POLICY FOR SAFEGUARDING CHILDREN & YOUNG PEOPLE

CRICKET VICTORIA · CRICKET ACT · CRICKET NSW · CRICKET NORTHERN TERRITORY · QUEENSLAND CRICKET · SACA · CRICKET TASMANIA · CRICKET VICTORIA · WACA

Australian Cricket's Policy for Safeguarding Children and Young People

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1.0	31 July 2018	CA Legal, Risk & Integrity	CA & State and Territory Boards	June/July 2018	June 2019

This policy has been adopted by all the parties that make up Australian Cricket regarding the safeguarding of children and young people in cricket.

Each of Cricket Australia, Cricket Victoria, Cricket New South Wales, Queensland Cricket, Cricket Tasmania, Western Australia Cricket Association, South Australian Cricket Association, Northern Territory Cricket and Cricket ACT (and the Big Bash League and Women's Big Bash League Clubs) endorses the 'Australian Cricket's Policy for Safeguarding Children and Young People' as an Australian Cricket Policy.

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AUSTRALIAN CRICKET'S POLICY FOR SAFEGUARDING CHILDREN AND YOUNG PEOPLE

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 and each of the State and Territory Cricket Associations, being Cricket New South Wales, Cricket Victoria, South Australian Cricket Association, Queensland Cricket, Western Australian Cricket Association, 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 and Clubs 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.

'Australian Cricket's Policy for Safeguarding Children and Young People' aims to ensure that Cricket Australia and the State and Territory Cricket Associations (***collectively Australian Cricket***) 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 ensure that Affiliated Associations and Clubs also provide a safe environment for Children and Young People.

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AUSTRALIAN CRICKET'S POLICY FOR SAFEGUARDING CHILDREN AND YOUNG PEOPLE

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AUSTRALIAN CRICKET'S POLICY FOR SAFEGUARDING CHILDREN AND YOUNG PEOPLE

1. PURPOSE

'Australian Cricket's Policy for Safeguarding Children and Young People' aims to ensure that cricket creates a safe, fair and inclusive environment for all Children and Young People associated with our sport from Affiliated Associations and Clubs through to Australian Cricket programs and services.

This Policy has been endorsed by the board of directors of Cricket Australia and each of the State and Territory Cricket Associations.

2. SCOPE

This Policy applies to:

a) Australian Cricket;

b) Affiliated Associations and Clubs;

c) Australian Cricket Personnel;

d) Cricket Participants; and

e) Players.

Australian Cricket is committed to ensuring that safeguarding Children and Young People is central to its development of the game and requires that all Affiliated Associations and Clubs adopt and implement this 'Australian Cricket's Policy for Safeguarding Children and Young People'. Australian Cricket requires that organisations associated with Australian Cricket that work or interact with Children and Young People in our sport adopt and implement child safe practices consistent with this policy.

Australian Cricket's Policy for Safeguarding of Children and Young People acknowledges that each State and Territory has in place child protection laws that are required to be adhered to by Australian Cricket and Affiliated Associations and Clubs and that some of these child protection laws vary between the States and Territories.

In addition to ensuring compliance with this Policy, Australian Cricket will ensure compliance with these child protection laws as they apply in the applicable jurisdiction in addition to the requirements of this Policy.

Australian Cricket will assist Affiliated Associations and Clubs in ensuring that they comply with their obligations under child protection laws as they apply in the applicable jurisdiction.

3. AUSTRALIAN CRICKET'S COMMITMENT TO SAFEGUARDING CHILDREN AND YOUNG PEOPLE

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.

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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 and Clubs striving to be a child safe organisation.

3.1 AUSTRALIAN CRICKET'S COMMITMENT TO CHILDREN AND YOUNG PEOPLE

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

a) provide a safe and supportive environment for Children and Young People;

b) ensure that the experiences of Children and Young People are free from any form of Child Abuse, Bullying, Harassment or other inappropriate conduct such as 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 Child Abuse, Bullying, Harassment or other inappropriate conduct such as Grooming;

f) establish a reporting framework that allows Children and Young People and others to report any incident affecting the safety and wellbeing 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 Child Abuse, Bullying, Harassment or other inappropriate conduct such as Grooming whilst participating in our sport.

3.2 AUSTRALIAN CRICKET'S COMMITMENT TO PARENTS AND GUARDIANS

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

Australian Cricket and the Affiliated Associations and Clubs 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.

