

Australian Cricket's

POLICY FOR SAFEGUARDING CHILDREN AND YOUNG PEOPLE

ISSUE DATE: JULY 2022

CRICKET AUSTRALIA
CRICKET ACT
CRICKET NSW
NORTHERN TERRITORY CRICKET
QUEENSLAND CRICKET
SACA
CRICKET TASMANIA
CRICKET VICTORIA
WA CRICKET

LOOKING AFTER OUR KIDS

IF YOU BELIEVE A CHILD OR YOUNG PERSON IS AT RISK OF IMMEDIATE HARM, CALL 000 IMMEDIATELY FOR MEDICAL OR POLICE ASSISTANCE

To report Prohibited Conduct please follow the process set out in this Policy or visit https://www.cricket.com.au/integrity/safeguarding-children

PURPOSE

The 'Australian Cricket's Policy for Safeguarding Children and Young People' is endorsed as an Australian Cricket Policy by Cricket Australia, Cricket Victoria, Cricket New South Wales, Queensland Cricket, Cricket Tasmania, WA Cricket, South Australian Cricket Association, Northern Territory Cricket and Cricket ACT (and the W/BBL Clubs).

This Policy becomes effective and binding from the Issue Date.

Australian Cricket has a vision for cricket to be Australia's favourite sport, and a sport for all Australians.

To achieve this vision, Cricket Australia, each of the State and Territory Cricket Associations, being Cricket New South Wales, Cricket Victoria, South Australian Cricket Association, Queensland Cricket, WA Cricket, Cricket Tasmania, Northern Territory Cricket and Cricket ACT (and the Big Bash League and Women's Big Bash League Clubs) **(the State and Territory Cricket Associations)** and our Affiliated Associations, Clubs and Indoor Centres are committed to ensuring the safety and wellbeing of Children and Young People participating in cricket from community cricket through to pathway programs and Australian Cricket programs and services.

Through 'Australian Cricket's Policy for Safeguarding Children and Young People' Cricket Australia and the State and Territory Cricket Associations **(collectively Australian Cricket)** aim to provide a safe and nurturing environment for all Children and Young People.

As custodians responsible for cricket's future, we are committed to ensuring others enjoy the rewards of life-long cricket involvement and for this reason seek to support Affiliated Associations, Clubs and Indoor Centres to provide a safe environment for Children and Young People.

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WHAT IS THE PURPOSE OF THIS POLICY?

All Children and Young People have the right to feel safe and protected from all forms of Child Abuse, Grooming and Sexual Misconduct. Children and Young People have the right to take part in cricket in a safe, positive, and enjoyable environment.

This Policy:

a) is part of Australian Cricket's ongoing commitment to safeguarding Children and Young People involved in cricket;

b) aims to support the creation of a safe, fair and inclusive environment for all Children and Young People associated with our sport from grassroots to the elite level;

c) seeks to inform everyone who is involved in cricket of their rights and responsibilities in relation to Children and Young People; and

d) sets out the standards of behaviour expected of Australian Cricket Personnel, Affiliated Associations, Clubs and Indoor Centres, Australian Cricket Players and Cricket Participants.

This Policy has been endorsed by the boards of directors of Australian Cricket.

WHO DOES THIS POLICY APPLY TO?

This Policy applies to:

a) Australian Cricket;

b) Affiliated Associations, Clubs & Indoor Centres;

c) Australian Cricket Personnel;

d) Cricket Participants (including Affiliated Association or Club registered players who have agreed to be bound by this Policy); and

e) Australian Cricket Players.

AUSTRALIAN CHILD PROTECTION LEGISLATION

This Policy acknowledges that child protection laws that apply to Australian Cricket and Affiliated Associations, Clubs and Indoor Centres vary between the States and Territories **(Australian Child Protection Legislation).**

In addition to the requirements of this Policy, Australian Cricket and Affiliated Associations, Clubs and Indoor Centres will comply with all obligations under Australian Child Protection Legislation and Standards (as applicable in each jurisdiction).

This policy aligns with the National Principles for Child Safe Organisations and the legislated Child Safe Standards of Victoria and NSW.

For more information visit:

Australian Child Protection Legislation:
https://aifs.gov.au/cfca/publications/australian-child-protection-legislation

Victorian Child Safe Standards:
https://ccyp.vic.gov.au/child-safe-standards/

NSW Child Safe Standards and Child Safe Scheme:
https://ocg.nsw.gov.au/resources/introduction-child-safe-standards-and-child-safe-scheme

AUSTRALIAN CRICKET'S COMMITMENT TO SAFEGUARDING CHILDREN AND YOUNG PEOPLE

Australian Cricket is committed to providing a safe environment for all Children and Young People involved in cricket. We communicate this commitment through the Australian Cricket's Statement of Commitment to Safeguarding Children and Young People. The Statement is set out in **Annexure A** and also be found online at: *https://www.cricketaustralia.com.au/about/safeguarding.*

PROHIBITED CONDUCT

Australian Cricket Personnel, Australian Cricket Players and Cricket Participants must not engage in any conduct that may adversely impact on the safety and wellbeing of Children and Young People, including (but not limited to):

a) Child Abuse;
b) Grooming;
c) Sexual Misconduct;
d) accessing, downloading, storing or distributing any form of child pornography;
e) any other inappropriate conduct (including conduct that is that is objectively age inappropriate) that places the Child or Young Person at risk of harm; or
f) engaging in any attempt to breach 5(a) – (e).



AUSTRALIAN CRICKET'S EXPECTATIONS FOR SAFEGUARDING CHILDREN AND YOUNG PEOPLE

Australian Cricket Personnel, Australian Cricket Players and Cricket Participants must:

(a) immediately report concerns or allegations of Prohibited Conduct that involve a Child or Young Person involved in cricket, and/or any Australian Cricket Personnel, Affiliated Association or Club, Australian Cricket Player or Cricket Participant, in accordance with this Policy;

b) respond to any complaints or allegations of Prohibited Conduct that they receive in a confidential, timely and appropriate manner and in compliance with this Policy;

c) cooperate with any Police or Government Agencies and/or Australian Cricket in respect of any investigation into allegations of Prohibited Conduct connected to a Child or Young Person involved in cricket, Australian Cricket and/or Affiliated Associations, Clubs and Indoor Centres (this may include answering questions, making a statement or giving evidence at a hearing);

d) be respectful of Children and Young People and their views and facilitate opportunities for Children and Young People to influence decision making processes and provide feedback;

e) consider the needs of all Children and Young People, including Aboriginal and Torres Strait Islander Children or Young People, vulnerable children, children with disability, children from culturally and linguistically diverse backgrounds, and lesbian, gay, bisexual, transgender and intersex children and young people;

f) adhere to all relevant policies and processes concerning the care and safeguarding of Children and Young People, including this Policy and the Australian Cricket "Looking After our Kids" Code of Behaviour;

g) provide true and accurate information during recruitment and screening processes;

h) understand all obligations including mandatory reporting requirements under relevant Australian Child Protection Legislation;

i) support Children, Young People and their families (including as directed by Australian Cricket) in the event that a Child or Young Person is subject to Prohibited Conduct whilst participating in an Australian Cricket program or service. This may include the need to attend debriefing sessions.

AUSTRALIAN CRICKET'S CODE OF BEHAVIOUR

Australian Cricket Personnel, Australian Cricket Players and Cricket Participants must at all times act in accordance with the Australian Cricket Codes of Behaviour (as relevant) found at: www.cricketaustralia.com.au/about/safeguarding including the Australian Cricket "Looking After our Kids" Code of Behaviour.

