise;
- d) Show respect for all WTDCC equipment and facilities;
- e) Show respect for all SACA and opposition equipment and facilities;
- f) Show respect towards umpires and their decisions at all times and never argue with an umpire.
- g) Control their temper. Verbal abuse of officials and sledging other players, deliberately distracting or provoking an opponent are not acceptable or permitted behaviours in cricket;
- h) Work equally hard for yourself and your teammates. Your team's performance will benefit and so will you;
- i) Be a good sport. Applaud all good plays whether they are made by your team or the opposition;
- j) Treat all participants in cricket as you like to be treated. Do not bully or take unfair advantage of another competitor;
- k) Cooperate with your coach, teammates and opponents. Without them there would be no competition;
- l) Participate for your own enjoyment and benefit, not just to please parents, teachers or coaches;
- m) Respect the rights, dignity and worth of every person regardless of their gender, ability, cultural background or religion
- n) Not engage in any unlawful conduct or any form of physical violence, provoked or otherwise;
- o) Not use insulting, provocative, obscene, offensive or hateful language towards anyone at any time;
- p) Attend all team meetings, training sessions, matches and events as directed;
- q) Proactively communicate with team captains and coaches regarding availability and attendance at team meetings, training sessions, matches and events.
- r) Be an active part of WTDCC fundraising events and functions.
- s) Not at any time present for training or games under the influence of alcohol or illicit drugs; and
- t) When using social media involving WTDCC, ensure that all communications are in good taste, in accordance with this Code and not contain offensive, vulgar or obscene words or images.

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JUNIOR COACHES CODE OF CONDUCT

All coaches and assistant coaches at WTDC shall:

- a) Read and understand this Code of Conduct;
- b) Be appointed by the Board of Management on the recommendation of the relevant sub-committee;
- c) Have a current DHS Check and update upon request by the Board of Management;
- d) Remember that young people participate for pleasure and skill development, winning is only part of the fun;
- e) Never ridicule or yell at a young player for making a mistake or not coming first;
- f) Be reasonable in your demands on players' time, energy and enthusiasm;
- g) Operate within the rules and Spirit of Cricket and teach your players to do the same;
- h) Provide reasonable opportunities for all players to be actively involved in the game (i.e. batting and bowling) on a regular basis;
- i) Ensure the time players spend with you is a positive experience;
- j) Ensure equipment and facilities meet safety standards and are appropriate to the age and ability of all players;
- k) Display control and respect to all those involved in cricket. This includes opponents, coaches, umpires, administrators, parents and spectators. Encourage your players to do the same;
- l) Show concern and caution toward sick and injured players. Follow the advice of a physician when determining whether an injured player is ready to recommence training or competition;
- m) Obtain appropriate qualifications and keep up-to-date with the latest cricket coaching practices and principles of growth and development of young people;
- n) Any physical contact with a young person should be appropriate to the situation and necessary for the player's skill development;
- o) Respect the rights, dignity and worth of every person regardless of their gender, ability, cultural background or religion.

PARENTS' AND FAMILY CODE OF BEHAVIOUR

Parents, family and supporters involved in cricket at WTDC shall:

- a) Read and understand this Code of Conduct;
- b) Not force an unwilling child to participate in cricket;
- c) Remember, children are involved in cricket for their enjoyment, not yours;
- d) Encourage children to play by the rules;
- e) Focus on the child's efforts and performance rather than winning or losing;
- f) Never ridicule or yell at a child for making a mistake or losing a game;
- g) Remember children learn best by example. Appreciate good performances and skilful play by all participants;
- h) Support all efforts to remove verbal and physical abuse from sporting activities;
- i) Respect officials' decisions and teach children to do likewise;
- j) Show appreciation for volunteer coaches, officials and administrators. Without them, your child could not participate;
- k) Respect the rights, dignity and worth of every person regardless of their gender, ability, cultural background or religion.
- l) Remember young people participate for pleasure and skill development and winning is only part of the fun;
- m) Be reasonable in your demands on players' time, energy and enthusiasm;
- n) Respect the rights, dignity and worth of every person in the club regardless of their gender, ability, cultural background or religion.

