



Employees Code of Conduct 2025

By working for Bucks Cricket CIO – whether that be on a full-time, part-time, zero-hours or self-employed contractor basis – you understand and agree to undertake the wider responsibilities that come with being a Bucks Cricket CIO employee.

Employees recognise, and agree, that their work and communication must align with the overall aims and approach of Bucks Cricket, as designated by the relevant programme lead.

Bucks Cricket takes its role as a provider of cricket very seriously. All participants' safety and wellbeing is paramount in all decisions taken by the organisation. In accordance with the Equality Act 2010, all people we encounter have the same protection regardless of any protected characteristics (i.e. age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation). Everyone has the right to be safe and treated with dignity and respect.

CERTIFICATES

Employees agree that it is their responsibility to ensure that the following certifications are kept up to date and will keep a personal record of certifications and expiry dates – and share with the Bucks Cricket as required:

TRAINING	WHO	HOW OFTEN	WHERE (follow URL link to complete online where relevant)
ECB Safeguarding Level 2 (previously SSR and SYC before that)	ALL	3 years (if existing SSR was within last 3 yrs it still counts)	Online – ECB Elearning (click courses and search if not obvious)
DBS (must be ECB specific)	Coaches	Annual (even if certificate looks valid for 3yrs, new system requires update every year)	Use Update Service. If need new DBS initiating, email safeguarding@bucks cricket.co.uk with your DOB
Prevent	Staff-Coaches =mandatory. All-Coaches =by endofyear.	3 years	Online – ECB Elearning (click courses and search if not obvious)
First Aid Training	Coaches	3 years	In-person 3+hr course - can be from another sport/work etc.
ECB Talent Pathway Safeguarding Workshop	Coaches	3 years	In-person (3hrs)
CPR training	Staff – mandatory Recommended - all	3 years	Online (10 mins)
Concussion training	Recommended - all	3 years	Online (15 mins) (not certificated)
ECB Anti-Discrimination Training	Staff	3 years	Online – ECB Elearning (click courses and search if not obvious)

Certificates & DBS renewal confirmation email should be sent to admin@bucks cricket.co.uk upon completion.

Issues with ECB E-Learning platform (SG-L2, Prevent, ADT, Concussion) send to elearning@ecb.co.uk



A safeguarding induction with the County Safeguarding Officer must be undertaken before starting in a role. Coaches must remain compliant with ECB Safeguarding requirements to remain in role.

Employees review and agree to acting by the policies as set out by:

- [ECB Regulations](#)
- [ECB Safeguarding Kit Bag Resources](#)
- [Bucks Cricket Safeguarding Policy](#)

SAFEGUARDING

Employees:

- Have a duty to report any safeguarding or behavioural concerns (on or off the field)
- Undertake safeguarding education or training as required by Bucks Cricket, and ensure that this training remains up to date
- Create a safe, welcoming, inclusive and enjoyable environment for all participants.
- Be responsible for the safeguarding, well-being and conduct of all participants during the period they are at a Bucks Cricket programme, and deal with any matter arising, taking the appropriate action
- Ensure that there is always a DBS-checked adult – ideally 2 - connected with the programme/team, present throughout the duration of matches/coaching sessions to always ensure the supervision of players, giving due consideration to their privacy
- Act in a professional and appropriate way at all times – creating professional boundaries - when in contact with children and young people and adults at risk, whether face-to-face, via social media, phone or by any other electronic communications
- Seek to ensure players' performances will not be the subject of judgement and criticism by other players, parents/guardians, and non-participants
- Recognise the importance of confidentiality when working with children, young people, their families and their data
- Be a positive role model for our participants and staff and promote healthy, safe environments

If you have any safeguarding concerns or questions, please contact safeguarding@buckscricket.co.uk without delay.