The Australian Cricket "Looking After our Kids" Code of Behaviour sets out the expectations of acceptable behaviour for Australian Cricket Personnel, Australian Cricket Players and Cricket Participants when interacting with Children or Young People, including with respect to:

a) sexual misconduct;

b) guidance, discipline and appropriate use of language;

c) acting appropriately to your role;

d) use of electronic or online communications;

e) filming or taking photographs of Children and Young People;

f) livestreaming matches involving Children and Young People;

g) appropriate physical contact;

h) overnight stays and sleeping arrangements;

i) change room arrangements;

j) giving gifts;

k) use of, possession or supply of alcohol or drugs; and

l) transportation, pick-up and collection of Children and Young People.

AUSTRALIAN CRICKET'S SCREENING

Australian Cricket is committed to taking appropriate steps in the recruitment of Australian Cricket Personnel to ensure that individuals engaged by Australian Cricket do not pose a risk to Children and Young People. Australian Cricket will undertake the steps outlined in **Annexure C** to ensure the safety and wellbeing of Children and Young People.

Australian Cricket encourages Affiliated Associations, Clubs and Indoor Centres to adopt the steps in **Annexure C** in the recruitment and appointment of the following roles:

- directors;
- committee members;
- officers;
- employees;
- volunteers;
- contractors;
- consultants;
- coaches;
- umpires or other match officials;
- videographers or video editors involved in livestreaming of matches involving Children and Young People;
- Cricket Blast coordinators;
- team support staff;
- parents who hold specific roles within the Affiliated Associations or Club (including regular scorers); and
- any other Cricket Participant role that is likely to interact with Children or Young People as part of that role.

The procedures set out in **Annexure C** must be adhered to by Australian Cricket for applicants and appointees for positions or roles within Australian Cricket where the Australian Cricket Personnel or Australian Cricket Player:

a) will or will likely travel with Children and Young People;
b) will or will be likely to have contact or interact with Children and Young People; and/or
c) require a Working with Children Check (or equivalent) by law.

In addition to the procedures set out in **Annexure C**, Australian Cricket must at all times comply with State and Territory legislation regarding Working with Children Checks (or equivalent) and any other legislation relevant to the protection of children. Where there is inconsistency between this Policy and the State and Territory legislation, the State and Territory legislation will prevail to the extent it contains more onerous obligations.



RESPONSIBILITIES WITHIN AUSTRALIAN CRICKET

Every Australian Cricket Personnel, Australian Cricket Player and Cricket Participant has a responsibility to safeguard Children and Young People. In order to deliver Australian Cricket's Policy for Safeguarding Children and Young People, Australian Cricket, Affiliated Associations, Clubs and Indoor Centres, Australian Cricket Personnel, Australian Cricket Players and Cricket Participants must ensure that they understand their responsibilities in respect of this Policy:

RESPONSIBILITIES OF CRICKET AUSTRALIA, STATE & TERRITORY CRICKET ASSOCIATIONS, AFFILIATED ASSOCIATIONS, CLUBS AND INDOOR CENTRES

- Establish a culturally safe environment in which the diverse and unique identities and experience of Aboriginal Children and Young People are respected and valued
- Embed Child Safety and Wellbeing in organisational leadership, governance and culture
- Empower Children and Young People so that they know their rights, participate in decisions affecting them and are taken seriously
- Inform and engage families in respect to child safety and wellbeing
- Ensure that equity & diversity is upheld through our policies and practices
- Engage Australian Cricket Personnel and Cricket Participants to ensure that they are suitable to work with Children and Young People
- Handle complaints and concerns promptly, thoroughly and with a child focused approach
- Educate the Australian Cricket volunteer and paid workforce to provide them with the knowledge and skills to keep Children and Young People safe
- Promote the safety & wellbeing of Children and Young People through physical and online environments
- Review and improve their child safe policies, procedures and practices regularly
- Role model behaviour and actions documented in policies, procedures and practices that guide how our organisations are safe for Children and Young People
- Comply with relevant federal, state and territory child safe legislation, National Principles for Child Safe Organisations and legislated Child Safe Standards
- Protect the privacy of Children and Young People and their families and comply with the Australian Cricket Privacy Policy and all applicable privacy laws, including under the Privacy Act 1988 (Cth)



TO ENABLE THE ABOVE, RESPONSIBILITIES OF CRICKET AUSTRALIA

- Ensure that all Australian Cricket Personnel and Australian Cricket Players engaged or appointed by Cricket Australia are aware of Australian Cricket policies and Codes of Behaviour relating to the safety and wellbeing of Children and Young People
- Coordinate the delivery and regular reviews of the national Safeguarding Children & Young People Framework
- Lead the National Child Safe Working Group
- Design and deliver training and provide guidance and support to State and Territory Cricket Associations

STATE & TERRITORY CRICKET ASSOCIATIONS

- Ensure that all Australian Cricket Personnel appointed by them are aware of Australian Cricket policies and Codes of Behaviour relating to the safety and wellbeing of Children and Young People
- Play an active role in the National Child Safe Working Group
- Collaborate with Cricket Australia on the design and delivery of child safeguarding training
- Encourage Affiliated Associations, Clubs and Indoor Centres to adopt and implement Australian Cricket policies and Codes of Behaviour relating to the safety and wellbeing of Children and Young People
- Provide ongoing advice and tailored support to volunteers, including Child Safety Officers and Member Protection Information Officers
- Manage and guide Affiliated Associations, Clubs and Indoor Centres through any instance or allegation of Prohibited Conduct

AFFILIATED ASSOCIATIONS, CLUBS AND INDOOR CENTRESIMPLEMENT AUSTRALIAN CRICKET'S SAFEGUARDING CHILDREN & YOUNG PEOPLE FRAMEWORK BY:

- Appointing a Child Safety Officer or Member Protection Information Officer to lead implementation
- Endorsing and annually re-endorsing this Policy, the Commitment Statement for Safeguarding Children & Young People and Australian Cricket's Code of Behaviour for Affiliated Associations and Clubs
- Striving to ensure that all Cricket Participants understand and are aware the of Australian Cricket policies and Codes of Behaviour relating to the safety and wellbeing of Children and Young People
- Screening and inducting Cricket Participants in accordance with this policy
- Reporting any instances or allegations of Prohibited Conduct in accordance with the process set out in this Policy
- Committing to continuously improve approaches to child empowerment and a child safe culture

PROCEDURE FOR HANDLING COMPLAINTS AND ALLEGATIONS OF PROHIBITED CONDUCT

All persons involved in our game play a crucial role in protecting Children and Young People and must follow the process set out in **Annexure B** when making or responding to any complaints or allegations of Prohibited Conduct.



DEFINITIONS

For the purpose of this Policy and unless the context otherwise requires (or if State and Territory legislation differs in definition requiring a higher standard):

Affiliated Associations, Clubs and Indoor Centres means any cricket association or club that has agreed to be bound by this Policy.

Australian Cricket Personnel means:

a) directors and officers of Cricket Australia, the State and Territory Cricket Associations or W/BBL Club;
b) Employees, including match officials appointed by Cricket Australia;
c) contractors and consultants engaged by Cricket Australia, the State and Territory Cricket Associations or a W/BBL Club under a Contractor Agreement, Consultancy Agreement or other Agreement to this effect;
d) Australian Cricket Player Support Personnel;
e) board and/or committee members of Cricket Australia, the State and Territory Cricket Associations or a W/BBL Club; and
f) volunteers of Cricket Australia, State and Territory Cricket Associations or a W/BBL Club under a Volunteer Agreement or other Agreement (whether or not that Agreement is writing or not) to this effect.

