



AUSTRALIAN CRICKET'S FRAMEWORK FOR SAFEGUARDING CHILDREN AND YOUNG PEOPLE

COMMITMENT GUIDE

November 2024

PURPOSE

This document outlines the key steps for Australian Cricket Affiliated Associations, Clubs and Indoor Centres to commit to 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 4 & 5 are covered in this Club Commitment Guide

Guidance for items 1 - 3 is provided in the companion 'Club Adoption Guide' resource.

By completing all 5 of 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***



Follow Child Safe Practices

By ensuring your club or association follows child safe practices in recruitment, screening and induction you will demonstrate your commitment to child safeguarding and creating a safe club environment.

Recruitment

Advertisements for roles within your Association or Club that work or interact with Children and Young People should feature the following wording:

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

Position Descriptions

Position Descriptions for roles that work or interact with Children and Young People should include reference to **Australian Cricket's Commitment Statement to Safeguarding Children and Young People**.

Screening

‘Working with Children’ Checks/Blue Cards

Working with Children Checks, general background checks and screening of personnel are one part of a well-rounded child safety framework.

Your Association or Club must conduct screening and background checks in line with Australian Cricket’s Policy for Safeguarding Children and Young People for Cricket Participants and State and Territory Law relevant to your Association and Club.

State and Territory laws require Working with Children Checks or Blue Cards (WWCCs) to be obtained by persons employed or volunteering in child related work. Australian Cricket acknowledges that in some jurisdictions, parents, guardians and some specific volunteers may be exempt from these requirements, however as part of our commitment to safeguarding Children and Young People, Australian Cricket requires that:

- In all States and Territories (excluding Western Australia), all parents, guardians and other volunteers who hold a specified role within an Association and Club obtain a WWCC regardless of any exemption; and
- due to legislative limitations in Western Australia all parents, guardians and other volunteers who hold a specified role within an Association and Club that are exempt from obtaining a WWCC obtain a Volunteer Police Check and/or sign a Member Protection Declaration at the commencement of each cricket season.

In the event that there is discrepancy between these screening and background check requirements and State or Territory laws, the State or Territory law will prevail only to the extent that the State or Territory law has a higher level of WWCC requirements.

Screening

‘Working with Children’ Checks/Blue Cards continued....

All States and Territories (excluding Western Australia)

As a minimum for all States and Territories excluding Western Australia (see below), Australian Cricket requires that persons appointed to the following roles obtain and hold a valid WWCC:

- all coaches who interact and deal with Children and Young People;
- umpires who officiate cricket matches involving Children and Young People;
- club captains who interact and deal with Children and Young People;
- team managers who interact and deal with Children and Young People;
- junior coordinators;
- club president, secretary and other committee members for all clubs with Children and Young People participants;
- other volunteers directly involved in the delivery of programs and services to Children and Young People; and
- any other person required by any applicable State or Territory law to hold a WWCC.

Western Australia only

In Western Australia only, if a person appointed to one of the following roles is exempt from holding a WWCC by State law, then Australian Cricket strongly recommends that clubs or associations require that the person obtain a Volunteer Police Check and/or signs a Member Protection Declaration at the commencement of each cricket season:

- all coaches who interact and deal with Children and Young People;
- umpires who officiate cricket matches involving Children and Young People;
- club captains who interact and deal with Children and Young People;
- team managers who interact and deal with Children and Young People;
- junior coordinators;
- club president, secretary and other committee members for all clubs with Children and Young People participants; and
- other volunteers directly involved in the delivery of our programs and services to Children and Young People.

Screening

Member Protection Declaration (all States and Territories)

Your Association or Club may also request that players or any other persons associated with your Association and Club sign a Member Protection Declaration (examples include adult club players who are participating in teams where there are junior players).

In the event that an individual refuses to sign a Member Protection Declaration or there are grounds upon which they are unable to sign a Member Protection Declaration, your Association or Club should consider imposing appropriate supervision measures until the Member Protection Declaration is signed.

