



AUSTRALIAN CRICKET'S FRAMEWORK FOR SAFEGUARDING CHILDREN AND YOUNG PEOPLE

CLUB ADOPTION GUIDE

November 2024

PURPOSE

This document outlines the key steps for Australian Cricket Affiliated Associations, Clubs and Indoor Centres to adopt the Australian Cricket Framework for Safeguarding Children & Young People ('Framework').

The checklist includes both annual and ongoing actions to ensure compliance with the Framework. Items 1 – 3 are covered in this Club Adoption Guide

Guidance for items 4 & 5 is provided in the companion 'Commitment Guide' resource.

By completing these items, we can work together to create a cricket community where everyone feels valued, respected, and protected.



Adoption of the Framework

Items 1-3 are recommended as annual action items before the season begins.

Committing to the Framework

Items 4-5 are ongoing action items.

1. ENDORSE

Endorse/re-endorse the Framework documents at your next AGM or committee meeting:

- Policy for Safeguarding Children and Young People,
- 'Looking After Our Kids' Code of Behaviour, and
- Commitment to Safeguarding Children and Young People

2. PROMOTE

Have the documents publicly available and accessible for current and potential members to view on your website and/or social media pages.

3. APPOINT

Appoint a Child Safe Officer and/or Member Protection Information Officer who will be responsible for championing child safety within your Affiliated Association or Club.

4. FOLLOW

Follow child safe practices for recruitment, screening, and induction of Cricket Members.

5. REPORT

Report and take appropriate action regarding any instances or allegations of Prohibited Conduct.

See: ***Annexure B of Australian Cricket's Policy for Safeguarding Children and Young People***



Endorsing the Framework

Your Affiliated Association or Club may endorse the Framework by:

- passing a resolution adopting the Australian Cricket's Safeguarding Children and Young People Policy at a committee meeting; or
- passing a resolution in accordance with your Affiliated Association or Club's constitution or rules of incorporation.

Example wording for committee/member endorsement:

That the [INSERT ASSOCIATION/CLUB] endorses and adopts Australian Cricket's Policy for Safeguarding Children and Young People, Australian Cricket's 'Looking After Our Kids' Code of Behaviour, and Australian Cricket's Commitment to Safeguarding Children and Young People, effective as at [date].

All documents can be found online at:

cricket.com.au/integrity/safeguarding-children

Ongoing endorsement of the Framework

Australian Cricket regularly reviews the Framework to ensure that it meets the needs of our sport.

It is recommended that Affiliated Associations, Clubs and Indoor Centres commit to and promote the documents at the start of each committee cycle.

The benefits of this are:

- Keeping Children and Young People safe.
- Maintaining good governance by keeping child safeguarding top of mind at the beginning of each season.
- Re-educating the committee on child safeguarding roles and responsibilities.
- Ensuring the most current versions of the Australian Cricket documents are in use, which will include current contacts for reporting to Australian Cricket and child protection authorities.
- Enabling a culture – as felt and perceived by current members and the local community – of an organisation that places high value on the safety of Children and Young People

Promoting the Framework

The following Australian Cricket documents should be made publicly available:

- Policy for Safeguarding Children and Young People;
- 'Looking After Our Kids' Code of Behaviour; and
- Commitment Statement to Safeguarding Children and Young People.

Australian Cricket recognises Affiliated Clubs and Associations use a variety of platforms to communicate with current and prospective members, including websites, social media pages, email and posters.

The best place to house the documents is via your website. This ensures current members can access them and demonstrates your commitment to child safeguarding to parents or guardians who are searching for local sporting opportunities

Suggested ways to do this



- Use the editable templates
- Create a Child Safety page on your website
- Promote the Framework to your club community on Social Media (e.g. Facebook, Instagram, X etc)
- Send an email newsletter to club members
- Display child safety poster in club rooms



Appoint a Child Safety Officer

Consider the following when recruiting a Child Safety Officer:

- Where possible appoint two people to share the load, ideally one male and one female volunteer,
- Look for potential volunteers with professional skillsets that will help them adapt quickly to the role,
- Appoint persons with a demonstrated ability to connect with your Association or Club community, people with strong listening and empathy skills and an ability to form empowering, respectful relationships with Children & Young People,
- Avoid appointing individuals already undertaking important roles with Children & Young People like coaches or junior coordinators..

It is recommended when advertising the Child Safety Officer position, or any position working with children and young people at your club to include the following wording:

We require all applicants to undergo background checks and screening prior to or during any appointments. Australian Cricket's Commitment Statement to Safeguarding Children and Young People can be found at: cricket.com.au/integrity/safeguarding-children.

Child Safety Officer

Reports to:

Association or Club Committee

Purpose:

The Child Safety Officer (CSO) will champion a culture of child safety where everyone takes responsibility and Children and Young People feel safe, empowered and included.

The CSO will ensure that the Affiliated Association or Club has adopted Australian Cricket's Policy for Safeguarding Children and Young People and that the Affiliated Association or Club implements practices and procedures in line with Australian Cricket's Looking After Our Kids Code of Behaviour.

The CSO must always hold a valid Working with Children Check or Blue Card as the case may be.

Duties:

Communicate and promote:

- Australian Cricket's Policy for Safeguarding Children and Young People;
- Australian Cricket's 'Looking After Our Kids' Code of Behaviour; and
- Australian Cricket's Commitment to Safeguarding Children and Young People

Promote good practice for safeguarding Children and Young People within the Affiliated Association or Club, creating a welcoming and safe environment for Children and Young People.

Encourage and promote an environment where Children, Young People, Parents and Guardians are participants in the decision-making process

Be the point of contact for all safeguarding Children and Young People matters

Advise the Committee on roles that require Working with Children Checks (or Blue Cards) (See Notes for the Adoption of Australian Cricket's Policy for Safeguarding Children and Young People, Recruitment and Induction)

Attend all Committee meetings and ensure that safeguarding Children and Young People is a standing agenda item for each Committee meeting, with junior cricket decisions being made with the safeguarding of Children and Young People in mind.

Ensure all complaints, allegations and/or suspicion of Prohibited Conduct are reported to the Police and/or Government

Agency and the State and Territory Cricket Association in line with Australian Cricket's Policy for Safeguarding Children and Young People

Ensure all paperwork, background checks and Working with Children Checks (or Blue Cards) are completed by Cricket Participants, and that all Working with Children Checks (or Blue Cards) are linked to the Affiliated Association or Club

Areas of Knowledge:

Understanding of the following:

- Australian Cricket's Commitment Statement for Safeguarding Children and Young People;
- Australian Cricket's Policy for Safeguarding Children and Young People;
- Australian Cricket's Looking After Our Kids Code of Behaviour;
- Different forms of abuse that can occur; and
- Reporting requirements.

Online Training Available:

- Sports Integrity Australia / Play by the Rules Online Child Protection and Safeguarding Course (mandatory)
- Member Protection Information Officers online training (recommended)