



BELVOIR CRICKET & COUNTRYSIDE TRUST

*Inspiring children to lead healthy, active lives through
sport and countryside education.*

CODES OF CONDUCT 2024-2027

Date of Board Approval	Author	Next Review	Key Changes
October 2024	Darren Bicknell	August 2027	Adoption of revised policy

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1. INTRODUCTION

We are committed to ensuring that everyone involved with Belvoir Cricket and Countryside Trust will understand and respect that:

- everyone has the right to enjoy their sport and countryside education in an environment free from threat of intimidation, harassment and abuse.
- promoting equality of opportunity for all persons is an essential part of our work.

This policy outlines a code of behaviour that the Trust expects all its staff, volunteers and all those we work with to abide by when in contact with children or vulnerable adults whilst acting on behalf of the Trust. It will also outline our expectations of children and vulnerable adults as well.

Child and Vulnerable Adult 'Definition of terms' can be found at Annex 1.

The essence of good ethical conduct and practice is summarised below.

2. Staff and Volunteers

Staff and volunteers must always conduct themselves in a professional manner.

Staff and Volunteers must:

- Respect the ethos of the Belvoir Cricket and Countryside Trust.
- Comply with other relevant policies: e.g. Safeguarding, Equality Equity Diversity & Inclusion.
- Always set a good example of sportsmanship.
- Ensure that equal opportunities for participation are made available regardless of ability, gender, age, physical appearance, sexual orientation, disability or ethnic origin.
- Consider the wellbeing and safety of participants before the development of performance.
- Develop an appropriate working relationship with participants based on mutual trust and respect.
- 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.
- Acknowledge the needs and concerns of the individual.
- Practise effective listening, e.g. ask open questions; be alert to non-verbal communication; stay calm and relaxed.
- Be aware of the young person's physical space.
- Be aware of their own body language.
- Be judicious in making physical contact with young people and always seek the young person's permission to do so, e.g. to administer first aid.
- Use non-discriminatory respectful and non-judgmental language.



- Ensure equipment/facilities are safe and appropriate to the ability of participating children.
- Ensure first aid equipment and a telephone for emergencies are available when coaching.
- Display consistently high standards of behaviour and appearance relevant to the activity.
- Encourage performers to value their performances and not just results.
- Hold the appropriate valid qualifications, including DBS and insurance cover.
- Ensure appropriate Risk Assessments are in place and understood by all those adults involved.
- Ensure that comments, including those on social media, do not bring the Trust into disrepute.
- Ensure that personal information about children, staff, volunteers and other relevant adults remains confidential, and is not shared with anyone else unless they have permission to do so for safety reasons, e.g. to ensure adequate provision for those with Special Educational Needs and/or disability.
- Challenge unacceptable behaviour and report all allegations and/or suspicions of abuse.

Staff and Volunteers must not:

- Take photographic images or videos of young people without parental permission.
- Verbally harass or abuse any person or use profanity while working, volunteering or representing the Trust.
- Condone rule violations, rough play, abusive language or behaviour.
- Utilise their position as an employee or volunteer to take advantage of any young person, member of staff/volunteer, parent/carer or other associated adult.
- Spend time alone with children away from other adults.
- Have inappropriate physical or verbal contact with children or vulnerable adults.
- Smoke, vape or use tobacco products whilst working with young people.
- Use mobile communication devices, e.g. mobile phones, whilst coaching or supervising young people unless there is a critical incident or they have permission to do so e.g. by the Chief Executive, School Headteacher or parent/carer.
- Use, possess, or be under the influence of alcohol at any time while working or volunteering with young people.
- Use, possess, or be under the influence of illegal drugs at any time while working, volunteering or representing the Trust.
- Condone the use of or provide any of the above illegal substances to any children, employees, volunteers or other adults associated with the Trust.
- Do things of a personal nature for children or the vulnerable adult that they can do for themselves.
- Allow anyone to use inappropriate language unchallenged.
- Allow bullying of any kind to go unchallenged.
- Make suggestive or derogatory remarks or gestures in the presence of others.
- Show favouritism to any one child or vulnerable adult.
- Let any allegation or disclosure that a child makes go unrecorded.



3. Children should:

- At all times show respect to Trust staff, other children and other adults.
- Treat all other players/participants as you would like to be treated yourself.
- Play by the rules.
- Always avoid use of bad language and aggressive behaviour/attitudes.
- Be positive and have fun.

4. Parents / Carers and Spectators should:

- Encourage children to play by the rules.
- Applaud good performances of both teams.
- Respect the coach's decision.
- Never ridicule or scold a child for making a mistake during competition.
- Be positive.
- Always display appropriate social behaviour; no foul language or harassing of players, coaches or volunteers.
- Use any photographic material taken during any of our events appropriately and in accordance with Safeguarding and Equality, Equity, Diversity & Inclusion policies.
- Ensure that comments, including those made on social media, do not bring the Trust into disrepute.
- Do not smoke, vape, use tobacco products or illegal drugs whilst attending Trust events.
- Treat Trust staff with respect and courtesy and not undermine them in front of others, e.g. if they disapprove of how something is being delivered then a private, mutually respectful conversation should take place out of earshot of the children.
- Report any concern about the conduct of Trust staff to the Chief Executive.
- Remember that children play sport for fun and should be encouraged to develop a healthy, competitive nature.

5. School Teaching Staff

There are some programmes that involve schools bringing children to Trust events and there are also times when Trust staff work with children in school. During these times, we expect the following of school staff so that Trust staff can focus on delivering the sport and countryside education programmes effectively.