3.3 AUSTRALIAN CRICKET'S COMMITMENT TO BEING A CHILD SAFE ORGANISATION

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

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

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

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

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

e) induct Australian Cricket Personnel, 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, Players and Cricket Participants do not engage in Child Abuse, Bullying, Harassment, or other inappropriate conduct such as Grooming or exploit Children or Young People involved in our sport;

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

h) ensure that all Australian Cricket Personnel, Players and Cricket Participants report any concerns, complaints or any allegations of Child Abuse, Bullying, Harassment or other inappropriate conduct such as Grooming; and

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

Australian Cricket will take steps to support Affiliated Associations and Clubs to assist them in delivering these objectives.

4. AUSTRALIAN CRICKET'S EXPECTATIONS FOR THE SAFETY AND WELLBEING OF CHILDREN AND YOUNG PEOPLE

Australian Cricket requires that all Australian Cricket Personnel, Players and Cricket Participants:

a) not engage in any conduct that may adversely impact on the safety and wellbeing of Children and Young People. Such conduct includes (but is not limited to):

   i. sexual abuse of Children or Young People;

   ii. physical abuse of Children or Young People;

   iii. verbal abuse or bullying Children or Young People;

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iv. engaging in the Grooming of Children or Young People;

v. taking photographs of Children or Young People without the written consent of their parent or guardian and/or the distribution of those photographs without the written consent of their parent or guardian, unless Australian Cricket Ticket and Entry Conditions apply;

vi. accessing, downloading, storing or distributing any form of child pornography; and

vii. any other Child Abuse, Bullying, Harassment or other inappropriate conduct such as Grooming (whether psychological or physical) to a Child or Young Person.

b) take all reasonable steps to understand the indicators, risk factors and impact of Child Abuse, Bullying, Harassment or other inappropriate conduct such as Grooming on Children and Young People in order to appropriately respond to allegations and complaints made under this Policy;

c) take all reasonable steps to understand the rights of Children and Young People in order to make informed decisions about how to interact with Children and Young People;

d) take all reasonable steps to understand the different developmental needs of Children and Young People by communicating effectively and supporting Children and Young People with special needs and recognising additional vulnerabilities of Children and Young People;

e) are respectful of Children and Young People and their views, facilitating opportunities for Children and Young People to influence decision making processes and be given the opportunity to provide feedback;

f) protect the privacy of Children and Young People and their families in accordance with the Australian Cricket Privacy Policy, save for the extent to which an organisation within Australian Cricket may be required to disclose information to the Police or Government Departments (**Annexure D** to this Policy) concerning the safety and wellbeing of a Child or Young Person;

g) act on any concerns raised by Children, Young People and/or their parents and guardians in a confidential, timely and appropriate manner and in accordance with this Policy;

h) intervene to identify and prevent Child Abuse, Bullying, Harassment or other inappropriate conduct such as Grooming from occurring and take action to protect Children or Young People;

i) adhere to any processes concerning the care and safeguarding of Children and Young People;

j) understand the laws and reporting requirements for Child Abuse, Bullying, Harassment or other inappropriate conduct such as Grooming and seek advice from Australian Cricket (details set out at **Annexure D**) as to appropriate action required;

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k) in consultation with Australian Cricket, cooperate with Police and Government Departments (**Annexure D** to this Policy) in respect of any investigation brought in respect of Child Abuse, Bullying, Harassment or other inappropriate conduct such as Grooming within Australian Cricket and Affiliated Associations and Clubs which may include answering questions, making a statement or giving evidence at an external hearing; and

l) support Children, Young People and their families as directed by Australian Cricket in the event that a Child or Young Person is abused whilst participating in an Australian Cricket Program or Service. This may include the need to attend debriefing sessions.

5. AUSTRALIAN CRICKET 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 and will undertake the steps outlined in **Annexure A** to ensure the safety and wellbeing of Children and Young People.

Affiliated Associations and Clubs should, as far as reasonably practicable, adopt these steps in the recruitment and appointment of Cricket Participants.

The procedures set out in **Annexure A** must be adhered to by Australian Cricket for applicants and appointees for positions or roles within Australian Cricket where the Australian Cricket Personnel or 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 A**, 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 of higher obligations under State and Territory legislation.

