



pushing the boundaries

GCB
GUERNSEY CRICKET

Every child matters, you're in safe hands.

the GCB Child Protection Guidelines for Clubs



www.guernseycricket.com

GCB Club Guidelines

Making the step up from junior to open age group cricket is a significant event in any player's cricket experience. Every club must ensure the player's safety, personal development needs and overall cricket experience are considered.

All Clubs, squad coaches and managers must take into account the requirements on age detailed in the GCB General Rules. "Every player must be of school year 9 or above on the 1st January to be eligible to play senior adult cricket that year".

Players in school year 8 and below on the 1st January of that year might be considered at the discretion of the GYDC committee. Any players under the age of 18 must be signed off by the GYDC Committee and a parent or guardian on a club registration sheet before playing any form of adult club cricket.

Juniors should be involved in all aspects of the game wherever possible i.e. socialising, team talks, practice, decision making and so on, so they feel part of the team. Children will often feel more comfortable and able to perform if they have a family member or friend also playing in the side. Remember, children's early experiences will remain with them always and will often determine whether they want to remain playing the game or give up and do something else.

Clubs should provide an opportunity for players to show their talents in an appropriate way. Children who are just used as fielders will not fully experience the game. Be supportive, at all times, and always praise for effort even when children are not successful. Try and put them in situations where they will experience some success (however small) and ensure plenty of praise and encouragement. The captain should inform the Umpires of Under 18s in the side.

The duty of care should be interpreted in two ways, firstly, not to place a young player in a position that involves an unreasonable risk to that young player, taking account of the circumstances of the match and the relative skills of the player. Secondly, not to create a situation that places members of the opposing side in a position whereby they cannot play cricket as they would normally do against adult players. In addition, the guidelines note the need for clubs and leagues to recognise the positive experience young players should have in open age cricket.

Every club is expected to have a designated point of contact for Child Welfare who should report anything, no matter how trivial it might seem, to the GCB appointed Child Welfare Manager who can be contacted through the Guernsey Cricket Board.

All club members and officials should read and have access to this document. Any club child welfare officers should be known to the players at a club.



GCB Helmet, Fielding and Bowling Guidelines

This guidance applies to all players up to the age of 18, both in open age group cricket and in all junior cricket played with a hard cricket ball. The guidance also applies during all practice sessions. Any individual taking responsibility for players should take all reasonable steps to ensure this guidance is followed at all times.

Helmets

Helmets with a faceguard or grill should be worn when batting against a hard cricket ball in matches and in practice sessions.

Wicket keepers should wear a helmet with a faceguard, or a wicketkeeper face protector, when standing up to the stumps. All young players should regard a helmet with a faceguard as a normal item of protective equipment when batting or keeping wicket, together with pads, gloves and, for boys, an abdominal protector (box).

No parental consent should be accepted in any form of cricket.

Fielding

No young player in the Under 15 age group, or younger, shall be allowed to field closer than 8 yards (7.3 metres) from the middle stump, except behind the wicket on the off side, until the batsman has played at the ball. For players in the Under 13 age group, and below, the distance is 11 yards (10 metres). These minimum distances apply even if the player is wearing a helmet. Should a young player in these age groups come within the restricted distance the umpire must stop the game immediately and instruct the fielder to move back. In addition any young player in the Under 16 to Under 18 age groups, who has not reached the age of 18, must wear a helmet and, for boys, an abdominal protector (box) when fielding within 6 yards (5.5 metres) of the bat, except behind the wicket on the off side.

Players should wear appropriate protective equipment whenever they are fielding in a position where they feel at risk.

Bowling

These Directives apply to girls and boys, and any reference to he/his should be interpreted to include she/her. For the purpose of these Directives a fast bowler should be defined as a bowler to whom a wicket keeper in the same age group would, in normal circumstances, stand back to take the ball. All coaches are urged to identify those players with the potential to bowl fast and to ensure they follow the Directives in all cricket throughout the season.

There are four main areas to be aware of when assessing injury risk to fast bowlers, Overbowling, Technique, Physical Preparation and Equipment. If in doubt speak to a coach.