Subject to your Association or Club Constitution or Rules of Incorporation, your Association or Club may also refuse entry to a cricket facility or suspend a person's membership if they refuse to sign a Member Protection Declaration. Your Association or Club should seek legal advice prior to taking such action.

Referee checks

It is strongly recommended to complete referee checks for roles within your Association or Club that interact with Children & Young People.



Sample questions could include:

- What were their duties and responsibilities?
- Would you have any concerns about the applicant working with Children and Young People?
- Have there been any incidents, findings or allegations against the applicant in relation to allegations of inappropriate behaviour with respect to Children and Young People?
- Describe their ability to work within a team? How did they relate to their peers/colleagues/supervisors?
 - Have you ever had any reason to question their honesty or integrity, if yes please provide further information?

Induction

Your Association or Club should also ensure that Cricket Participants undertake an induction to ensure that they are aware of their obligations and responsibilities for ensuring the safety of Children and Young People.

Cricket Participants: As a minimum, your Association and Club should require that prior to the commencement of each cricket season, all Cricket Participants (irrespective of any prior involvement with the Association or Club):

- Understand Australian Cricket's Policy for Safeguarding Children and Young People;
- Understand Australian Cricket's Commitment to Safeguarding Children and Young People and;
- Read, understand and sign an acknowledgment of Australian Cricket's 'Looking After Our Kids' Code of Behaviour and Australian Cricket's Policy for Safeguarding Children and Young People, returning a copy to the Association or Club secretary.

Sports Integrity Australia Online Course:

Australian Cricket strongly recommends that, as a minimum, all roles that interact and deal with Children & Young people, including:

- Coaches,
- Umpires
- Officials,
- Club Captains,
- Team Managers
- Junior Coordinators
- Club Committee members including President,
- Secretary etc
- Volunteers involved in the delivery of cricket programs (including parents)

Should complete the Sport Integrity Australia: Safeguarding Children and Young People in Sport Induction (approximately 30 minutes in duration) at and return the certificate of completion to the association or Club prior to the commencement of their role and every two years as a refresher

Access here:

elearning.sportintegrity.gov.au



Responding and Reporting

All persons involved in our game play a crucial role in protecting Children and Young People and must follow the process set out in Australian Cricket’s Policy for Safeguarding Children and Young People when making or responding to any complaints or allegations of Prohibited Conduct.

Within the Framework, refer to:

Definitions – if you are unsure whether an allegation, suspicion or concern relates to prohibited conduct.

Policy: Annexure B – Australian Cricket Procedure for Handling Complaints and Allegations of Prohibited Conduct details the steps clubs and associations must follow.

If you believe a Child or Young Person is at risk of immediate harm, **Call 000 for medical or police assistance.**

Contact details for reporting to Australian Cricket:

Cricket Victoria (Phone: (03) 9085 4000)	SACA (Phone: (08) 8300 3800)
WA Cricket (Phone: (08) 9265 7222)	Cricket Tasmania (Phone: (03) 6282 0400)
Cricket NSW (Phone: (02) 8302 6000)	Queensland Cricket (Phone: (07) 3292 3100)
Cricket ACT (Phone: (02) 6239 6002)	Northern Territory Cricket (Phone: (08) 8944 8900)

Cricket Australia Legal, Risk & Integrity department:

- Phone:** Via the Cricket Australia Integrity Hotline:
1300 FAIR GAME (1300 3247 4263)
- Online:** You can make a confidential (and anonymous) report/complaint to Cricket Australia’s Integrity Partner, Core Integrity, using this link:
www.clearviewconnects.com/#/reporter/submit-report?org=cricketaustraliagp&lang=en

OR use this QR Code:



- Email:** Cricket Australia’s Integrity Partner, Core Integrity at:
fairgame@coreintegrity.com.au
- Cricket Australia’s Integrity Team at:
integrity@cricket.com.au