The essence of good ethical conduct and practice is summarized below. All club officials, volunteers and players must:

* Respect the rights, dignity and worth of every person.
* Treat everyone equally and must not discriminate on any grounds (see Equity Policy). Offenders will be disciplined at the discretion of the club committee.
* Not allow discrimination to go unchallenged.
* Consider the well-being and safety of participants above performance. Develop appropriate working relationships based on mutual trust and respect.
* Ensure that any necessary physical contact is appropriate and only ever carried out within recommended guidelines and with consent.
* Always operate in an open environment, particularly with young people (avoid private or unobserved situations).
* 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.
* Make sure all activities are appropriate to the age, ability and experience of those taking part.
* Promote the positive aspects of the sport (e.g. fair play).
* Follow all guidelines laid down by the ECB, OCA and the club.
* (Coaches and officials) Hold the appropriate, valid qualifications and insurance cover. All players and volunteers must abide by the club insurance requirements.
* Never exert undue influence over performers to obtain personal benefit or reward.
* Never condone rule violations, rough play or the use of prohibitive substances.

**ABOVE ALL ALWAYS DISPLAY
THE HIGHEST STANDARDS OF BEHAVIOUR AND APPEARANCE**

Duncan Francis

East & West Hendred Cricket Club Welfare Officer

Telephone: 01235 224712

Mobile: 07770575592

Email: duncan.francis1@ntlworld.com

February 2021