6. RESPONSIBILITIES WITHIN AUSTRALIAN CRICKET

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

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- Establish, distribute and promote Australian Cricket policies and Codes of Behaviour relating to the safety and wellbeing of Children and Young People
- Ensure visibility of **Australian Cricket's Commitment to Safeguarding Children and Young People**
- Ensure that all Australian Cricket Personnel and 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, including the confidentiality requirements in dealing with any allegations
- Review Australian Cricket policies and Codes of Behaviour relating to the safety and wellbeing of Children and Young People at least annually or as required by law to ensure best practice is consistently achieved
- Conduct awareness training and guidance to State and Territory Cricket Associations regularly
- Ensure that induction of new Australian Cricket Personnel includes training and education on Australian Cricket policies and Codes of Behaviour relating to the safety and wellbeing of Children and Young People
- Promote the rights of Children and Young People, and engage with Children and Young People
- Ensure open dialogue between Australian Cricket and Affiliated Associations and Clubs to ensure visibility of issues and support relating to the safety and wellbeing of Children and Young People
- Support State and Territory Cricket Associations and Affiliated Associations and Clubs through any instance or allegation of Child Abuse

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State and Territory Cricket Associations

- Ensure that all Australian Cricket Personnel and Players within the State and Territory Cricket Association are aware of Australian Cricket policies and Codes of Behaviour relating to the safety and wellbeing of Children and Young People
- Distribute and promote Australian Cricket policies and Codes of Behaviour relating to the safety and wellbeing of Children and Young People
- Ensure visibility of **Australian Cricket's Commitment to Safeguarding Children and Young People**
- Participate in awareness training and guidance from Cricket Australia regularly
- Strive to ensure that Australian Cricket policies and Codes of Behaviour relating to the safety and wellbeing of Children and Young People are implemented by Affiliated Associations and Clubs
- Ensure that induction of new Australian Cricket Personnel at the State and Territory Cricket Association includes training and education on Australian Cricket policies and Codes of Behaviour relating to the safety and wellbeing of Children and Young People
- Promote the rights of Children and Young People, and engage with Children and Young People
- Ensure open dialogue between Cricket Australia, the State and Territory Cricket Associations and Affiliated Associations and Clubs to ensure visibility of issues and support relating to the safety and wellbeing of Children and Young People
- Provide support to the Affiliated Associations and Clubs
- Report any instances or allegations of Child Abuse to Cricket Australia

Affiliated Associations and Clubs

- Strive to ensure that all Cricket Participants understand and are aware the Australian Cricket policies and Codes of Behaviour relating to the safety and wellbeing of Children and Young People
- Implement any Codes of Behaviour, including any procedures of the Affiliated Association and Clubs relating to the safety and wellbeing of Children and Young People
- Ensure visibility of **Australian Cricket's Commitment to Safeguarding Children and Young People**
- Promote the rights of Children and Young People and engage with Children and Young People
- Report any instances or allegations of Child Abuse to the State and Territory Cricket Association and Cricket Australia

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7. AUSTRALIAN CRICKET CODES OF BEHAVIOUR

Australian Cricket Personnel, Players and Cricket Participants must at all times act in accordance with the Australian Cricket's Looking After our Kids Code of Behaviour found at cricketaustralia.com.au/safeguarding.

8. PROCEDURE FOR HANDLING COMPLAINTS AND ALLEGATIONS OF CHILD ABUSE

If you believe a Child or Young Person is in immediate danger or a life-threatening situation, contact the Police immediately on 000.

Australian Cricket will treat any complaint or allegation of Child Abuse, Bullying, Harassment or other inappropriate conduct such as Grooming promptly, seriously and with a high degree of sensitivity and confidentiality.

Australian Cricket Personnel, Cricket Participants and Players are required to report any concerns to the appropriate authorities, following the steps outlined below. Mandatory reporting obligations differ between State and Territories and it is therefore important that the relevant Government Agency set out in **Annexure D** is contacted.

Under this Policy, a complaint or allegation may be made about any behaviour, conduct, situation, decision or event that relates to:

a) a Child or Young Person;

b) an organisation forming Australian Cricket or an Affiliated Association or Club;

c) an incident/s, irrespective of severity of the incident or incidents;

d) the wellbeing and safety of Children or Young People;

e) a breach of this Policy, including the Codes of Behaviour in so far as the Codes of Behaviour relate to Children and Young People;

f) an Australian Cricket Personnel, Cricket Participant or Player,

where that behaviour, conduct, situation, decision or event imposes a reasonable belief or suspicion that a Child or Young Person is at risk of harm of Child Abuse, Bullying, Harassment or other inappropriate conduct such as Grooming.