Australian Cricket means Cricket Australia, and all State and Territory Cricket Associations (including the Big Bash League and Women's Big Bash League Clubs) as follows, Cricket ACT, Northern Territory Cricket, Cricket New South Wales, Queensland Cricket, South Australian Cricket Association, Cricket Tasmania, Cricket Victoria and Western Australia Cricket Association.

W/BBL Clubs means Adelaide Strikers, Brisbane Heat, Hobart Hurricanes, Melbourne Renegades, Melbourne Stars, Perth Scorchers, Sydney Sixers and Sydney Thunder (both men's and women's teams).

Child and Young Person means a person under the age of 18 that participates or is involved in any program or services delivered by Australian Cricket or an Affiliated Association, Club or Indoor Centres, and **Children and Young People** and **Children or Young People** have corresponding meanings.

Child Abuse is the mistreatment of a Child or Young Person that:
- causes, is causing or is likely to cause any detrimental effect to a Child or Young Person's physical, psychological, or emotional wellbeing; or
- does, or is likely to, endanger a Child or Young Person's physical or emotional health, development, or wellbeing,

whether through a:
- single act, omission, or circumstance; or
- series or combination of acts, omissions, or circumstances, and includes:

BULLYING	When a person or group repeatedly and intentionally uses words, actions or inappropriate power against a person or group that causes distress, physical and/or psychological harm to their wellbeing.
EMOTIONAL AND/OR PSYCHOLOGICAL ABUSE	Occurs when a Child or Young Person does not receive the love, affection, or attention they need for healthy emotional, psychological, and social development or are exposed to violence/abuse against other Children or adults. Such abuse may involve: a. repeated rejection or threats to a Child or Young Person; b. constant criticism, teasing, ignoring, threatening, yelling, scapegoating, ridicule, intentional exclusion, continual coldness, and rejection; c. Bullying and Harassment; d. harmful training methods or overtraining where there is the potential to result in damage to a Child or Young Person's physical, intellectual, or emotional wellbeing and development.

EXPOSURE TO FAMILY VIOLENCE	Any abusive behaviour used by a person in a relationship to gain and maintain control over their partner or ex-partner. It can include a broad range of behaviour that causes fear and physical and/or psychological harm. If a Child or Young Person is living in a household where there have been incidents of domestic violence, then they may be at risk of significant physical and/or psychological harm.
HARASSMENT	Any unwelcome behaviour that offends, humiliates or intimidates another person and is reasonably likely to cause harm to the person who is the subject of the harassment.
PHYSICAL ABUSE	Occurs when a person subjects a Child or Young Person to application of physical force, which may cause injury intentionally or inadvertently because of physical punishment or the aggressive treatment of a confinement. Physically abusive behaviour includes, but is not limited to: a. shoving, hitting, slapping, shaking, throwing, punching, biting, burning, kicking; and b. harmful training methods or overtraining where there is the potential to result in damage to a Child or Young Person's physical development.
NEGLECT	The persistent or deliberate failure or denial to meet a Child or Young Person's basic needs, including the failure to provide adequate food, clothing, shelter, adequate supervision, clean water, medical attention, or supervision to the extent that the Child or Young Person's health and development is or is likely to be harmed, whether the neglect is physical, medical, emotional or educational neglect in nature or takes the form of abandonment.
SEXUAL ABUSE	Occurs when an adult, or a person in authority (i.e. older, or younger but more physically or intellectually developed) involves a Child or Young Person in any sexual activity. A Child or Young Person cannot provide consent, therefore even if 'consent' is given, it still constitutes sexual abuse. Perpetrators of sexual abuse take advantage of their power, authority, or position over the Child or Young Person for their own benefit. It can include making sexual comments to a Child or Young Person, kissing, touching a Child or Young Person's genitals or breasts, oral sex, or intercourse with a Child or Young Person.
SEXUAL EXPLOITATION	A form of Sexual Abuse and occurs when Children or Young People are forced into or involved in sexual activities that are then unlawfully recorded in some way, or recorded without the consent of one or more parties, or used to produce child sexual abuse material. Such material can be in the form of photographs or videos, whether published or circulated on the internet or social media. Encouraging a Child to view pornographic videos, websites, or images, or engaging a Child or Young Person to participate in sexual conversations over social media or otherwise is also considered sexual exploitation.
SEXUAL HARASSMENT	Any unwanted, unwelcome or invited behaviour of a sexual nature, which could make a person feel humiliated, intimidated or offended, including unwanted physical contact, verbal remarks, jokes, sharing of inappropriate pornographic or offensive material either in person, online, through social media or other modes of communication.



DEFINITIONS

Codes of Behaviour means:

a) Australian Cricket 'Looking After our Kids' Code of Behaviour for Affiliated Associations and Clubs;
b) Australian Cricket 'Looking After our Kids' Code of Behaviour for Australian Cricket Personnel.

Cricket Participant means:

a) directors, committee members and officers of an Affiliated Association and Club;
b) employees, consultants or contractors of an Affiliated Association and Club;
c) volunteers of an Affiliated Association and Club;
d) players that are registered with or entitled to participate in the activities of an Affiliated Association or Club and who have agreed to be bound by the Australian Cricket Child Safe Policy and the Australian Cricket "Looking After our Kids" Code of Behaviour;
e) coaches (including assistant coaches), who:
    i. hold a Cricket Coaches Australia Accreditation unless the coach falls within the definition of Australian Cricket Personnel;
    ii. are appointed and/or engaged by an Affiliated Association and Club;
    iii. have an agreement (whether or not in writing) with an Affiliated Association and Club to coach in a facility owned or managed by the State and Territory Cricket Association; or
    iv. have an agreement (whether or not in writing) with an Affiliated Association and Club to coach in a facility owned or managed by the Affiliated Association and Club
f) umpires, selectors and other officials, who:
    i. hold a Cricket Umpires Australia Accreditation unless the umpire falls within the definition of Australian Cricket Personnel; or
    ii. umpire or officiate cricket matches for Affiliated Associations, Clubs and Indoor Centres
g) Cricket Blast Coordinators (including Cricket Blast Coordinators for both Junior Blasters and Master Blasters);
h) team support staff;
i) parents/guardians holding a specific role within the Affiliated Association and Club (including regular scorers); and
j) any other person who has agreed to be bound by Australian Cricket's Child Safe Policy and Australian Cricket "Looking After our Kids" Code of Behaviour.

Employee means a person employed by Cricket Australia, the International Cricket Council or a State and Territory Cricket Association (including W/BBL Clubs) under an Employment Contract, including permanent, fixed-term and casual employees.

Grooming means the process where an adult establishes a trusting relationship with a child or young person and those close to them, to create an environment in which abuse can occur. Grooming can take place in any setting, including without limitation training, at a match, in social settings, text messages, social media, online chatrooms or any other means of communication.

Match means cricket matches that are played under the jurisdiction or auspices or with the consent or approval of Cricket Australia or any State and Territory Cricket Association.

Australian Cricket Player means any cricketer who is selected in any playing team or squad that is chosen to represent Cricket Australia or any State and Territory Cricket Association or W/BBL Team in any Match or series of Matches or any cricketer that is contracted to CA or a State or Territory Association to play cricket, including a past player.

DEFINITIONS

Australian Cricket Player Support Personnel means any umpire, match referee, coach, trainer, team manager, player agent, selector, team official, doctor, physiotherapist, dietitian, fitness or other health related advisor or any other person employed by, contracted to, representing or otherwise affiliated to CA or any State or Territory Association or W/BBL Team or any other person employed by, contracted to, representing or otherwise affiliated to a Team or squad that is chosen to represent CA, a State or Territory Association in any Match or series of Matches.

Prohibited Conduct means conduct described in clause 5 of this Policy.

