



RECRUITMENT AND INDUCTION

ADVERTISEMENTS

Advertisements for Cricket Participant 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 [INSERT LINK].'

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 AND '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 WHICH INCLUDES ADOPTION OF AUSTRALIAN CRICKET'S 'LOOKING AFTER OUR KIDS' CODE OF BEHAVIOUR.

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 in relation to 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 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.

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 as a **minimum** Australian Cricket requires that the person obtain a **Volunteer Police Check** 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.

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

Your Association or Club should give consideration to referee checks for certain roles within your Association or Club from time to time (such as Junior Coordinators, Head Coaches). In such circumstances, sample questions may include:

1. What were his/her duties and responsibilities?
2. Would you have any concerns about the applicant working with Children and Young People?
3. 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?
4. Describe his/her ability to work within a team? How did he/she relate to their peers/colleagues/supervisors?
5. Have you ever had any reason to question his/her 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):

- read and be aware of Australian Cricket's Policy for Safeguarding Children and Young People;
- read and be aware of Australian Cricket's Commitment to Safeguarding Children and Young People;
- read, be aware of and sign an acknowledgment of Australian Cricket's 'Looking After Our Kids' Code of Behaviour for Affiliated Associations and Clubs and Australian Cricket's Policy for Safeguarding Children and Young People, returning a copy to returning a copy to the Association or Club secretary; and
- read and be aware of Australian Cricket's 'Looking After Our Kids – Procedure for Handling Complaints and Allegations of Prohibited Conduct'.

PLAY BY THE RULES CHILD PROTECTION ONLINE COURSE

Australian Cricket strongly recommends that, in addition to the requirements set out above, as a minimum, the following roles:

- 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 programs and services to Children and Young People, should undertake the Sport Integrity Australia / Play by the Rules Online Child Protection and Safeguarding Course (approximately 15 – 20 minutes in duration) at elearning.sportintegrity.gov.au and return completion Certificate to the Association or Club Secretary prior to the commencement of their role and every 2 to 3 years from commencement (as a refresher).