Fast Bowling Directives

Age	Overs Per Spell	Overs Per Day	Balls Per Practice	Practices Per Week
Up to 13	5 Overs Per Spell	10 Overs Per Day	30 Balls Per Practice	2 Practice Sessions
U14-U15	6 Overs Per Spell	12 Overs Per Day	36 Balls Per Practice	2 Practice Sessions
U16-U17	7 Overs Per Spell	18 Overs Per Day	36 Balls Per Practice	3 Practice Sessions
U18-U19	7 Overs Per Spell	18 Overs Per Day	42 Balls Per Practice	3 Practice Sessions

This is an important consideration especially for young bowlers whose bodies are not fully developed. Recent studies have revealed that overbowling is a common cause of back injuries. Evidence suggests that much of the damage occurs early in the playing career, especially during growth spurts, though the effects do not often show themselves until the late teens. The more talented and more physically mature youngsters are generally most at risk, as they tend to play at more than one age group level. To ensure that young fast bowlers do not place undue stress on their bodies, every attempt must be made to keep the amount of bowling within reasonable limits.



For guidance it is recommended that in any seven day period a fast bowler should not bowl more than four days in that period and for a maximum of two days in a row. Having completed a spell the bowler cannot bowl again, from either end, until the equivalent number of overs to the length of his spell have been bowled from the same end. A bowler can change ends without ending his current spell provided he bowls the next over he legally can from the other end. If this does not happen his spell is deemed to be concluded. If play is interrupted, for any reason, for less than 40 minutes any spell in progress, at the time of the interruption, can be continued after the interruption up to the maximum number of overs per spell for the appropriate age group. If the spell is not continued after the interruption the bowler cannot bowl again, from either end, until the equivalent number of overs to the length of his spell before the interruption have been bowled from the same end. If the interruption is of 40 minutes or more, whether scheduled or not, the bowler can commence a new spell immediately.

Once a bowler covered by these Directives has bowled in a match he cannot exceed the maximum number of overs per day for his age group even if he subsequently bowls spin. He can exceed the maximum overs per spell if bowling spin, but cannot then revert to bowling fast until an equivalent number of overs to the length of his spell have been bowled from the same end. If he bowls spin without exceeding the maximum number of overs in a spell the maximum will apply as soon as he reverts to bowling fast.

If in any doubt, please speak to any GCB qualified coach about the bowling directives.

GCB Guidance for Coaches Working with Children

Coaches and club members have a vital role to play in safeguarding children in cricket and, at a club, will often become the focus for children and their activities. The GCB Coaching Philosophy states good coaching is about providing a fun and safe environment in which people, particularly children, can enjoy their first experience of cricket, gain some success and be motivated to want to go on playing.

This philosophy ties into the GCB's own core mission statement.

For Guernsey Cricket to provide the opportunity for everyone to realise their potential within this "Great Sport"

Coaches who work with children are undertaking a highly responsible activity. Clubs have a duty to check they are both aware of their responsibilities and also discharging these. This information booklet seeks to provide guidance on Best Practice, specifically for those involved in coaching club cricket and covers the following areas:

Promoting Good practice, Poor Practice and Practical Coaching Guidance

The guidance is intended for all those involved in coaching, whether they hold coaching qualifications or not.

Child abuse and harassment can take place in many situations, from the home and school to a sporting environment. As a cricket coach or club member you will have regular contact with children and you should adopt the highest standards of practice and be responsible for identifying those in need of protection.

As a coach they will look up to you and if a child decides to talk to you about abuse, you need to know what to do. You also need to understand your duty of care towards young cricketers, the current guidance on good practice, and the need to act responsibly when you are around children. This will protect the children you coach and reduce the potential for misunderstandings and inappropriate allegations being made. The following guidelines should help you know what to do if you are worried about a child, and demonstrate how you can create a positive culture in cricket.

Good practice means:

- Welcoming all children and parents/carers to the club, and having systems in place to ensure you do so

- Ensuring cricket is welcoming, fun and enjoyable and that fair play is promoted
- Taking a player-centred (and child-centred) approach to coaching, planning sessions around the needs and abilities of the children who will be attending and adapting accordingly
- Being a friendly professional club with a sound constitution
- Treating all children equally, with respect and dignity
- Being an excellent role model – this includes not smoking or drinking alcohol when coaching and being mindful of behaviour around the club at all times
- Always putting the welfare of children first, before winning or achieving goals by encouraging a constructive environment where healthy competition, skill development, fun and achievement are promoted in equal measures
- Always working in an open environment (for example, avoiding being alone with a child, and encouraging open communication with no secrets)
- Building balanced relationships based on trust which enable children to take part in the decision-making process. This will include routinely asking children if they have enjoyed activities in the training session and adapting activities to meet their expressed wishes, abilities, needs etc.



