

Club Charter

- The club's official name will be **"County Sligo Cricket Club"**
- The Club's website address will be www.sligocricket.com
- The club's slogan is **"Cricket For Everyone"**
- The club will welcome all the people who wish to play or have an interest in cricket.
- All club members should abide by all the rules and regulations of the club.
- The club has the right to refuse or withdraw membership of any member.
- All club members who attend training session should pay their training subscription before the training starts. If any member who attends a training session does not pay their training subscription for that week, they should pay the outstanding subscription the following week.
- The non payment of a training subscription for two consecutive weeks by any member who attends training sessions will not be allowed to attend training unless he or she pays accordingly.
- Match fee should be paid by all the players selected for the match before the match. If any player is not able to pay a match fee before the match they should pay after the match but before the next match.
- The non payment of a match fee for over one week will obstruct him or her from being selected for the next match.
- The annual membership subscription should be paid by all registered members within one month of the renewal.
- Grouping in the club for the sake of one's own interests will not be tolerated by CSCC. It could lead to a disciplinary action.
- The club's relevant committee members will take all the decisions in the best interest of the game and the club's position, including the selection of the teams for the matches, should be accepted by all club members without any critical remarks or protest.
- If any member of the club expects to play a match but is not selected for that match, they should not force any member of relevant committee for selection or try to argue to overturn the decision.

Code of Conduct for Players

Players are the pivotal people in County Sligo Cricket Club. It should be their primary object to Play for the team and for the team to win. Apart from winning, fairness, impartiality, fair-mindedness and respect for all others in the game are also essentially important.

The players of CSCC are expected to comply with the following code of conduct:

- Maximum effort and strive for the best possible performance during a game, even if the team is in a position where the desired result has already been achieved or cannot be achieved.
- Set a positive example for others, particularly young players and supporters.
- Developing their own sporting capabilities and talent in terms of skills techniques and stamina.
- Regard the best interest of the game, including when publicly expressing an opinion on the game.
- Make every effort consistent with fair play and the laws of the game to help the team to win.
- Be familiar with the laws, rules and spirit of the game and competition rules.
- Accept victory or defeat equally and open mindedly.
- Avoid taking any kind of banned substances or using banned techniques.
- Be amicable, friendly and treat opponents with respect at all times, irrespective of the result of the game.
- Safeguard the physical fitness of opponents, avoid violence and rough play.
- Help injured players.
- Show respect towards team officials and accept their decisions without protest.
- Avoid harsh words or unfeeling actions against match officials.
- Abide by the instructions of the captain, coach, manager or team officials provided they do not contradict the spirit of this code.
- Show due respect towards the team officials of the opponents.
- Show due respect towards supporters and spectators.
- Resist any influence that might or might be seen to bring into question his or her commitment to the team winning.
- Avoid words or actions that may mislead match officials.

Anti Bullying Policy

The purpose of the anti-bullying policy is to ensure that all players construct a safe, sound, caring and friendly environment without bullying anyone or the fear of being bullied. Bullying is an anti-social behaviour and impinges on everyone. It is totally unacceptable and County Sligo Cricket Club has zero tolerance policy towards bullying. Bullying is defined as deliberately and purposely hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. There are different types of bullying such as:

- Physical or sexual harassment
- Hitting or trouncing
- Kicking
- Theft
- Verbal abuse
- Maltreatment
- Name calling
- Racist or discriminatory remarks
- Spreading rumors for personal bias or prejudice etc.
- verbal (name calling, racist remarks),
- indirect (spreading rumors, excluding someone from social groups)

Players who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, missing training, practice or games. All players should report any kind of bullying to the Captain / Team Manager / Coach / Child Protection Officer or to the management committee of CSCC for an appropriate action. If any incident of bullying is suspected or reported, it will be dealt immediately by the management committee of CSCC.

The following steps will be taken when dealing with incidents of bullying.

Players who have been bullied will be supported by:

- Providing opportunity to discuss the experience with the captain / team manager.
- Reinstating self-esteem and confidence.
- Raising spirits for cheering up.
- Offering continuous support,

Players who have bullied will be helped by:

- Discussing what happened and why.
- Discovering why the player became involved.
- Establishing the wrongdoing and need to change,
- Informing the parent/carer/guardian to help change the attitude of the player.

The following disciplinary steps could be taken:

- Official warnings.
- Prohibiting from certain club activities.
- Monitoring, evaluation and review
- Permanent eviction from the club.

CSCC will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the club.