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REPORTING A BREACH OF THIS CODE

- a) Any member, player, coach, team official, parent or supporter who becomes aware of any actual or potential breach of this Code, shall report this to the WTDCC Board of Management through the Child Protection Officer, President, Chairman, Secretary, Director of Cricket, Women's Coordinator or Junior Coordinator.
- b) Any alleged breach the code of conduct shall be notified in writing (to be known as 'a Complaint') within seven days of the occurrence of the incident to the WTDCC Board of Management.
- c) The WTDCC Board of Management shall investigate the matter (if required) and may consult affected/interested parties about the breach of the code.
- d) The "Complainant" shall familiarise themselves with the SACA Club Protection Policy and this Code of Conduct prior to submitting a complaint. This policy is accessible on the WTDCC website.

INVESTIGATION PROCEDURE

- a) Upon receiving a complaint, the Board of Management, after discussing with other relevant parties, shall decide to accept or reject the complaint.
- b) The decision shall be sent to the concerned people.
- c) When a complaint has been accepted the Board of Management shall constitute an investigation panel with 2 to 5 club members (who do not have any conflict of interest) to further investigate into the complaint.
- d) Minor breaches may be dealt with without a formal investigation with agreement of all parties.
- e) A date shall be set for the investigation and involved parties shall be identified.
- f) Any person requested to attend such an investigation, shall be entitled to be accompanied at the investigation by a friend or other representative.
- g) Decisions of the Internal Club Enquiry shall be made by a majority vote of the panel.
- h) The penalties will be decided according to the category of the offense.

BREACH OF THIS CODE

- a) Any person deemed by the WTDCC Board of Management to have breached this Code then the WTDCC Board may, take such disciplinary action in respect of the breach as it sees fit and where deemed necessary in consultation with SACA.
- b) The decision of the Board of Management shall in all cases be final and binding.
- c) Further appeals following the decision of the Board of Management shall be directed to the South Australian Cricket Association.

CLUB SCREENING POLICY

From 1 July 2019, everyone volunteering with children must have a valid child-related clearance (a parent volunteering with their own child does not need a check). Volunteers with a current, valid DHS/DCSI (prior to 1/07/2019) child related screening will be able to keep it until it expires. Before their check expires, they must apply for a Working With Children Check (WWCC). The WWCCs will be valid for five years and replace all other types of child related checks. WWCCs are free for people who are only using them for volunteering work

From 1 July 2019 it is against legislation to engage a volunteer who doesn't have either a current, existing check, or one of the new WWCCs. Before engaging a person, clubs and associations must ensure the prospective volunteer has a current and accepted check. For more information relating to the WWCC please visit - screening.sa.gov.au/wwcc

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Pending further changes to state legislation and/or new programs being offered for specified groups, WTDCC may request the following positions to be cleared for these DHS Screening types:

WTDCC Role	WWCC	Disability services	Vulnerable persons	Aged Care	General probity
All coaches, team managers and volunteers working with U18s	MANDATORY	NO	NO	NO	NO
myCricket Administrators/Scorers	MANDATORY	NO	YES	NO	NO
Board Members	MANDATORY	NO	YES	NO	YES
Other volunteers directly working with U18s	MANDATORY	NO	NO	NO	NO
Subcommittee Members	MANDATORY	NO	NO	NO	YES
Other roles not listed	At the discretion of the Board of Management				

MANDATORY NOTIFICATION

A mandated notifier is required by law to notify the Department for Child Protection if they suspect on reasonable grounds that a child or young person is, or may be, at risk of harm. This obligation arises when a mandated notifier forms this suspicion in the course of their employment (whether paid or voluntary).