Sexual Misconduct means any of Sexual Offence or Sexual Harassment.

Sexual Offence means any criminal offence involving sexual activity or indecency. Sexual offence carries a different meaning in each jurisdiction and can include rape, indecent assault, sexual assault, incest, sexual penetration, indecent act or sexual relationship with a child under the age of 16, sexual offences against people with impaired capacity, publishing or possessing Child and Young Person pornography and indecent articles, promoting or engaging in acts of Child or Young Person prostitution, soliciting acts of sexual penetration or indecent acts.

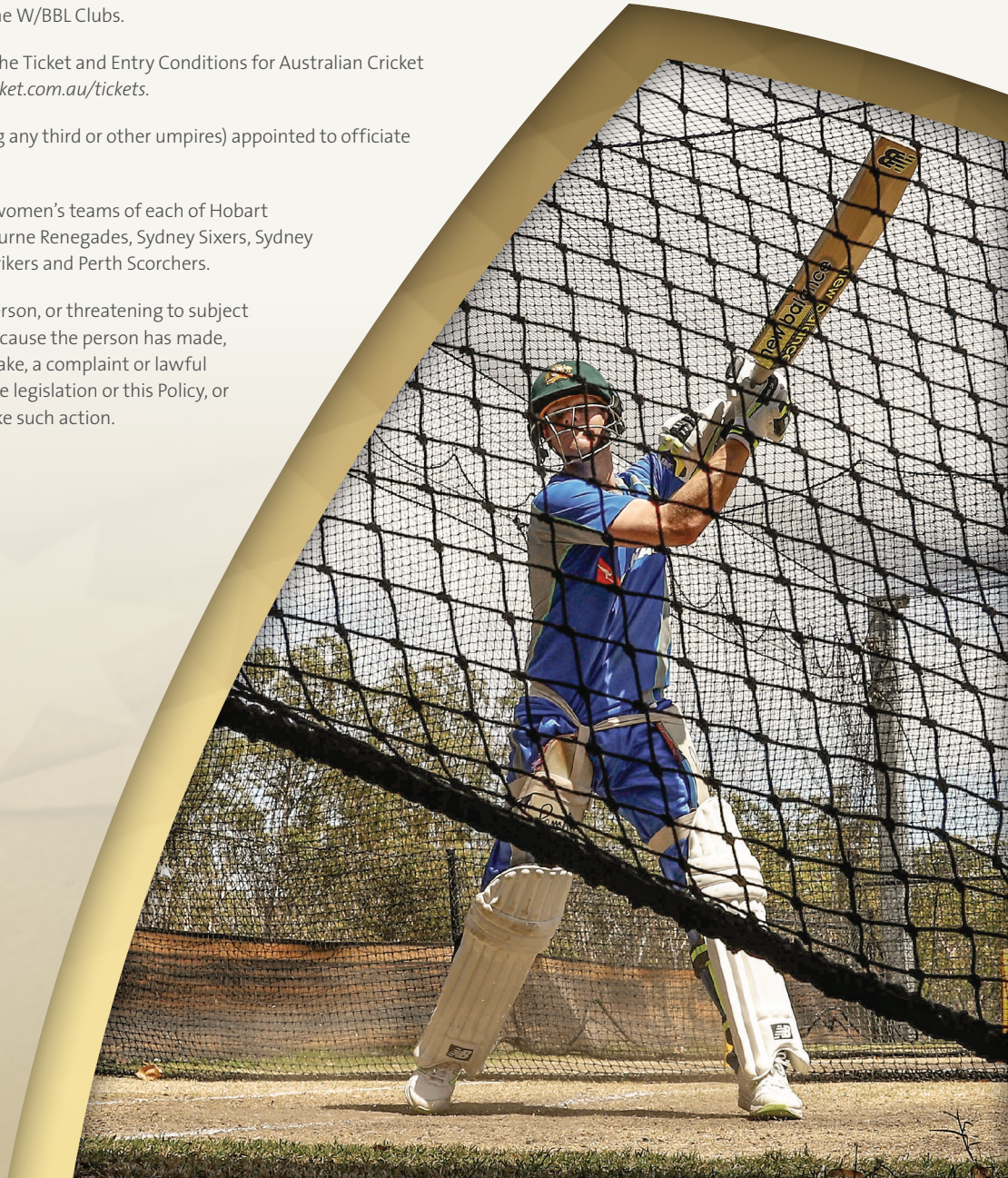
State and Territory Cricket Associations means Cricket ACT, Northern Territory Cricket, Cricket New South Wales, Queensland Cricket, South Australian Cricket Association, Cricket Tasmania, Cricket Victoria and WA Cricket, including the W/BBL Clubs.

Ticket and Entry Conditions means the Ticket and Entry Conditions for Australian Cricket Matches located on *http://www.cricket.com.au/tickets*.

Umpire means any umpire (including any third or other umpires) appointed to officiate in a Match.

W/BBL Team means the men's and women's teams of each of Hobart Hurricanes, Melbourne Stars, Melbourne Renegades, Sydney Sixers, Sydney Thunder, Brisbane Heat, Adelaide Strikers and Perth Scorchers.

Victimisation means subjecting a person, or threatening to subject a person, to any unfair treatment because the person has made, or intends to pursue their right to make, a complaint or lawful disclosure, including under applicable legislation or this Policy, or for supporting another person to take such action.



AUSTRALIAN CRICKET RECOGNISES THE IMPORTANT ROLE THAT CHILDREN AND YOUNG PEOPLE PLAY WITHIN OUR SPORT AND THE SPECIAL CARE AND ATTENTION THAT THEY NEED IN ORDER TO FEEL SAFE.

ANNEXURE A – AUSTRALIAN CRICKET CHILD SAFE COMMITMENT STATEMENT

Delivering a child safe framework across our sport is achieved through supporting Children and Young People, their parents and guardians and by Australian Cricket and each of our Affiliated Associations, Clubs and Indoor Centres striving to be a child safe organisation.

OUR COMMITMENT TO CHILDREN AND YOUNG PEOPLE

As part of our commitment to Children and Young People, Australian Cricket and the Affiliated Associations, Clubs and Indoor Centres seek to:

a) provide safe and supportive physical and online environments for all Children and Young People, including by:
   - establishing culturally safe environments in which the diverse and unique identities and experiences of Aboriginal children and young people are respected and valued; and
   - paying particular attention to the needs of vulnerable children, children with disability, children from culturally and linguistically diverse backgrounds, and lesbian, gay, bisexual, transgender and intersex children and young people.

b) ensure that the experiences of Children and Young People are free from any form of Prohibited Conduct including Child Abuse or Grooming;

c) empower Children and Young People to act and respond to behaviour that is not acceptable or inappropriate;

d) publicise and make available the Codes of Behaviour that underpin our sport;

e) make information available on who Children and Young People can approach if they feel unsafe or they become aware of or are concerned about any form of Prohibited Conduct including Child Abuse or Grooming;

f) establish a reporting framework that allows Children and Young People and others to report any incident affecting the safety and well-being of Children and Young People; and

g) provide support services to any Child or Young Person and their families who might be affected by any form of Prohibited Conduct including Child Abuse or Grooming;



OUR COMMITMENT TO PARENTS AND GUARDIANS

Australian Cricket and the Affiliated Associations, Clubs and Indoor Centres are committed to supporting parents and guardians in protecting and safeguarding Children and Young People.

Australian Cricket and the Affiliated Associations, Clubs and Indoor Centres seek to:

a) communicate with parents and guardians of Children and Young People regarding the expectations of our sport in ensuring a safe environment for Children and Young People; and

b) publicise and share information with parents and guardians about safeguarding Children and Young People and where they can go to for assistance if they require further information, advice or would like to make a complaint under this Policy.