ACCIDENT REPORTING

If there are any accidents or injuries during your session, please ensure you complete this form with 48 hours of the session finishing: <https://forms.office.com/e/vqxKnnWm82>

RELATIONSHIPS

- Ensure professional and positive relationships are maintained with all people that you come into contact – other employees, coaches, opposition, facility hirers, clubs, schools etc
- Respect your position of trust and maintain appropriate boundaries and relationships with young people (engaging in sexual behaviour with any child under the age of 18 is illegal)
- Act with professionalism and promote the importance of inclusive behaviour and environments
- Create a two-way dialogue with the players/everyone - ensure that you listen to their observations, concerns and feedback and promote the Bucks Cricket bat sticker QR code initiative
- Ensure that facilities are left in a tidy condition, with all local practice rules and ground regulations observed
- Understand that your relationship to a person may change (e.g. someone you know from club cricket) when you are working for, and representing, Bucks Cricket and acting in accordance with that
- Seek to ensure players and non-participants accept without question decisions made by umpires during the game



- Ensure that your role for Bucks Cricket will not be used to exert influence over participants to gain personal benefit for yourself, your Club – including influencing which Club to play for - or Schools

SOCIAL MEDIA

- Do not use photos/videos of sessions for own social media unless permission has been granted by Bucks Cricket
- Do not 'follow' or engage with any U18s on social media, including WhatsApp communications.
- Any work-related issues or personal views which could adversely affect Bucks Cricket must not be placed on your private social network accounts.

ANTI-DISCRIMINATION

Tackling discrimination and promoting greater inclusion and diversity across the game is a priority as we strive to stamp out any form of discrimination and to make the game more inclusive and diverse. Our employees must play an active role in making Cricket a game for everyone and by noting that Bucks Cricket is fully signed up to the [ECB Anti-Discrimination code](#).

COACHES: [ECB Coaches Code of Conduct](#)

COUNTY PATHWAY COACHES

- **Alignment to Bucks Cricket approach**
Coaches working on behalf of Bucks Cricket to align coaching sessions, management of matches and selection decisions to principles outlined by the Head of Performance and County Pathway Manager. This is always underpinned by a focus on long-term development and continual improvement, over short-term results.
- **Selections** – all selections must be on merit with full consideration given to all aspects of the [Bucks Cricket Pathway Selection Framework](#). Provide fair opportunities for all players to realise their potential.
A role with any players (e.g. at Club/School/Private Coaching) cannot be allowed to influence any selection decision making on players.
- **Coaching Environment** - Create a positive and enjoyable learning environment. Understand what is needed at different ages/stages of a player's development.
- **Communication** – We expect coaches to respond politely and professionally to these requests for feedback and to be prepared to give feedback as objectively as possible and aligned to the Bucks Cricket approach.
- **Role Models** – As a Bucks Cricket coach, be aware of promoting the reputation of Bucks Cricket and take all possible steps to prevent it from being brought into disrepute, for example by:
 - Accepting success and failure, victory and defeat, with dignity
 - Setting a positive example for players, parents and spectators by role modelling respect for opponents, officials and host clubs.

As an employee of Bucks Cricket, you have the right to:

- Be supported in your role
- Have access to ongoing training for your role
- Be respected, listened to, encouraged, and treated fairly by Bucks Cricket CIO
- Feel welcomed, valued and to be part of a team working collectively for the betterment of cricket in Buckinghamshire
- To not be judged based on any protected characteristics
- Be provided – and expected to wear – Bucks Cricket clothing, and have the necessary equipment to fulfil the tasks required
- Be informed of our policies and reporting procedures and what you need to do if something isn't right



- Be protected from physical or emotional abuse from children, parents, other members of staff and be supported to resolve any possible conflicts or concerns

Together we can create safe, inclusive and enjoyable environments that support and challenge our participants to realise their potential.

In the event that either the Bucks Cricket or ECB Code of Conduct are not adhered to, a Bucks Cricket CIO disciplinary processes will be invoked, which can lead to immediate suspension or subsequent termination of your employment.

Key Characteristics of Bucks Cricket Staff

Make a positive Impact/Progress in role
Relations with others and working collaboratively
Ensuring cricket is a game for everyone (safe, welcoming, inclusive)
Administrative/organisational skills
Forward-facing/delivery skills
Proactive approach
Adapts to changes to circumstances
Dependability
Listen to direction from management
Enjoyment of role
General well-being

Version	2.1
Signed off:	08.04.25 Richard Hudson Bucks Cricket CEO
Next Review	January 2026