Step 1: Receive the complaint

If a Child or Young Person or any other person raises with an Australian Cricket Personnel, Cricket Participant or Player a complaint of Child Abuse, Bullying, Harassment, Grooming or neglect that relates to them or to another child, the Australian Cricket Personnel, Cricket Participant or Player must listen, be supportive and follow these procedures.

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Do	Don't
Make sure you are clear about what the child has told you.	Do not challenge or undermine the child.
Reassure the child that what has occurred is not their fault.	Do not seek detailed information, ask leading questions or offer an opinion.
Explain that other people may need to be told in order to stop what is happening.	Do not discuss the details with any person other than those detailed in these procedures.
Promptly and accurately record the discussion in writing.	Do not contact the alleged offender.

Step 2: Report the complaint

1. Children and Young People are asked to speak to a trusted person within Australian Cricket or the Affiliated Association and Club where a behaviour, situation or event makes a Child or Young Person feel unsafe, threatened or uncomfortable. Any person who receives a complaint from a Child or Young Person must report the complaint in accordance with this Policy.

2. An Australian Cricket Personnel, Cricket Participant, Player or any other person who:

   a) receives a complaint or hears an allegation concerning Child Abuse, Bullying, Harassment, Grooming or neglect that relates to a Child or Young Person;

   b) suspects Child Abuse, Bullying, Harassment, Grooming or neglect that relates to a Child or Young Person; or

   c) witnesses Child Abuse, Bullying, Harassment, Grooming or neglect that relates to a Child or Young Person,

   whilst participating in an Australian Cricket or Affiliated Association or Club program or service must without delay notify the Police, relevant Government Agency and at least one of the persons identified in the table below as applicable to the Australian Cricket Personnel, Cricket Participant or Player and inform the Child and Young Person or any complainant that the notification will take place:

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Australian Cricket Personnel & Players	Cricket Participant
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 State and Territory Cricket Association Legal department (if applicable) The Player's: • State or Territory High Performance Manager; and • Cricket Australia Executive General Manager of Team Performance Cricket Australia Legal, Risk & Integrity department State and Territory Cricket Association Legal department (if applicable)	The Affiliated Association or Club: • President; • Child Safe Officer (if appointed); or • Member Protection Information Officer (if appointed) Cricket Australia Executive General Manager – Community Cricket Relevant State and Territory Cricket Association General Manager – Game & Market Development Cricket Australia Legal, Risk & Integrity department State and Territory Cricket Association Legal department (if applicable)

3. 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 the matter has not already been reported to Police or the relevant Government Agency.

   If the complaint has already been reported to Police and/or Government Agency, the Cricket Australia Legal, Risk & Integrity department and State and Territory Cricket Association Legal department (if applicable) will liaise 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 and Territory Cricket Association will provide assistance as required by the Affiliated Association or Club.

Step 3: Protect the child and manage the situation

1. The persons identified in item 2 of Step 2 will:

   a) designate the Key Liaison Officer for the matter who shall be responsible for the liaison between the relevant parties and compiling of initial information;

   b) designate a State and Territory Cricket Association representative (as the case requires);

   c) assess the immediate risks to Children and Young People (if any);

   d) 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, conduct, situation, decision or event relating to an Australian Cricket Personnel or Cricket Participant in line with item 2 below and direction and advice of the Police and/or Government Agency; and

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e) establish next steps, making general enquiries with relevant individuals and determining the level of investigation required of the matter.

2. Where an allegation or complaint is made in respect of an **Australian Cricket Personnel** or **Cricket Participant** and there is a risk to the safety and wellbeing of Children and Young People whilst general enquiries are being made and/or any investigation is on foot, including any Police and/or Government Agency investigation, without limitation, Australian Cricket or the Affiliated Association or Club may, **in consultation with the advice of the Police and/or Government Agency**:

   a) temporarily redeploy the Australian Cricket Personnel or Cricket Participant to a position where there is no contact with Children and Young People;

   b) restrict the duties the Australian Cricket Personnel or Cricket Participant to ensure that there is no contact with Children and Young People;

   c) suspend the Australian Cricket Personnel or Cricket Participant, pending investigation;

   d) terminate the Australian Cricket Personnel or Cricket Personnel, following investigation and substantiation of an allegation and/or complaint; or

   e) take other action as determined reasonable by Australian Cricket or the Affiliated Association and Club in the circumstances.