OUR COMMITMENT TO BEING A CHILD SAFE ORGANISATION

In order to become child safe organisations, Australian Cricket and the Affiliated Associations, Clubs and Indoor Centres seek to:

a) ensure that Australian Cricket Personnel and Australian Cricket Players adhere to Australian Cricket's Looking After Our Kids Code of Behaviour for Australian Cricket Personnel;

b) ensure that Cricket Participants adhere to Australian Cricket's Looking After Our Kids Code of Behaviour for Affiliated Associations, Clubs and Indoor Centres;

c) use best practice in the recruitment and screening checks for Australian Cricket Personnel and Cricket Participants;

d) ensure that Australian Cricket Players who will or will likely have contact with Children and Young People undertake screening processes;

e) induct Australian Cricket Personnel, Australian Cricket Players and Cricket Participants appropriately for their relevant position, recognising their role in safeguarding Children and Young People and to provide ongoing learning and development opportunities related to child safety;

f) take steps to ensure that Australian Cricket Personnel, Australian Cricket Players and Cricket Participants do not engage in Prohibited Conduct including Child Abuse or Grooming or exploit Children or Young People involved in our sport;

g) educate Australian Cricket Personnel, Australian Cricket Players and Cricket Participants as to the Codes of Behaviour that underpin our sport;

h) ensure that all Australian Cricket Personnel, Australian Cricket Players and Cricket Participants report any concerns, complaints or any allegations of Prohibited Conduct including Child Abuse or Grooming; and

i) ensure that all Australian Cricket Personnel, Australian Cricket Players and Cricket Participants are provided with the appropriate support following any incidents or complaints raised under this Policy.

WE ENDORSE AUSTRALIAN CRICKET'S COMMITMENT TO SAFEGUARDING CHILDREN AND YOUNG PEOPLE

CRICKET AUSTRALIA
CRICKET ACT
CRICKET NSW
NORTHERN TERRITORY CRICKET
QUEENSLAND CRICKET
SACA
CRICKET TASMANIA
CRICKET VICTORIA
WA CRICKET



ANNEXURE B – AUSTRALIAN CRICKET PROCEDURE FOR HANDLING COMPLAINTS AND ALLEGATIONS OF PROHIBITED CONDUCT

STEP 1 – ACT IMMEDIATELY

Everyone involved in our game plays a crucial role in protecting Children and Young People and must follow the 7 steps set out below when responding to any allegations, suspicions or concerns of Prohibited Conduct.

STEP 2 – RESPOND TO IMMEDIATE THREATS

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

If there is no immediate risk of harm, go to Step 3.

STEP 3 – DOCUMENT COMPLAINT OR CONCERN

If a complaint or allegation of Prohibited Conduct relating to a Child or Young Person is made to an Australian Cricket Personnel, Cricket Participant or Australian Cricket Player, that person must **REPORT** the complaint in accordance with Step 4.

When receiving any allegations, complaints or disclosures Australian Cricket Personnel, Cricket Participants or Australian Cricket Players should:

- **listen carefully and maintain a calm and open manner**
- **promptly and accurately record the discussion in writing**
- **avoid seeking detailed information or asking leading questions**
- **not challenge or undermine the person making the complaint or allegation**
- **explain that other people may need to be told to ensure the safety and wellbeing of the Child or Young Person**
- **not discuss the details with any person, including the offender, except in accordance with this procedure**

STEP 4 – REPORT

Australian Cricket treats any complaint or allegation of Prohibited Conduct promptly, seriously and with a high degree of sensitivity and confidentiality.

If, while participating in an Australian Cricket or Affiliated Association or Club program or service, an Australian Cricket Personnel, Australian Cricket Player, a Cricket Participant (including an Affiliated Association or Club affiliated player) or any other person reasonably suspects that a Child or Young Person is at risk of being subject to Prohibited Conduct that has or could cause harm to a Child or Young Person, they **MUST:**

1. **NOTIFY:** Immediately notify the **POLICE**, the **RELEVANT GOVERNMENT AGENCY,** and at least **2 RELEVANT CRICKET CONTACTS** identified in the table below and inform the complainant that the notification will take place. See **Annexure E** for contact details for these parties.

RELEVANT CRICKET CONTACTS FOR:	
Australian Cricket Personnel & Australian Cricket Players	**Cricket Participants (including Affiliated Association or Club players)**
The Australian Cricket Personnel's: • Executive General Manager or Line Manager (as the case may be); and • General Manager of People & Culture (or equivalent role) Relevant Cricket Australia department/s Cricket Australia's Head of People & Culture Cricket Australia Legal, Risk & Integrity department (see contact details in **Annexure E**) State and Territory Cricket Association Legal department (if applicable) The Australian Cricket Player's: • State or Territory High Performance Manager; and • Cricket Australia Executive General Manager of High Performance State and Territory Cricket Association Legal department (if applicable)	The Affiliated Association or Club: • President; • Child Safe Officer; or • Member Protection Information Officer Cricket Australia Executive General Manager – Community Cricket Relevant State and Territory Cricket Association Community Cricket General Manager Cricket Australia Legal, Risk & Integrity department (see contact details in **Annexure E**) State and Territory Cricket Association Legal department (if applicable)

2. **LIAISE AND SUPPORT:** With the support of the Cricket Australia Legal, Risk & Integrity department and State and Territory Cricket Association Legal department (if applicable), notify the Police and relevant Government Agency (as required) where this has not already happened.

   Cricket Australia Legal, Risk & Integrity department and State and Territory Cricket Association Legal department (if applicable) will liaise with the Police and/or Government Agency as to the progress of any investigation. In respect of matters involving Cricket Participants, Cricket Australia and the State or Territory Association will provide appropriate support to the Affiliated Association or Club as required.

STEP 5 – PROTECT AND MANAGE

1. **FOLLOW ADVICE OF POLICE AND RELEVANT GOVERNMENT AGENCY:** The Relevant Cricket Contacts who receive the report in accordance with Step 4.1 will:

- Follow the advice of Police and/or Government Agency with respect to what and how information should be shared with parents/guardians, and who should lead this contact (i.e. police, relevant government agency or Australian Cricket/Affiliated Association or Club representative);
- designate the Key Liaison Officer for the matter who shall be responsible for the liaison and information sharing between the relevant parties and compiling of information;
- designate a State and Territory Cricket Association representative (as the case requires);
- assess the immediate risks to Children and Young People;
- on the direction and advice of the Police and/or Government Agency, take interim steps (as required) to ensure the safety and wellbeing of Children and Young People, including any Child or Young Person directly impacted by the alleged behaviour or circumstances relating to an Australian Cricket Personnel or Cricket Participant in line with Step 6 below;
- establish next steps, making general enquiries with relevant individuals and determining the level of investigation required of the matter.

2. **IMPLEMENT INTERIM MEASURES:** Where an allegation/complaint is made in respect of an **Australian Cricket Personnel** or **Cricket Participant (except players who do NOT hold specific roles within the Affiliated Associations or Club – refer to guidance below)** and there is a risk to the safety/wellbeing of Children and Young People whilst any enquiry/investigation is on foot, without limitation, Australian Cricket or the Affiliated Association or Club may, **in consultation with the advice of the Police and/or Government Agency:**

- temporarily redeploy the Australian Cricket Personnel or Cricket Participant to a position where there is no contact with Children and Young People;
- restrict the duties of the Australian Cricket Personnel or Cricket Participant to ensure that there is no contact with Children and Young People;
- suspend the Australian Cricket Personnel or Cricket Participant, pending investigation;
- terminate the Australian Cricket Personnel or Cricket Participant, following investigation and substantiation of an allegation and/or complaint; or
- take other action as determined reasonable by Australian Cricket or the Affiliated Association and Club in the circumstances.