A mandated notifier must make the notification as soon as is reasonably practicable after forming the suspicion. Refer to the [Mandatory Reporting Guide](#) for helpful guidance around deciding when to report concerns to the Child Abuse Report Line.

If a mandated notifier forms a suspicion outside of their work (whether paid or voluntary) that a child or young person is, or may be, at risk of harm, they may make a notification to the Department for Child Protection voluntarily.

Section 30 of the [Children and Young People \(Safety\) Act 2017](#) establishes that mandatory notification applies to an employee of, or volunteer in, an organisation that provides sporting or recreational services wholly or partly for children or young people, being a person who:

- provides such services directly to children or young people;
- holds a management position in the organisation, the duties of which include direct responsibility for, or direct supervision of, the provision of those services to children or young people.

According to the above, all coaches, team managers and Board Members are classified as Mandatory Notifiers. More information on Mandatory Notification is available [here](#).

It is expected that Board Members, coaches and managers involved with WTDCC complete the free online training available at <https://www.plink.sa.edu.au/pages/coursedescription.jsf?courseId=2035838>.

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Breach made by:	Topic	Level 1	Level 2	Level 3	Level 4
Player	Preparation for game or training	<ul style="list-style-type: none"> i. Ignoring or not assisting with ground/training net preparation or pack-down duties ii. Arriving late without informing captain, coach or team manager iii. Not informing players of selection in due time (captain only) iv. Ignoring coach direction on training or match preparation or personal game development v. Not paying attention to a match in progress (e.g. constantly distracted by mobile devices) vi. Presenting for training or matches unprepared without required clothing, uniform, equipment or other agreed requirements (e.g. afternoon tea). 	<ul style="list-style-type: none"> i. Repeat of any Level 1 offences within the season ii. Arriving for a match or training in a physical state which is not appropriate for optimal physical activity. iii. Absence from training without adequate explanation to coach, captain or team manager. iv. Refusing to play or train without a valid reason. v. Unexplained absence from the venue during a match vi. Refusing any reasonable request from a coach, captain or manager on or off the field 	<ul style="list-style-type: none"> i. Repeat of any level 2 offenses within the season. ii. Not turning up for the match without informing the captain. iii. Leaving a match before conclusion without permission of the captain or coach. iv. Any manner of highly inappropriate behaviour during a match, training or club function. 	<ul style="list-style-type: none"> i. Repeat of any level 3 offenses within the season. ii. Showing up for a match or training in intoxicated state.
	Respect for equipment and facilities	<ul style="list-style-type: none"> i. Throwing, striking or otherwise disrespecting club or personal equipment and facilities. ii. Losing club or team equipment through negligence. iii. Leaving club facilities unsecured. 	<ul style="list-style-type: none"> i. Repeat of any Level 1 offences within the season ii. Damaging club or personal equipment or facilities. iii. Any attempt to willingly tamper with the ball or other cricket equipment. iv. Use of club equipment or facilities without clear permission. v. Possession of any club or team equipment without reason to do so. 	<ul style="list-style-type: none"> i. Repeat of any level 2 offenses within the season. ii. Purposely and forcefully damaging club, team or personal equipment or facilities. iii. Purposeful use of club equipment or facilities with knowledge that permission has not been given. 	<ul style="list-style-type: none"> i. Repeat of any level 3 offenses within the season.
	Physical abuse of others	<ul style="list-style-type: none"> iv. Inappropriate, even if completely innocent, physical contact without permission. 	<ul style="list-style-type: none"> i. Repeat of any Level 1 offences within the season. ii. Physical contact without permission by an adult on a child under 18 years. vi. Physical contact during any form of disagreement or argument. 	<ul style="list-style-type: none"> i. Repeat of any level 2 offenses within the season. ii. Aggressive physical contact with any person. iv. 	<ul style="list-style-type: none"> i. Repeat of any level 3 offenses. ii. Physical violence on or off the field. iii. Any form of unwelcome sexual contact with any person. ii. Any form of sexual contact by an adult with any person under 18.