Anti Discrimination Policy

The policy of County Sligo Cricket Club is that cricket is the game for every member and it is to be enjoyed by everyone equally in the club. CSCC eliminates every kind of discrimination whether by reason of gender, sexual orientation, race, nationality, ethnic origin, color, religion or ability to encourage equal opportunities.

The following policies are at the heart of County Sligo Cricket Club activities;

- County Sligo Cricket Club is responsible for setting standards and values to apply throughout the club at every level. Cricket is for every member of the club and should be enjoyed by everyone equally.
- Our commitment is to confront and eliminate discrimination whether by reason of sex, sexual orientation, race, nationality, ethnic origin, color, religion or disability,
- Equality of opportunity at County Sligo Cricket Club means that in all our activities, we will not discriminate or treat anyone less favorably, on grounds of sex, sexual orientation, race, nationality, ethnic origin, color, religion or disability,

This includes:

- The advertisement for the club members, committee members and executives.
- The selection for any of the personnel, mentioned above.
- Training courses,
- External coaching, education activities and awards,
- Cricket development activities,
- Selection for teams,
- Appointments to honorary positions

County Sligo Cricket Club will not tolerate sexual, racial physical and verbal harassment or any kind of discriminatory behaviour. Such behaviour will be dealt with very strict and appropriate action in whatever context it occurs.

County Sligo Cricket Club is committed to the development of a friendly and enjoyable cricket atmosphere in order to promote the eradication of discrimination within the organization and within cricket as a whole

Equal Opportunities Policy

County Sligo Cricket Club implements open, fair and strict policies of equal treatment for all members and requires all members of the club to comply with this principle of Equal Opportunity for everyone.

The Club officials should set precedents of:

- Treating every individual equally on grounds of gender, colour, marital status, race, nationality or ethnic origin, religion, sexual orientation or disability etc.
- Imposing on an individual, Requirements which are in effect more onerous on that individual than they are on others. For example, this would include applying a condition, which makes it more difficult for members of a particular race or sex to comply than others not of the race or sex,
- Avoid victimization of an individual,
- Avoid harassment of any individual, by dint of discrimination,
- Any other act or omission of an act, which has the effect of disadvantaging a member against another, or others, purely on the above grounds. Thus, in the entire Club's selection, promotion and training processes, as well as disciplinary matters, it is essential that merit, experience, skills and temperament are considered as objectively as possible.

County Sligo Cricket Club is committed to the immediate investigation of any claims of discrimination on the above grounds and if anyone found guilty of a discriminatory act will be investigated under the disciplinary procedure.

The Cricket Club commits itself to the disabled person whenever possible and will treat such members, in aspects of their recruitment and membership, in exactly the same manner as other members. The difficulties of their disablement permitting assistance will be given, whenever possible to ensure that disabled members are helped in gaining access. Appropriate training will be made to such members who request it.

Health & Safety Policy

In compliance with the Irish Health & Safety regulations, County Sligo Cricket Club will, where reasonably practicable, safeguard the health, safety and welfare of all personnel involved, using or visiting the club grounds and facilities. All members of and visitors to CSCC have an obligation to take appropriate care for the health and safety of themselves and other persons who may be affected by their actions. CSCC expects everybody in the club or visitors to enable any such duty mentioned above to be complied with.

The Club is committed to:

- Provide adequate control of the health and safety risks arising from its activities,
- Consult with the club members and all involved in the club on matters affecting their health and safety.
- Provide and maintain safe equipment for use in pursuance of its activities.
- Provide information, instruction and supervision for the club members and users where applicable.
- Ensure that all club members and users are capable to do their tasks and to give them sufficient training.
- minimize the risk of accidents occurring,
- Maintain a safe and healthy operating environment.
- Review and revise this policy as necessary at regular intervals.

The Club Committee, Secretary, Team Managers, Coaches and Captain are responsible for:

- The Club's Health & Safety Policy is put into practice at all times.
- A safe operating environment exists in their areas of operation.
- All the activities performed in their areas of operation are conducted in such a manner as to minimize the risk to health and safety.

All Club members, users and visitors must:

- Observe safety rules,
- Abide by the instructions issued in the interests of minimizing risks to health and safety,
- Report any hazardous situation to the Club Secretary who will advise the Committee for an appropriate action.
- Co-operate in suggesting to the Club Secretary any improvements that could be helpful to minimize risks to health and safety.

Code of Conduct for Coaches

County Sligo Cricket Club believes that coaches can play a very pivotal role in developing a true characteristic quality and temperament in the players along with the techniques of the game.