- Having excellent 'boundaries', so children know how to behave and what is expected of them
- Not tolerating acts of aggression
- Recognising the needs and abilities of children, avoiding too much training or competition and not pushing them against their will
- Giving positive and constructive feedback rather than negative criticism
- Encouraging children to assess their performance based on their own mastery of skills, knowledge and love of the game, rather than on whether they won or lost. Helping children acknowledge the value that good opposition offers their own development as cricketers
- Use common sense on physical contact, where children are always consulted and their agreement gained before any contact is made
- Ensuring if mixed teams are taken away, they are always accompanied by staff that have a full and enhance CRB check
- Ensuring while on tour, you do not enter a child's room or invite them into your room – except in an emergency, i.e. when very unwell

- Finding out if any children you are coaching have medical conditions that could be aggravated during playing or training
- Keeping a written record any time a child is injured in your care, along with details of any treatment provided
- Promoting good sportsmanship by encouraging children to be considerate of other athletes, officials and club volunteers and by being modest in victory and gracious in defeat
- Helping the GCB to work toward eradicating harassment and abuse of children from cricket
- Ensuring that all club members have received a copy of this publication and that they fully understand the guidelines and any reporting procedure



Poor practice means you must never:

- Spend excessive amounts of time alone with children away from others
- Take or drop off a child at an event
- Take children to your home or transport them by car, where they will be alone with you
- Engage in rough, physical or sexually provocative games
- Share a room with a child
- Allow or engage in any form of inappropriate touching or physical abuse
- Take part in, or tolerate, behaviour that frightens, embarrasses or demoralises a cricketer or affects their self esteem
- Allow children to use inappropriate language unchallenged. make sexually suggestive comments to a child, even in fun, make a child cry as a form of control, allow allegations made by a child to go unchallenged, unrecorded or ignored, do things of a personal nature for children or vulnerable adults that they can do for themselves or shower with a child
- Have inappropriate contact with children – for example, by text or social media. GCB Best Practice is that any electronic or online communications should be via parents and carer. Any of these can make the environment feel less safe for children, and leave you open to allegations.



The following guidance is about safeguarding children as they learn to play cricket. It will also help to protect coaches from unnecessary or malicious allegations when working with children. All adults must be appropriately dressed and professional when operating in a cricket environment with children.

Always conduct coaching sessions with at least one other adult present. The GCB understands physical contact between a child and an adult may be required to instruct, encourage, protect or comfort.

However, it is important to remember that in cricket today there is a multi-cultural mix of children from different ethnic and religious backgrounds, children with disabilities or special needs, and children who may have previously been or are currently being abused at home. Not all children are used to, or are comfortable, with any type of touching, be it friendly or otherwise.

All adults must understand that this touching not only involves touching children when showing them cricket postures, but can also include responsive or pleasant actions, for example, when asking the child to carry out a task, or celebrating a win. If any child is not comfortable with physical contact it should be made clear they can make their feelings known privately to the adult. Any contact should be led by the child and not the adult.

Never touch a child inappropriately.

As a responsible adult you should only use physical contact if its aim is to:

- Develop sports skills or techniques (most contact can actually be avoided)
- Treat an injury
- Prevent an injury or accident from occurring
- Meet the requirements of the sport



You should seek to explain the reason for the physical contact to the child i.e. reinforcing the teaching or coaching skill. Unless the situation is an emergency, the adult should ask the child for permission. Physical contact should always be intended to meet the child's needs NOT the adult's.

- If a child becomes injured during a coaching session and the injury requires the child to be carried to a place of treatment, always seek support from another adult before moving the child. Any first aid administered should be in the presence of another adult or in open view of others
- If the child seems uncomfortable in any way with the physical contact, stop immediately
- Never find yourself in a situation where you are the only adult present around children, for example in changing rooms, showers, or on a minibus
- Never help children dress, for example, to put on pads, helmets, or clothing unless they

request this and genuinely require assistance

- Never help children to put on an abdominal protector (box)
- Never take on one to one coaching with a child unless another adult or parent is present
- If you need to communicate with a child for the purposes of coaching or passing on cricket information, use a parent's mobile telephone number. If you have agreed with the parents in advance to use the child's own mobile phone for communicating with them, under no circumstances make the number available for general circulation. Send texts to parents, copying in the child. This will also help parents make sure the child is where they need to be!