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Player	Respect for the club, club members, supporters, volunteers, umpires and opponents	<ul style="list-style-type: none"> i. Showing dissent at the decision of a captain, coach or team manager through words, actions and/or body language. ii. Challenging an umpire's decision verbally, on or off the field, via social media, online or mobile devices. iii. Publicly deflecting blame for personal performance or dismissal onto teammates or umpires. iv. Failure to immediately attempt to stop any act of misconduct which may be categorised as a Level 1 or 2 offense (captain). v. Failure to pay subs by due date without notice. 	<ul style="list-style-type: none"> i. Repeat of any Level 1 offences within the season ii. Using language or a gesture that is obscene, offensive or of a seriously insulting nature to another player, umpire, referee, team official or spectator in person or via social media or any other medium iii. Any negative public comments about team mates, officials, coaches or umpires. 	<ul style="list-style-type: none"> i. Repeat of any level 2 offenses within the season. ii. Intimidation of an umpire or a fellow player in person or via social media or any other medium. iii. Throwing cricket equipment at a player, an umpire or an official in a dangerous manner. iv. Negative comments about the team or players in media or on social media. v. Being sent off (for a period of playing time) by an umpire during a match. 	<ul style="list-style-type: none"> i. Repeat of any level 3 offenses. ii. Using language or gestures that offend race, religion, colour, descent nationality and/or ethnic origin in person or via social media. or any other medium iii. Being sent off (for the remainder of the match) by an umpire during a match. iv. Publicly bringing the club into disrepute through actions at any time or place.
	Miscellaneous	<ul style="list-style-type: none"> i. An adult being alone with a child under 18 that they are not a carer or parent of, when there was an opportunity to avoid the situation. ii. Leaving another adult along with a child under 18 that they are not a carer or parent of, when there was an opportunity to avoid the situation. 	<ul style="list-style-type: none"> i. Repeat of any Level 1 offences within the season. ii. Showing positive or negative preferential behaviour towards fellow players during the match or in practice sessions. iii. Repeated unexplained or unacceptable absences from club events and functions. 	<ul style="list-style-type: none"> i. Repeat of any Level 2 offences within the season ii. Starting or participating in any form of sexual discussion with a child under 18. iii. Any form of unwarranted or unexpected nudity in the presence of a child under 18. iv. Being under the influence or possession of illicit substances at any time when involved at the club. 	<ul style="list-style-type: none"> i. Repeat of any level 3 offenses. ii. Gambling on the match result. iii. Match fixing. iv. Use of illegal drugs. v. Recording, possessing or distributing inappropriate images of adults or children under 18. vi. Any form of nudity in the presence of a child under 16.

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Breach made by:	Topic	Level 1	Level 2	Level 3	Level 4
Coaches, officials, managers and parents	General	i. Any relevant offence listed above for players.	i. Any relevant offence listed above for players.	i. Any relevant offence listed above for players.	i. Any relevant offence listed above for players.
	Respect for equipment and facilities	i. Leaving the club facilities unsecured or untidy as the responsible person.	i. Repeat of any Level 1 offences within the season. ii. Personal use of club equipment or facilities without permission.	i. Repeat of any level 2 offenses within the season.	i. Repeat of any level 3 offenses.
	Respect for the club, club members, supporters, volunteers, umpires and opponents	i. Pressuring a player to train or play against their will. ii. Distracting a player, coach or official during training or games. iii. Publicly engaging in a negative conversation with player, official, coach or manager from any club. iv. Negatively singling out a player in a public manner. v. Failure to avoid or remove self from a potentially volatile situation by: a. Actively attempting to calm the situation b. Ending the conversation c. Walking away	i. Repeat of any Level 1 offences within the season. ii. Forcing a player to train or play against their will. iii. Interrupting a player, coach or official in their duties during training or games. iv. Entering change rooms during a match or team meeting without permission of the coach, manager or captain. v. Engaging in an argument or abuse with a player, official, coach or manager from any club. vi. Actively inflaming a volatile situation.	i. Repeat of any level 2 offenses within the season. ii. Actively and purposefully interrupting a player, coach or official in their duties during training or games. iii. Publicly questioning the decisions of a coach, player or manager. iv. Publicly abusing any player, coach or official in any manner.	i. Repeat of any level 3 offenses.
	Physical abuse of others	AS LISTED FOR PLAYERS			
	Miscellaneous	i. Any relevant offence listed above for players. ii. Failure to report a breach of the Code of Conduct within 48 hours.	i. Any relevant offence listed above for players. ii. Repeat of any Level 1 offences within the season. iii. Actively ignoring or providing dishonest information about a Code of Conduct breach. iv. Failure to initiate a DHS Screening Process within 30 days of a request by the BoM.	i. Any relevant offence listed above for players. ii. Repeat of any level 2 offenses within the season. iii. Refusing to participate in an investigation or mediation process when requested by the Board of Management.	i. Any offence listed above for players. ii. Repeat of any level 3 offenses.