School staff should:

- Always maintain full responsibility for the children.
- Have a Designated Safeguarding Lead present throughout or ensure they are easily contactable.



- Have a Paediatric First Aider present throughout or, if at school, on the premises for the duration of each session.
- Ensure that Trust staff are not left alone to manage the behaviour and welfare of the children, i.e. a member of the school staff should be present for the delivery of our programmes. In some exceptional circumstances, we understand that this is might be difficult so a mutually agreed way forward (that complies with the school and Trust safeguarding policies) before the session takes place must occur.
- Provide the Trust staff with all relevant information about the children so that their needs can be met accordingly.
- Always remain professional and behave in the manner expected by the school and the above code for Trust staff and volunteers.
- Treat Trust staff with respect and courtesy and not undermine them in front of others, e.g. if they disapprove of how something is being delivered then a private, mutually respectful conversation should take place out of earshot of the children.
- Report any concern about the conduct of Trust staff to the Chief Executive.

6. Dealing with Abusive Behaviour

If a child or vulnerable person is abusive towards Trust staff it is important that the following steps are taken:

- Ensure the safety of all those involved in the incident including any other children.
- Enlist the help of other adults who are present; if the incident takes place in a school setting, the accompanying teacher/staff member should manage the behaviour of the abusive child.
- Gain any necessary first aid or medical attention for anyone injured, ensuring appropriate supervision for other children as appropriate.
- Once the child is calm, provide the opportunity for them to reflect on the incident if this is appropriate and consider how best to move forward, e.g. should the child be permitted to rejoin the group or should a parent be called to collect them.
- Undertake a formal de-briefing with other adults involved or affected by the incident.
- Once the situation is calm, parents / carers or the Headteacher should be informed of the incident as quickly as possible.
- The incident itself must be formally recorded and given to the Chief Executive the same day.

7. Photographing Children

Photographs of children should only be used if written consent has been obtained from the relevant parent / carer or, in the case of school groups, the relevant school authority.

Permission should be obtained firstly to take the photograph and secondly for permission if the photograph is to be reproduced for Trust publicity, e.g. on social media, in our brochures, on advertisements, on our website.



8. Safeguarding

The Trust recognises that changes in behaviour may be an indicator that a young person needs help or protection. We shall consider whether a child's change of behaviour, including misbehaviour, may be linked to them suffering, or being likely to suffer, significant harm. Where this may be the case, we will follow the Trust's Child Protection and Safeguarding Policy, and consider whether pastoral support, an early help intervention or a referral to children's social care is appropriate. In the case of school-based work, we shall defer to the school Designated Safeguarding Lead if appropriate to do so. See Annex 1 for definitions.

9. Reporting Incidents

The person responsible for Child Protection and Safeguarding is the Trust Chief Executive (Darren Bicknell) and any reports should be made in writing to him and/or Director of Operations (Neil Atkins) in his absence, at Belvoir Cricket & Countryside Trust, Belvoir Castle, Grantham, NG32 1PE or by email (ensuring any report with the names of children or vulnerable adults contain within are password protected documents): darren@bcctrust.org.uk / neil@bcctrust.org.uk

Any serious incidents will be reported to the appropriate bodies and the Trustees.

If a crime is being committed or if a child is in immediate danger 999 should be called.

If necessary, the following contact information may also prove useful:

Leicestershire

Contact Leicestershire police on 101 if you think a crime has been committed but there is no immediate danger.

Leicestershire and Rutland Safeguarding Children Board and Safeguarding Adults Board, The Safeguarding Boards Business Office, Room 100, County Hall, Glenfield, Leicestershire, LE3 8RA. Call the helpdesk on: 0116 305 7130.

Secure Information - if you need to send sensitive information to them, call the Boards Business Office on 0116 305 7130 for further instructions.

Nottinghamshire

Nottinghamshire Safeguarding Children Board: Telephone: 01159 773935

E-mail: info.nscb@nottsc.gov.uk

Website: <https://www.nottinghamshire.gov.uk/.../nscp>

Lincolnshire

Lincolnshire Safeguarding Children Board.

To report a safeguarding concern, call 01522 782111.



Outside of office hours you can contact the Emergency Duty Team (EDT) on 01522 782333.

Cricket Contacts

ECB Child Protection Team,
England and Wales Cricket Board,
Lord's Cricket Ground,
London, NW8 8QZ
0207 432 1200
crb@ecb.co.uk

Nottinghamshire Cricket Board
Welfare Officer
John Leafe 07947 783545

National Contacts

Children's Social Care tel: 0300 500 80 80, in an emergency outside of office hours call emergency duty team on tel: 0300 456 4546

10.Data Protection

Data will be processed to be in line with the requirements and protections set out in the UK General Data Protection Regulation.

11. Related Policies

Whistleblowing
Equity, Equality, Diversity and Inclusion
Child Protection and Safeguarding
Concerns and Complaints



Annex 1

Definition of terms

Child

A 'child' means every human being below the age of 18 years unless, under the law applicable to the child, majority is attained earlier (Convention on the Rights of the Child, United Nations, Article 1).

Vulnerable Adult

A vulnerable adult is defined in The Police Act 1997 (Enhanced Criminal Record Certificates) (Protection of Vulnerable Adults) Regulations 2002 – Regulation 2. The full text covers those adults:

- in care,
- with learning difficulties, and/or,
- with mental or physical disabilities

Child protection focuses on responding to harm that has already occurred, such as abuse, neglect, or exploitation.

Safeguarding is preventative and aims to protect children from harm by recognising risks and promoting their welfare.