The coaches should:

- Teach your players such rules of the game and mutual agreements, which no one should evade or break.
- Group players according to age and physical maturity whenever possible.
- Avoid over-playing the talented players. The “average” players need and deserve equal time and opportunity.
- Remember that juniors play for fun and enjoyment and that winning is only part of it. Never ridicule or yell at juniors for making mistakes or losing a competition.
- Ensure that equipment and facilities meet safety standards and are appropriate to the age and ability of the players.
- The scheduling and length of practice times and competitions should take into consideration the maturity level of juniors.
- Develop team respect for ability of opponents, as well for the judgment of umpires and opposing coaches.
- Follow the advice of a physician when determining when an injured player is ready to play again. In any event, if there is any doubt do not play the junior.
- Remember that juniors need a coach they can respect. Be generous with your praise when it is deserved for both effort and skill. Set a good example, not only with your behaviour, but also with dress and equipment.
- Make a personal commitment to keep yourself informed on sound coaching principles and the principles of growth and development of juniors.
- Remember that juniors are also students. Be reasonable in your demands on their energy time and enthusiasm.
- Make juniors aware of the physical fitness values of cricket and also life-long value both recreationally and in personal relationships.
- Ensure that junior member of the club compete safely. Be aware of signs of mental and physical stress and fatigue.

Disciplinary Procedure

Any member of County Sligo Cricket Club, who breaches The Code of Conduct or The Polices contained within it, could face disciplinary action.

If found guilty of misconduct, bullying, discrimination, physical or verbal abuse or any action which could bring the club's name into disrepute, the following actions could be taken by the club's disciplinary committee:

- An informal warning for future conduct.
- A formal warning as to formal conduct.
- Suspension from membership.
- Removal of membership.

Any matter, which requires investigation, should be reported to the relevant manager or the Club Secretary.

All matters relating to a breach of rules will be investigated and where possibly resolved by the Manager of the relevant group. If the Manager is unable to resolve the issue, it will be presented to the Management Committee of the club.

If found guilty, any of the punitive measures listed above will be applied. However, any member found guilty of a breach of the club codes has the right to appeal. The appeal will be heard by a different panel of club officials.

Photography & Video Recording Policy

The County Sligo Cricket Club has very strict policies on the photographing and videoing of children in the club.

The club will from time to time take photographs of teams for the club website and for team's newsletters. Children's names will not be published against photographs so that the children may not be readily identifiable from any photographs taken.

Photographs taken by the club will be taken of age groups in general and not specifically of an individual child, unless the parents have requested this for a reason i.e. a special achievement etc. Any photograph taken of individual children must only be taken with the consent of his or her parents/carer/guardian.

The policy mentioned in the above paragraph will also be applied for Video recordings. All video footage shown should be of a team in general and should not focus on individual children. Close up recording is not permitted.

The captain or Coach should state his intentions to the parents of the children before commencing with taking any photographs or video recordings. Parents have the right to refuse to allow their child to be videoed or photographed. If a video or photograph is to be taken during a match, then consent from both sides must be sought first.

All photographic material, video recordings or DVD recordable media will be stored securely by the club.

If a parent/carer/guardian wishes to take any photograph or make any video recordings, they must take permission from the Captain/Manager or Coach. The Captain/Manager or Coach should then inform all other parents of their intentions before this can commence. Parents have the right to refuse to allow their child to be videoed or photographed by another parent/carer/guardian.

Code of Conduct for Parents/Carers/Guardians

- Encourage your child to learn the rules and play within them.
- Discourage unfair play and arguing with officials.
- Help your child to recognize good performance, not just results.
- Never force your child to take part in sport.
- Set a good example by recognizing fair play and applauding the good performances of all
- Never punish or belittle a child for losing or making mistakes.
- Publicly accept official's judgments.
- Support your child's involvement and help them enjoy their sport.
- Use correct and proper language at all times.

County Sligo Cricket Club
Incident/Accident Report Form

Site where incident/accident took place

Name of person in charge of session/competition

Name of injured person

Address of injured person

Date and time of incident/accident

Nature of incident/accident

Give details of how and precisely where the incident/accident took place. Describe what activity was taking place, (i.e. training game, getting changed etc)

Give full details of the action taken including any first aid treatment and the name(s) of the first aider(s)

Were any of the following contacted?

Police:	Yes	/	No
Ambulance:	Yes	/	No
Parent/Carer/Guardian	Yes	/	No

What happened to the injured person following the incident/accident? (i.e. went home, went to hospital, carried on playing etc)

All of the above facts are a true and accurate record of the incident/accident

Name: _____

Signed: _____

Date: _____

Copy of Form must be handed to the Secretary (CSCC) and countersigned on acceptance to prove receipt.

Signature of the Secretary

Date: