

## Volunteers' Charter

### As a volunteer with this club/ECB you can expect:

- To be involved with an organisation that is dedicated to promoting grass roots cricket.
- A supportive and positive environment that ensures you enjoy your volunteering.
- Opportunities to influence the development of grassroots cricket within the club.
- To be treated with respect and courtesy.
- An induction and opportunities to undertake appropriate training.
- A named contact for support.
- Relevant and up to date information and advice.
- Recognition and thanks.
- Reimbursement of any reasonable out-of-pocket expenses incurred in the course of your volunteering.
- Equal opportunities.
- Adequate public liability insurance.
- Respect to your right to privacy and that of your contacts.

### In return we ask that you

- Sign up to the ECB's code of conduct for volunteers.
- Support our aims and objectives.
- Remember that you are a representative of cricket.
- Reach a shared understanding with us summarising your role and commitment.
- Are open and honest in your dealings with us.
- Treat fellow volunteers and staff with courtesy and respect.
- Let us know if you wish to change the nature of your contribution.
- Let us know if we can improve the service and support that you receive.

## Code of Conduct for Cricket Staff and Volunteers

- Respect the rights, dignity and worth of every person within the context of cricket.
- Treat everyone equally and do not discriminate on the grounds of age, gender, religion, sexual orientation or disability.
- If you see any form of discrimination do not condone it or allow it to go unchallenged.
- Place the well-being and safety of the young person above the development of performance.
- Develop an appropriate working relationship with young people, based on mutual trust and respect.
- Ensure that physical contact is appropriate and necessary and is carried out within recommended guidelines with the young person's full consent and approval.
- Always work in an open environment (e.g. avoid private or unobserved situations and encourage an open environment).
- Do 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.
- Know and understand the ECB Welfare of Young People In Cricket Policies and Procedures.
- Respect young people's opinions when making decisions about their participation in cricket.
- Inform players and parents of the requirements of cricket.
- Be aware of and report any conflict of interest as soon as it becomes apparent.
- Display high standards of language, manner, punctuality, preparation and presentation.
- Do not smoke, drink or use recreational drugs while actively working with young people in the Club. This reflects a negative image and could compromise the safety of the young people.
- Do not give young people alcohol when they are under the care of the Club/league/County Board.
- Hold relevant qualifications and insurance cover.
- Ensure the activities are appropriate for the age, maturity, experience and ability of the individual.
- Promote the positive aspects of cricket e.g. fair play.
- Display high standards of behaviour and appearance.
- Follow ECB guidelines set out in the Welfare of Young People in Cricket Policy and any other relevant guidelines issued.
- Ensure that you attend appropriate training to keep up to date with your role and the welfare of young people.
- Report any concerns you may have in relation to a young person, follow reporting procedures laid down by the ECB.

1 Adopted from the original ECB Coaches Code of Conduct

2 The ECB adopts the Home Office guidelines which recommend the principle - people in positions of trust and authority do not have sexual relationships with under 18 year olds in their care