3. Where an allegation or complaint is made in respect of a Player, without limitation, Australian Cricket may take action as determined by Australian Cricket.

4. Australian Cricket will consider what support services may be most appropriate to assist and support the Child or Young Person and their family.

5. Australian Cricket will consider what support services may be appropriate for the Australian Cricket Personnel, Cricket Participant or Player.

6. 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.

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Step 4: Take internal action

1. Australian Cricket recognises that further to making general enquiries, a number of investigations may be undertaken to examine allegations or complaint that are made against an Australian Cricket Personnel, Cricket Participant or Player including:

   a) a criminal investigation (conducted by the Police);

   b) a child protection investigation (conducted by the relevant Government Child Protection Agency);

   c) where an allegation or complaint relates to an Australian Cricket Personnel, disciplinary action (including termination) in accordance with the Australian Cricket Disciplinary Policy and Grievance Procedures; and

   d) where an allegation or complaint relates to a Cricket Participant, investigation and resolution under the Australian Cricket Member Protection Policy.

2. The Confidential Record of Child Abuse Allegation (**Annexure E** to this Policy), must be completed by the designated Key Liaison Officer, nominated in item 1 of Step 3 and filed with the Cricket Australia's General Counsel.

   The Confidential Record of Child Abuse 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.

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9. 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):

Abuse means Physical Abuse, Emotional and/or Psychological Abuse, Sexual Abuse, and abuse of power that causes, is causing or is likely to cause harm to a person's safety, wellbeing or development, whether directly or as a result of indirect actions such as the viewing of material by a person.

Affiliated Associations and Clubs means:

a) any cricket association or club that is formally affiliated with Australian Cricket; and/or

b) any cricket association or club that has agreed to be bound by this Policy; and/or

c) any association or club that receives funding from Australian Cricket.

Australian Cricket Personnel means:

a) directors and officers of Cricket Australia, the State and Territory Cricket Associations or a Big Bash League 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 Big Bash League Club under a Contractor Agreement, Consultancy Agreement or other Agreement to this effect;

d) Player Support Personnel;

e) board and/or committee members of Cricket Australia, the State and Territory Cricket Associations or a Big Bash League Club; and

f) volunteers of Cricket Australia, State and Territory Cricket Associations or a Big Bash League 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.

Big Bash League Clubs means Adelaide Strikers, Brisbane Heat, Hobart Hurricanes, Melbourne Renegades, Melbourne Stars, Perth Scorchers, Sydney Sixers and Sydney Thunder (including the W/BBL teams).

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Bullying means the ongoing misuse of power in relationships through repeated verbal, physical, social and/or psychological behaviour causing physical and/or psychological harm to an individual. Bullying can involve an individual or a group of individuals using their power over another individual, Child or Young Person. Bullying includes behaviour that is in person or online (cyber bullying).

Child Abuse means the mistreatment of a Child or Young Person that harms, is harming or is likely to harm or endanger the Child or Young Person's physical and/or emotional health, safety, development or wellbeing and includes Emotional and/or Psychological abuse, Bullying, Grooming, Sexual Exploitation, Neglect and/or Harassment.

Children and Young People (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 or Club.

Codes of Behaviour means:

a) Australian Cricket 'Looking After our Kids' Code of Behaviour;

b) Australian Cricket Code of Behaviour for Parents;

c) Australian Cricket Code of Behaviour for Administrators and Volunteers;

d) Australian Cricket Code of Behaviour for Coaches; or

e) Australian Cricket Code of Behaviour for Match Officials.

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) 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;

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e) umpires, selectors and other officials, who:

   i. holds 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 and Clubs;

f) Cricket Blast Coordinators (including Cricket Blast Coordinators for both Junior Blasters and Master Blasters);

g) team support staff; and

h) parents/guardians holding a specific role within the Affiliated Association and Club (including regular scorers).

Emotional and/or Psychological Abuse means any act involving confinement, isolation, verbal assault, humiliation, intimidation or other treatment that may diminish the sense of identity, dignity and self-worth of an individual. Such abuse may include repeated rejection or threats to an individual.

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

Grooming is a term used to describe what happens when a perpetrator builds a relationship with a Child or Young Person with a view to abusing that Child or Young Person at some stage. Grooming does not necessarily involve any sexual activity or discussion of sexual activity – for example, it may only involve establishing a relationship with the Child or Young Person, parent or carer (eg giving special attention, providing favours or giving gifts) for the purpose of facilitating sexual activity at a later date. Grooming can take place in any setting where a relationship can be formed, including without limitation training, at a match, in social settings, text messages, social media, online chatrooms or any other means of communication.