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	Level 1	Level 2	Level 3	Level 4
Investigation Required	NO	RECOMMENDED	YES	YES
Potential Actions	<ul style="list-style-type: none"> i. Informal meeting between affected parties. ii. Immediate decision on action and penalty if agreed to by BoM and involved parties. 	<ul style="list-style-type: none"> i. Informal meeting between affected parties. ii. Immediate decision on action and penalty if agreed to by BoM and involved parties. iii. Separate meetings between BoM Members and affected parties. iv. Formal meeting between parties with BoM Member(s). v. Mediation process with an independent facilitator. 	<ul style="list-style-type: none"> i. Separate meetings between BoM Members and affected parties. ii. Formal meeting between parties with BoM Member(s). iii. Mediation process with an independent facilitator. iv. Immediate decision on action and penalty by BoM. v. Referral to SACA and/or SA Police 	<ul style="list-style-type: none"> i. Separate meetings between BoM Members and affected parties. ii. Formal meeting between parties with BoM Member(s). iii. Mediation process with an independent facilitator. iv. Immediate decision on action and penalty by BoM. v. Referral to SACA and/or SA Police
Potential Penalties	<ul style="list-style-type: none"> i. Written or verbal apology within specified time. ii. Record a reprimand and give a warning as to future conduct. iii. Player demoted in the batting/bowling order or restricted from batting or bowling in the next game. iv. Offender restricted from contact with the complainant for a defined period. 	<ul style="list-style-type: none"> i. Written or verbal apology within specified time. ii. Player demoted in the batting/bowling order or restricted from batting or bowling in the next game. iii. Player demoted a grade for 1 -3 matches. iv. Offender restricted from attending matches for a defined period. v. Record a reprimand and give a warning as to future conduct. 	<ul style="list-style-type: none"> i. Written or verbal apology within specified time. ii. Suspension of the player's or offender's child's right to be selected for one or more matches iii. Offender restricted from attending matches for an extended period. iv. Offender restricted from attending matches for an extended period. v. Suspension of the player's/ offender's membership/access to the club for a period of at least 12 months. 	<ul style="list-style-type: none"> i. Written or verbal apology within specified time. ii. Suspension of the player's or offender's child's right to be selected for three or more matches. iii. Suspension of the player's /offender's membership or access to the club for a period or more than 12 months. iv. Permanent termination of the player's membership/access to the club and revocation of club awards and/or honours.

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VERSION CONTROL

Version	Date	Author	Notes
0.1	Oct 2018	Scott Jones	First draft
0.2	Jan 2019	Scott Jones	Second draft with SACA feedback
0.3	Mar 2019	Scott Jones	Final draft to be presented to Board for ratification
1.0	April 2019	Scott Jones	Approved version ratified by the Board of Management on 15/04/2019
1.1	June 2019	Scott Jones	Updated to align with new Legislation relating to WWCC and Mandatory Notification requirements