AUSTRALIAN CRICKET PLAYERS: Where an allegation or complaint is made in respect of an **Australian Cricket Player,** without limitation, Australian Cricket may take action as determined by Australian Cricket.

AFFILIATED ASSOCIATION AND CLUB PLAYERS (who do not hold specific roles within the Affiliated Association or Club): Where an allegation or complaint is made in respect of an Affiliated Association or Club **player who does not hold a specific role within the Affiliated Association or Club,** the Affiliated Association or Club may take action as determined by the Affiliated Association or Club, in accordance with their club constitution, rules of incorporation, relevant Member Protection Policy or other governing documents.

STEP 6 – PROVIDE SUPPORT

It is important that the person providing support to a Child or Young Person does not attempt to provide support which is outside of the scope of their role.

Australian Cricket will consider what support services may be most appropriate to assist and support the Child or Young Person and their family and the Australian Cricket Personnel, Cricket Participant or Player involved. This may include referral to appropriate external support providers/resources.

Australian Cricket and the Affiliated Association and Club (as the case may be) will seek to put in place measures to protect the Child or Young Person, Australian Cricket Personnel, Cricket Participant or Player from possible victimisation.

STEP 7 – TAKE INTERNAL ACTION

1. **TAKE DISCIPLINARY ACTION:** Australian Cricket recognises that further to making general enquiries, several investigations may be undertaken to examine allegations or complaints that are made against an Australian Cricket Personnel, Australian Cricket Player or Cricket Participant including:

- a criminal investigation (conducted by the Police);
- a child protection investigation (conducted by the relevant Government Agency);
- where an allegation or complaint relates to an **Australian Cricket Personnel** or **Australian Cricket Player,** disciplinary action (including termination) in accordance with the disciplinary policy or process relevant to their employment or engagement; and
- where an allegation or complaint relates to a **Cricket Participant,** investigation and resolution under the relevant Australian Cricket Member Protection Policy.

2. COMPLETE AND PROVIDE CONFIDENTIAL RECORD OF COMPLAINT OR ALLEGATION

The Confidential Record of Complaint or Allegation (**Annexure F** to this Policy), must be completed by the designated Key Liaison Officer, nominated in Step 5.1 and a copy must be provided to Cricket Australia's General Counsel (or person nominated by Cricket Australia's General Counsel).

The Confidential Record of Complaint or Allegation must remain confidential and not be shared more broadly than the Key Liaison Officer, the designated State and Territory Cricket Association representative and Cricket Australia's General Counsel (or their delegate), unless disclosure is required by law.



ANNEXURE C – BACKGROUND & SCREENING PROCESSES

C1 – ADVERTISEMENTS

Australian Cricket will include the following wording in advertisements for all Australian Cricket Personnel positions that require contact with Children and Young People:

> *'At the [S/T/CA]), we embrace diversity in gender, age, ethnicity, disability, religion and sexual orientation. We are committed to providing a safe environment for children across Australian Cricket, and we also offer a flexible work environment for employees.*

Australian Cricket recommends that Affiliated Associations, Clubs and Indoor Centres include the following wording in advertisements for all employee or volunteer positions that require contact with Children and Young People:

> *'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 https://www.cricketaustralia.com.au/about/safeguarding.'*

C2 – POSITION DESCRIPTIONS

Australian Cricket's Commitment Statement to Safeguarding Children and Young People (set out in **Annexure A**) must be attached or linked to position descriptions of roles with Australian Cricket that require contact with Children and Young People.

Australian Cricket recommends that Affiliated Associations, Clubs and Indoor Centres attach the Commitment Statement to Safeguarding Children and Young People to position descriptions of roles that require contact with Children and Young People.

C3 – INTERVIEW REQUIREMENTS FOR ROLES REQUIRING CONTACT WITH CHILDREN AND YOUNG PEOPLE

Australian Cricket has in place internal recruitment processes. The interview requirements set out below are required to be used to supplement existing Australian Cricket internal recruitment processes primarily where the applicant is applying for a position or role that requires contact with Children and Young People.

As a minimum, one face to face or video link interview is required where an applicant is applying for a role that requires contact or interaction with Children and Young People. The following details must be addressed during the interview process:

a) Australian Cricket's Commitment Statement to Safeguarding Children and Young People;
b) the applicant's general awareness and understanding of child protection issues and ensuring the safety and wellbeing of Children and Young People;
c) the applicant's beliefs and values in relation to the safety and wellbeing of Children and Young People;
d) scenario responses to difficult situations involving Children and Young People;
e) any disciplinary action taken or allegations of inappropriate or unprofessional conduct made against the applicant by a previous employer in relation to inappropriate or unprofessional conduct;
f) any criminal offences or charges against the applicant; and
g) any potential concerns regarding the applicant's resume or work history, gaps in history, frequent changes in employment, inability to nominate precise dates for previous roles.

C4 – PROOF OF IDENTITY AND QUALIFICATIONS

All successful applicants are required to provide proof of their identity (Australian Cricket's preferred form of proof of identity is a valid passport) and qualifications relevant to the advertised role and evidence of their suitability to work with Children and Young People upon being offered the role.

Should the applicant not be able to provide any proof of identity, qualifications and/or evidence of suitability to work with Children or Young People, Australian Cricket may determine an alternate means of establishing this information in its absolute discretion or may withdraw or delay any engagement with the applicant.

C5 – BACKGROUND AND SCREENING REQUIREMENTS

Australian Cricket, including the Affiliated Association or Club must comply with relevant Working with Children Check (or equivalent) requirements and other legislative requirements in their relevant jurisdiction. Where an Australian Cricket organisation or Affiliated Association or Club has stipulated additional requirements in respect of either a Working With Children Check or background or screening requirements, these must be complied with by any Applicant.

Various other background checks will be undertaken by Australian Cricket from time to time and may include, but are not limited to:

a) National Criminal History Record Check;

b) completed Member Protection Declaration form;

c) reference check (Australian Cricket's preference is that each referee is a professional referee who has worked with the Applicant in the last 5 years ideally in a supervisory capacity and that at least one question be asked in relation to working with children (eg. is there any reason that you can think of why this person would not be suitable for working with children?));

d) past employment and engagements;

e) education and training; and/or

f) immigration checks.

Australian Cricket recommends that Affiliated Associations, Clubs and Indoor Centres undertake background checks of its volunteers and applicants for positions in line with this approach.

C6 – WORKING WITH CHILDREN CHECKS

All States and Territories have different requirements for checks for individuals that work with Children and Young People (for example, Working with Children Checks and Blue Cards). Compliance with these legislative requirements by Australian Cricket and the Affiliated Associations, Clubs and Indoor Centres is mandatory.

Australian Cricket assesses each Australian Cricket Personnel role to determine whether a Working with Children Check is required and in which jurisdiction (unless an exemption applies which cannot be overridden by Australian Cricket). Applicants must obtain the applicable Working with Children Checks in accordance with law and if required ensure the Working with Children check is linked to the appropriate Australian Cricket organisation.

Subject to the paragraph below, as far as reasonably practicable, Working with Children Checks will be satisfied prior to commencement of any engagement within Australian Cricket. If this is not possible, such engagement must be contingent upon the applicant obtaining such Working with Children Check.

Appropriate supervision measures will be imposed until evidence of a verified Working with Children Check (or equivalent) is provided by the applicant. In some jurisdictions the relevant legislation requires that a Working with Children Check be obtained ***before*** commencing work. In such jurisdictions, the applicant must not commence work (even with supervision measures) until ***after*** the requirement to obtain a Working with Children Check is satisfied.