If any of the following incidents take place or are observed, you MUST report them to the GCB Club Cricket Welfare Officer and make a written note of the event using the GCB incident reporting form and inform parents where appropriate if:

- You accidentally hurt a child
- A child seems distressed in any manner
- A child acts in a sexually inappropriate manner
- A child misunderstands or misinterprets something you have done

Responding to disclosures, suspicions and allegations

There may be a number of reasons where a coach finds it necessary to report a concern including:

- In response to something a child has said
- In response to something the coach sees
- In response to signs or suspicions of abuse
- In response to allegations made against a member of staff or volunteer. In response to allegations made about a parent, carer or someone not working within cricket
- In response to bullying
- In response to a breach of code of conduct/poor practice
- Observation of inappropriate behaviour
- Responding to a child who tells you about abuse

You need to:

- Stay calm; do not show disgust or disbelief, keep an open mind, do not dismiss the concern, make assumptions or judgements
- Listen carefully to what is said and take the child seriously. Let the child know that if what they tell you makes you at all concerned about them or someone else, you will have to pass the information on to someone who can help them
- Ask questions for clarification only and at all times avoid asking questions that suggest a particular answer
- Reassure the child they have done the right thing by telling you
- Tell them what you will do next and with whom the information will be shared
- Be very careful not to promise that you will keep the information to yourself
- Record in writing what was said using the child's own words. Do this as soon as possible, using the GCB incident reporting form
- Avoid approaching any alleged abuser to discuss the concern. ***BE AWARE*** that the child may use the word 'complaint' rather than allegation.
- Report the incident to the GCB Club Cricket Welfare Officer



Recording the incident and confidentiality

Information passed to the GCB, or any appropriate third party needs to be as helpful as possible, which is why it is important to make a detailed record at the time of the disclosure/concern. Use the GCB Incident Reporting Form wherever possible.

Information needs to include the following:

- Details of the child, for example, age/date of birth, address, and gender
- Details of the facts of the allegation or observations
- A description of any visible bruising or other injuries. The child's account, if it can be given, regarding what has happened and how
- Witnesses to the incident(s)
- The name, address and date of birth of any alleged offender
- Any times, dates or other relevant information
- A clear distinction between what is fact, opinion or hearsay
- A signature, date and time on the report

GCB Anti-Bullying Policy

Bullying is recognised and defined as deliberately hurtful behaviour usually repeated over a period of time, where it is difficult for those bullied to defend themselves. It can take many forms, but the three main types are physical (e.g. hitting, kicking, theft), verbal (e.g. racist or sectarian remarks, threats, name-calling) and emotional (e.g. isolating an individual from the activities and social acceptance of his peer group). The damage inflicted by bullying can frequently be underestimated. It can cause considerable distress to children, to the extent that it affects their health and development or, at the extreme, causes them significant harm.

The Guernsey Cricket Board are committed to providing a caring, friendly and safe environment for all our members so they can participate in sport in a relaxed and secure atmosphere. Bullying of any kind is unacceptable in our organisation. If bullying does occur, all team members should be able to tell and know that incidents will be dealt with promptly and effectively.

We are a **telling** organisation. This means that anyone who knows that bullying is happening is expected to tell the coach in charge or the GCB Welfare Officer.

Action

- Report any form of bullying incidents to the coach, supervisor or member of the GCB staff. They will be willing to listen and will respond to your concerns whilst reassuring that you were right to tell.
- In cases of serious or repeat bullying, the incidents will be referred to the GCB Child Welfare Officer and parents will be informed and asked to come in to a meeting to discuss the problem. An attempt will be made to help the bully (bullies) change their behaviour and if mediation fails and the bullying continues the GCB will initiate disciplinary proceedings according to the club constitution.

The GCB will continue to review all policies and practices on a regular basis.

The GCB firmly believe that every child needs, and has rights to, an environment where safety, security, praise for effort, recognition and opportunity for taking responsibility are always available.

“What might be fun for you might not be fun for others”

**Children are not things
to be molded, but are
people to be unfolded**

GCB APPOINTED LEAD CHILD WELFARE OFFICERS

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