

## UPDATED POLICY ON CHILD SAFETY 10th NOVEMBER 2025

### 1. WHAT IS THE PURPOSE OF THIS POLICY?

North Balwyn Cricket Club (NBCC) has endorsed the Australian Safeguarding Children & Young People Framework to ensure our club is a safe and welcoming place for all, and a place that makes our community proud.

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 is in line with Cricket Australia's Child Safety Policy and seeks to inform everyone who is involved in cricket at NBCC of their rights and responsibilities in relation to Children and Young People under the age of 18.

It sets out the standards of behaviour expected of all members of the NBCC Community - working, volunteering or playing.

To learn more about the Cricket Australia Framework visit:

<https://resources.playcommunity.pulselive.com/playcommunity/document/2024/11/27/9ddd3384-e1e0-4488-9d3a-dc25eaeefa71/Australian-Cricket-s-Policy-for-Safeguarding-Children-Young-People.pdf>

### 2. WHO DOES THIS POLICY APPLY TO?

This policy applies to all adults that work, volunteer and play at NBCC. It also applies to parents/family members, associates and contractors (referred to as Relevant Persons in this document).

### 3. WHAT CONDUCT BY A RELEVANT PERSON IS PROHIBITED?

A Relevant Person commits a breach of this policy when they:

- a. are found guilty of any breach of a relevant state or territory or Commonwealth law relating to or involving Child Abuse or Grooming; or
- b. engage in any of the following conduct, either in-person, via phone, text or online with a Child or Young Person at NBCC:

- Bullying;
- Physical abuse
- Sexual abuse
- Emotional abuse
- Discrimination on grounds of disability, culture, gender or sexuality
- Grooming, sexting, private phone calls, private text messages or private messages on social media (group messaging between team members is allowed)
- requesting that the Child or Young Person keep any communication secret from their parents/carer, or other Relevant Person such as a coach or team manager
- supplying alcohol, or drugs (including cigarettes and vapes) to a Child or Young Person;
- supplying medicine to a Child or Young Person, except with the consent of the parent, guardian, or carer of the Child or Young Person.

#### 4. WHAT CONDUCT IS PROHIBITED FOR A RELEVANT ORGANISATION SUCH AS NBCC?

As per Cricket Australia, a Relevant Organisation commits a breach of this Policy when it:

- a. engages a person who does not have a satisfactory Working With Children Check (WWCC) when appointing a person to a child-related position.
- b. does not undertake any screening measures prior to appointing a person to a child-related position.

\*For the avoidance of doubt, if a person is not eligible to apply for a WWCC in the relevant jurisdiction (e.g. because they are a coach who is under 18), it will not be a breach.

#### 5. DISCLOSURES AND ALLEGATIONS

When receiving any disclosures of Prohibited Conduct by a Child or Young Person or their parent/ carer, Relevant Persons must:

- a. listen carefully and maintain a calm and open manner;
- b. promptly and accurately record the discussion in writing;
- c. avoid seeking detailed information or asking leading questions;

- d. 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;
- f. not discuss the details with any person, including the alleged offender

#### 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 by Cricket Australia when making or responding to any complaints or allegations of Prohibited Conduct.

#### 5. WHOSE RESPONSIBILITY IS IT?

##### 5.1. Responsibilities of Relevant Persons and Persons in a Position of Authority

Relevant Persons and Persons in a Position of Authority must:

- a. immediately report concerns or allegations of Prohibited Conduct that involve a Child or Young Person involved in cricket, and/or any Relevant Organisation or Relevant Person;
- 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 a Relevant Organisation (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's Looking After our Kids Code of Behaviour;
- g. provide true and accurate information during recruitment and screening processes;

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

h. support Children and 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.

## 5.2. Responsibilities of Relevant Organisations

Every Relevant Organisation has the responsibility to safeguard Children and Young People.

In order to deliver Australian Cricket's Policy for Safeguarding Children and Young People, Relevant Organisations must ensure that they understand their responsibilities in respect of this Policy.

## DEFINITIONS

For the purpose of this Policy:

**Adult** means a person aged 18 years or over.

**Bullying** means a person or group of people repeatedly using words or actions, or the inappropriate use of power, against someone or a group of people to cause distress and risk to their wellbeing, whether in-person or online.

**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
- a series or combination of acts, omissions, or circumstances.

Child Abuse includes:

**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:

- shoving, hitting, slapping, shaking, throwing, punching, biting, burning, kicking; and
- harmful training methods or overtraining where there is the potential to result in damage to a Child or Young Person's physical development.

**Emotional Abuse** occurs when a Child or Young Person does not receive the attention they need for healthy emotional, psychological, and social development or are exposed to violence/ abuse against other Children or Young People or Adults.

Such abuse may involve:

- repeated rejection or threats to a Child or Young Person (either in person or online);
- constant criticism, teasing, ignoring, threatening, yelling, scapegoating, ridicule, intentional exclusion, continual coldness, and rejection (either in person or online);
- Bullying and Harassment (either in person or online);
- 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 (either in person or online).

**Sexual Abuse** occurs when an adult, or a person in authority involves a Child or Young Person in any sexual activity.

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.

**Child and Young Person** means a person under the age of 18

**Grooming** means behaviours that manipulate or control a Child or Young Person, their family, guardian and carers or other support networks, or organisations, with the intention to gain access to the Child or Young Person, obtain the Child or Young Person's compliance, maintain the Child or Young Person's silence, and avoid discovery of sexual abuse.

**Harassment** means any type of behaviour towards a Child or Young Person that they do not want and that is offensive, abusive, belittling or threatening and is reasonably likely to cause harm to the Child/ Young Person who is the subject of the harassment, whether in-person or online.

**Harmful Behaviour** Towards a Child or Young Person means any behaviour involving a Child or Young Person that is objectively age inappropriate and/or places the Child or Young Person at risk of harm. This may also include but is not limited to:

- harmful training methods including physical punishment or overtraining which may cause harm to a Child or Young Person;
- excessive or unnecessary emphasis on appearance, weight requirements or muscularity (either in-person or online) that may include practices such as:
  - encouraging or enforcing excessive dieting or restrictive eating;
  - excessive weigh-ins or focus on weight goals, body composition testing that is a sport requirement that carries punishment for the outcome (for example repeated bouts of exercises as punishment for weight gain); or
  - unsafe practices that could put health at risk in order to reach weight or appearance requirements without adequate medical support (for example dehydration or restrictive eating).
- forcing a Child or Young Person to train or compete when ill or injured;
- threatening or humiliating a Child or Young Person (either in-person or online);
- using disciplinary action involving physical punishment or any form of treatment that could reasonably be considered as degrading, cruel, frightening or humiliating;
- making sexual comments to a Child or Young Person or engaging in open discussions of a sexual or adult nature with (either on person or online), or in the presence a Child or Young Person;
- taking inappropriate photos or footage of a Child or Young Person; or
- inappropriate and/or intimate physical contact with a Child or Young Person which is sexual in nature or causes them to feel uncomfortable, or feel pain or distress.