Australian Cricket organisations and the Affiliated Associations, Clubs and Indoor Centres must not employ a person or allow a person to volunteer within their organisation if the person is prohibited from working with children under State or Territory legislation.

Affiliated Associations, Clubs and Indoor Centres must also ensure that they comply with relevant legislation.

An Australian Cricket organisation may terminate an Employee's Contract of Employment in the event that the Employee becomes ineligible to work with children under the relevant State and Territory legislation. The termination process must be in accordance with the disciplinary policy or process relevant to their employment or engagement.

Annexure G to this Policy sets out each of the relevant Regulatory Bodies responsible for Working with Children Checks (or equivalent).

C7 – NATIONAL CRIMINAL HISTORY RECORD CHECK

An Australian Cricket organisation or an Affiliated Association and Club may require a National Criminal History Record Check (or Volunteer National Police Certificate, as applicable in a State or Territory), in addition to a Working with Children Check for some roles.

National Criminal History Record Checks will be satisfied prior to commencement of any engagement within Australian Cricket or an Affiliated Association and Club as far as reasonably practicable and as required. If this is not possible and the National Criminal History Record Checks are still being obtained by the applicant, such engagement must be contingent upon the Applicant obtaining a National Criminal History Record Check that satisfies the Australian Cricket organisation's or the Affiliated Association or Club's requirements for the role.

Appropriate supervision measures will be imposed until evidence of the satisfactory completion of the National Criminal History Record Check is provided by the applicant and the relevant Australian Cricket organisation or the Affiliated Association or Club has considered the applicant's suitability for the role.

Where a National Criminal History Record Check is obtained, the check must be assessed by the Australian Cricket organisation or the Affiliated Association or Club and an appointment must not be made if there is anything in the National Criminal History Record Check which raises concern as to the applicant's suitability for the role or working with children.

C8 – MEMBER PROTECTION DECLARATION

The requirement to complete a Member Protection Declaration is independent of any Working with Children Check requirement.

Affiliated Associations, Clubs and Indoor Centres are strongly encouraged to obtain Member Protection Declarations from players registered to the Affiliated Association and Club or any other person associated with the Affiliated Association and Club (examples include adult club players who are participating in teams where there are junior players) from time to time. Affiliated Associations, Clubs and Indoor Centres can choose to use a hard copy or digital form. A template form can be found at: https://www.cricketaustralia.com.au/about/safeguarding.

If a Cricket Participant or any other person associated with the Affiliated Association and Club refuses to provide a completed Member Protection Declaration, the Affiliated Association and Club should consider imposing appropriate supervision measures until the Member Protection Declaration has been completed.

Subject to the Affiliated Association or Club's Constitution or Rules of Incorporation, the Affiliated Association or Club may also refuse entry to a cricket facility or suspend or cancel a person's membership with or participation at the Club or Affiliated Association if they refuse to complete a Member Protection Declaration or give a false declaration. The Affiliated Association or Club should seek legal advice prior to taking such action.

C9 – RECORDS

Employee Working with Children Checks will be recorded on individual employee files as well as in a central confidential register maintained by the relevant Australian Cricket organisation.

Affiliated Associations, Clubs and Indoor Centres can record Working with Children Checks and other records through Play HQ or its secretarial files as required by the relevant legislative requirements.

Such records should include:

a) records of all Australian Cricket Personnel, including any background checks set out above at paragraph C5.
b) register of Working with Children Checks and National Criminal History Records Check for all Australian Cricket Personnel for whom checks have been obtained. As a minimum, the following information should be recorded on the register:

   i. Full Name of Australian Cricket Personnel
   ii. Date of Birth
   iii. Working with Children Check (or equivalent) reference number
   iv. Start date
   v. Verification date
   vi. Verification outcome
   vii. Expiry date
   viii. Paid or volunteer status

Australian Cricket may, to the extent permitted by law, request that individual employment or engagement records, including but not limited to, Working with Children Check registers and/or National Criminal History Record Check registers for Australian Cricket Personnel, be shared across Australian Cricket for the purpose of resolving recruitment or screening issues, protecting Children and Young People and/or resolving complaints brought under this Policy. Such files will be confidential and may be held electronically using software from third party vendors.

All applicants applying for a role within Australian Cricket and Australian Cricket Personnel consent to Australian Cricket sharing their personal information as set out above.

In addition to the above requirements, Affiliated Associations, Clubs and Indoor Centres should maintain records of the Member Protection Declarations (including a digital or hard copy of completed Member Protection Declarations) in accordance with ordinary business practice and these records should be kept confidential. Australian Cricket may request copies of Member Protection Declarations from time to time in its absolute discretion, including but not limited to the purpose of conducting an investigation or responding to a complaint or allegation under this Policy.

ANNEXURE D – MEMBER PROTECTION DECLARATION

Our Organisation (as defined below) has a duty of care to all those associated with our Organisation. It is a requirement of our Organisation that we verify the background of Cricket Participants, including coaches, umpires, coordinators, committee members and other volunteers.

I .....
NAME OF

of .....
ADDRESS DATE OF BIRTH

sincerely declare:

1. I have read, understood and agree to comply with the relevant Australian Cricket Member Protection Policy, Australian Cricket's Policy for Safeguarding Children and Young People and Australian Cricket's Looking After Our Kids Code of Behaviour.
2. I understand my responsibilities in relation to ensuring and promoting the safety of Children and Young People.
3. I do not have any criminal charge pending before the courts.
4. I do not have any criminal convictions or findings of guilt for a Sexual Offence, offences related to Children and Young People or acts of violence.
5. I have not had any disciplinary proceedings brought against me by an employer, sporting organisation or similar body involving Prohibited Conduct or other inappropriate conduct such as Grooming, Sexual Misconduct, Sexual Offence or acts of violence.
6. To my knowledge, there is no other matter that Australian Cricket or the Affiliated Associations, Clubs and Indoor Centres may consider to constitute a risk to its Australian Cricket Personnel, Cricket Participants, Australian Cricket Players, Children and Young People or reputation of Australian Cricket or the Affiliated Associations, Clubs and Indoor Centres by engaging me.
7. I will notify the CEO of the Organisation/s (or President as the case may be) engaging me immediately upon becoming aware that any matter set out above has changed.

.....
DECLARED IN THE STATE/TERRITORY OF

.....
DATE FULL NAME

.....
ORGANISATION

(Cricket Australia, State and Territory Cricket Association – specify for example CNSW, Affiliated Association and Club – specify for example Campbelltown Cricket Club).

Parent/Guardian Consent (in respect of a person under the age of 18 years)

I have read and understood the declaration provided by my child. I confirm and warrant that the contents of the declaration provided by my child are true and correct.

AGREED BY:	
DATE:	

A template of this form is available at: https://www.cricketaustralia.com.au/about/safeguarding.

ANNEXURE E – CONTACT DETAILS FOR ADVICE OR TO REPORT AN ALLEGATION OF CHILD ABUSE

AUSTRALIAN CAPITAL TERRITORY	
ACT Police Non-urgent police assistance **Phone:** 131 444 **Website:** police.act.gov.au	**Child and Youth Protection Services** https://www.communityservices.act.gov.au/ocyfs **Phone:** 1300 556 729
NEW SOUTH WALES	
New South Wales Police Non-urgent police assistance **Phone:** 131 444 **Website:** police.nsw.gov.au	**Department of Family and Community Services** facs.nsw.gov.au/families **Phone:** 132 111
NORTHERN TERRITORY	
Northern Territory Police Non-urgent police assistance **Phone:** 131 444 **Website:** pfes.nt.gov.au	**Territory Families** nt.gov.au/law/crime/report-child-abuse **Phone:** 1800 700 250
QUEENSLAND	
Queensland Police Non-urgent police assistance **Phone:** 131 444 **Website:** police.qld.gov.au	**Department of Child Safety, Youth and Women** qld.gov.au/community/getting-support-health-social-issue/support-victims-abuse/child-abuse/reporting-child-abuse **Phone:** Business Hours: your relevant Regional Intake Service – **Find your regional number here:** csyw.qld.gov.au/contact-us/department-contacts/child-family-contacts/child-safety-service-centres/regional-intake-services **After hours:** 1800 177 135
TASMANIA	
Tasmania Police Non-urgent police assistance **Phone:** 131 444 **Website:** police.tas.gov.au	**Department of Communities** https://strongfamiliessafekids.tas.gov.au/ **Phone:** 1800 000 123
VICTORIA	
Victoria Police Non-urgent police assistance **Phone:** 131 444 **Website:** police.vic.gov.au	**Department of Human Services** services.dhhs.vic.gov.au/reporting-child-abuse **Phone:** Business hours – phone your relevant regional Intake Intake Centre. **Find your regional number here:** services.dhhs.vic.gov.au/child-protection-contacts **After hours:** 131 278
WESTERN AUSTRALIA	
Western Australia Police **Non-urgent police assistance** **Phone:** 131 444 **Website:** police.wa.gov.au	**Department of Communities – Child Protection and Family Support** https://www.wa.gov.au/organisation/department-of-communities/child-protection **Phone: Business Hours:** 1800 273 889. **After hours:** (08) 9223 1111
SOUTH AUSTRALIA	
South Australia Police **Non-urgent police assistance** **Phone:** 131 444 **Website:** police.sa.gov.au	**Department of Child Protection** **childprotection.sa.gov.au/reporting-child-abuse** **Phone:** 131 478

MATTERS RELATING TO CRICKET PERSONNEL OR AFFILIATED CLUBS AND ASSOCIATIONS

Member Protection Information Officers, contact details of which can be found at our Safeguarding Children and Young People page or contacting a State and Territory Cricket Association or Cricket Australia:

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 (Phone: (03) 9653 9999) **OR** contact the Cricket Australia Legal, Risk and Integrity Department using the details below.

MATTERS RELATING TO AUSTRALIAN CRICKET PERSONNEL OR AUSTRALIAN CRICKET

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**

and/or the State and Territory Cricket Association Legal department (if applicable)

Head of People & Culture in the relevant Australian Cricket organisation and/or the State and Territory Cricket Association Legal department (if applicable)


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ANNEXURE F – CONFIDENTIAL RECORD OF PROHIBITED CONDUCT

Any matter must be immediately reported to Police and the relevant Government Agency in accordance with **Annexure B**. Always ensure the procedures outlined in this Policy have been followed and advice has been sought from Cricket Australia Legal, Risk and Integrity, the Police and/or relevant Government Agency.

COMPLAINANT'S (IF OTHER THAN THE CHILD, IF COMPLIANT WISHES TO REMAIN ANONYMOUS, PLEASE NOTE)	
DATE COMPLAINT RECEIVED	
COMPLAINT RECEIVED BY (CA, STATE AND TERRITORY CRICKET ASSOCIATION OR AFFILIATED ASSOCIATION AND CLUB)	
POLICE CONTACTED (IF REQUIRED)	Who: When: Contact:
DATE STANDING PERMISSION CONCLUDES (IF REQUIRED)	Who: When: Advice provided:
CHILD'S NAME (USE ALIAS IF CHILD'S IDENTITY NEEDS TO BE PROTECTED AND DETAIL THAT THIS IS THE CASE)	
AGE	
CHILD'S ADDRESS (IF KNOWN AND IF CAN BE DISCLOSED IN LINE ANY PROTECTION REQUIREMENTS)	
PERSON'S REASON FOR SUSPECTING PROHIBITED CONDUCT (E.G. OBSERVATION, INJURY, DISCLOSURE)	
NAME OF PERSON COMPLAINED ABOUT	
ROLE/STATUS IN SPORT	
AUSTRALIAN CRICKET PROGRAM OR SERVICE	
AFFILIATED ASSOCIATION OR CLUB	
STATE AND TERRITORY CRICKET ASSOCIATION PERSONNEL NOTIFIED (ITEM 8, STEP 2)	Representative: Date of Notification: Representative: Date of Notification: Representative: Date of Notification:
CA PERSONNEL NOTIFIED (ITEM 8, STEP 2)	Representative: Date of Notification: Representative: Date of Notification: Representative: Date of Notification:
WITNESSES (IF MORE THAN 3 WITNESSES, ATTACH DETAILS TO THIS FORM)	Representative: Date of Notification: Representative: Date of Notification: Representative: Date of Notification:

INTERIM ACTION (IF ANY) TAKEN (TO ENSURE CHILD'S SAFETY AND/OR TO SUPPORT NEEDS OF PERSON COMPLAINED ABOUT)	
SUMMARY OF ENQUIRIES MADE	
OTHER REPORTING (ASC, CEO, BOARD AS APPLICABLE DEPENDING ON PROGRAM OR SERVICE)	
POLICE AND/OR GOVERNMENT AGENCY INVESTIGATION	Finding:
INTERNAL INVESTIGATION (IF ANY)	Finding:
ACTION TAKEN	
COMPLETED BY	Name: Position: Signature: Date:

This record and any other documentation (including notes) must be kept in a confidential and safe place and provided to the relevant authorities (Police and Government Agencies) should they require them.



ANNEXURE G – WORKING WITH CHILDREN CHECK AUTHORITIES

AUSTRALIAN CAPITAL TERRITORY

Access Canberra

Website: accesscanberra.act.gov.au/app/answers/detail/a_id/1804/~/working-with-vulnerable-people-%28wwvp%29-registration

Phone: 13 22 81

NEW SOUTH WALES

Office of the Children's Guardian

Website: https://ocg.nsw.gov.au/working-children-check

Phone: (02) 8219 3777

NORTHERN TERRITORY

SAFE NT

Website: pfes.nt.gov.au/police/community-safety/safe-nt

Phone: 1800 SAFE NT (1800 723 368)

QUEENSLAND

Queensland Government Blue Card Services

Website: qld.gov.au/law/laws-regulated-industries-and-accountability/queensland-laws-and-regulations/regulated-industries-and-licensing/blue-card-services

Phone: 1800 113 611 **or** (07) 3211 6999

SOUTH AUSTRALIA

Department of Human Services – DHS Screening Unit

Website: screening.sa.gov.au/types-of-check/working-with-children-check

Phone: 1300 321 592

TASMANIA

Department of Consumer, Building and and Occupational Services

Website: https://www.cbos.tas.gov.au/topics/licensing-and-registration/work-with-vulnerable-people

Phone: 1300 654 499

VICTORIA

Department of Justice

Website: workingwithchildren.vic.gov.au

Phone: 1300 652 879

WESTERN AUSTRALIA

Department of Communities - Working with Children Screening Unit

Website: workingwithchildren.wa.gov.au

Phone: 1800 883 979 (country) **or** (08) 6217 8100 (metro)

V**olunteer National Police Certificates:** police.wa.gov.au/Police-Direct/National-Police-Certificates/Volunteer-National-Police-Certificates

NOTES


CRICKET
AUSTRALIA

CRICKET
ACT

CRICKET NSW

NORTHERN TERRITORY
CRICKET

1876
QUEENSLAND
CRICKET

SACA

CRICKET
TASMANIA

CRICKET
VICTORIA

WA
CRICKET