



Hayes (Kent) Cricket Club Limited

Code of Conduct for Members and Guests

March 2020, amended April 2026

Hayes (Kent) Cricket Club Limited (“the Club”) has adopted the ECB code of conduct for all Members and Guests of the Club. Consequently, all Members and Guests of the Club will:

- Respect the rights, dignity and worth of every person within the context of cricket.
 - Treat everyone equally and not discriminate on the grounds of age, gender, disability, race, ethnic origin, nationality, colour, parental or marital status, religious belief, class or social background, sexual preference or political belief.
 - Not condone, or allow to go unchallenged, any form of discrimination if witnessed.
 - Display high standards of behaviour.
 - Promote the positive aspects of cricket, for example fair play.
 - Encourage all participants to learn the Laws and rules and play within them, always respecting the decisions of match officials.
 - Actively discourage unfair play, rule violations and arguing with match officials.
 - Recognise good performance not just match results.
 - Place the well-being and safety of children above the development of performance.
 - Ensure activities are appropriate for the age, maturity, experience and ability of the individual.
 - Respect children’s opinions when making decisions about their participation in cricket.
 - Not smoke, drink or use banned substances while working with children in the club.
 - Not provide children with alcohol when they are under the care of the Club.
 - Follow ECB guidelines set out in the “Safe Hands – Cricket’s Policy for Safeguarding Children” and any other relevant guidelines issued.
 - Report any concerns in relation to a child, following reporting procedures laid down by the ECB.
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Alcohol Policy During League and Cup Matches – Senior Mens, Senior Women’s and Under 19s

In the interests of player safety, fair competition and upholding the reputation of Hayes Cricket Club, the following policy on alcohol consumption applies to all players selected to participate in any league or cup match:

- No player shall consume alcohol at any time during a league or cup match in which they are participating. This includes the period from the start of play through to the conclusion of the match, including any intervals, rain delays or other breaks in play.
- Players who are named in the squad for a league or cup match must not consume alcohol on the day of the match prior to and during the fixture.
- Any player found to be under the influence of alcohol during a league or cup match may be removed from the field of play immediately and may face disciplinary action in accordance with the Club’s disciplinary procedures.
- This policy applies equally to home and away fixtures and to all league and cup competitions in which the Club participates.
- Team captains and coaches are responsible for ensuring that all players in their charge are aware of and comply with this policy.
- Repeated breaches of this policy may result in suspension from selection for league and cup matches, or further disciplinary sanctions as the Committee sees fit.

Note: This policy does not restrict the responsible consumption of alcohol by members and guests who are not participating as players in a league or cup match on that day. The Club continues to encourage a sociable and welcoming atmosphere for all.

Additional Requirements for Club Officers and Appointed Volunteers

In addition to the above, all club officers and appointed volunteers will:

- Have been appropriately vetted, if required.
- Hold relevant qualifications and be covered by appropriate insurance.
- Always work in an open environment (i.e. avoid private, or unobserved, situations and encourage an open environment). NB This includes the online world – club officers and volunteers are discouraged from online or other electronic communication with children – any such communication should be via parents.
- Inform players and parents of the requirements of cricket.
- Know and understand the ECB’s “Safe Hands – Cricket’s Policy for Safeguarding Children”.
- Develop an appropriate working relationship with young players, based on mutual trust and respect.
- Ensure physical contact is appropriate and necessary and is carried out within recommended guidelines with the young player’s full consent and approval.

- 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. The ECB adopts the Home Office guidelines. These recommend “people in positions of trust and authority do not have sexual relationships with 16–17 year olds in their care”. These guidelines are also adopted by the Club.
- Attend appropriate training to keep up to date with their role, especially with respect to the safeguarding of children.

Use of the Club’s net facilities for coaching purposes is strictly restricted to authorised Hayes (Kent) Cricket Club coaches only who are currently Grit Sports Coaching Limited. No external or independent coaches are permitted to use the nets to coach club members under any circumstances.

This policy exists to protect the safeguarding of all members, particularly juniors, by ensuring that only vetted, DBS-checked and ECB-qualified individuals are permitted to coach within club facilities. It also reflects the Club’s duty of care under health and safety obligations, ensuring that all coaching activity in the nets is carried out by individuals who are appropriately insured, trained in safe coaching practices, and fully accountable to the Club’s management and safeguarding officers. Any breach of this policy should be reported to a Club Officer immediately.

** Members and guests include all members and officers of the cricket club and all guests of those members and officers, as well as all individuals who watch/attend/participate/officiate in matches hosted by the club in whatever capacity.*

This document was amended in April 2026 to include the Authorised Coaches and Net Facility policy.