Harm means any detrimental effect on the child's physical, psychological, emotional wellbeing or safety caused by physical, psychological or emotional abuse, neglect or sexual abuse. Harm can be caused by a single act, omission or circumstance or can be ongoing.

Harassment means any behaviour that offends, humiliates or intimidates another person in situations in which a reasonable person, having regard to all the circumstances, would have anticipated that the other person would be offended, humiliated or intimidated. It may be based on race or gender, related to disability, sex, religion or any other specific grounds and can take many forms such as oral, written or physical behaviour. A person can feel distressed regardless of whether the conduct is deliberate or unintentional.

Issue Date means the date on which this Policy becomes effective and binding on Australian Cricket, Affiliated Associations and Clubs, Australian Cricket Personnel, Cricket Personnel and Players.

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Match means any cricket match:

a) played as part of a test series, one day international series or twenty20 international series (whether or not one or more matches are played as part of that series), whether in Australia or overseas, and whether or not played under the auspices of the ICC or any other country's governing authority for cricket;

b) played as part of a Cricket Australia-approved cricket tour (whether in Australia or overseas);

c) played as part of the domestic one-day competition in Australia;

d) played as part of the domestic four-day competition in Australia;

e) played as part of the domestic twenty20 competition in Australia (Big Bash League);

f) played by a State and Territory Cricket Association or invitational representative Australian team against a touring international team in Australia or against any other team overseas;

g) played by a Big Bash League or Women's Big Bash League team against a touring international team in Australia or against any team overseas;

h) played as part of the WNCL competition;

i) played as part of the WBBL competition;

j) played as part of the Futures League competition;

k) played as part of the National Under 19 Male Championships;

l) played as part of the National Under 18 Female Championships;

m) played as part of the National Under 17 Male Championships;

n) played as part of the National Under 15 Female Championships;

o) played as part of the Australian Country Cricket Championships, National Indoor Cricket Championships, National Inclusion Championships,

and includes any other matches played under the jurisdiction or auspices or with the consent or approval of Cricket Australia or any State and Territory Cricket Association.

Physical Abuse means any behaviour where a person subjects a person to deliberate physically aggressive acts. The person subjecting the abuse may inflict an injury intentionally or inadvertently as a result of physical punishment or aggressive treatment of a person. It involves behaviour such as hitting, slapping, shaking, throwing, punching, biting, kicking or striking a person with an object.

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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.

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.

Sexual Abuse means behaviour when an adult or person in authority involves a Child or Young Person in sexual activity or exposes them to matter or communications of a sexual nature. Behaviours may include making sexual comments to a Child or Young Person, engaging the Child or Young Person in sexual conversations online or in person, kissing, touching a Child or Young Person's genitals or other inappropriate touching of a Child or Young Person, oral sex or intercourse with a Child or Young Person, encouraging the Child or Young Person to view pornographic materials (whether that be online, magazines, videos) or engaging a Child or Young Person in sexual conversations (whether online or other forms of communication).

Sexual Exploitation means behaviour where a Child or Young Person is forced or involved in sexual activities that are unlawfully recorded, recorded without the consent of an individual, or used to produce pornography.

Sexual Harassment means unwanted, unwelcome or invited behaviour of a sexual nature, which could make a person feel humiliated, intimidated or offended. It can include 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.

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 Western Australia Cricket Association, including the Big Bash League Clubs.

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

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

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

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ANNEXURES

ANNEXURE A: BACKGROUND & SCREENING PROCESSES

A1. 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. We measure ourselves on our behaviours - "How We Play"; our people value being real, smashing the boundaries, making every ball count and being stronger together.'*

Australian Cricket recommends that Affiliated Associations and Clubs include the following wording in advertisements for all Cricket Participant 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 cricketaustralia.com.au/safeguarding.'*

A2. AUSTRALIAN CRICKET'S COMMITMENT STATEMENT TO SAFEGUARDING CHILDREN AND YOUNG PEOPLE

Australian Cricket's Commitment Statement to Safeguarding Children and Young People (set out at Item 3 of this Policy) must be attached to position descriptions of roles with Australian Cricket that require contact with Children and Young People.

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

A3. 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.

A4. 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.

A5. 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) signed Member Protection Declaration;

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 and Clubs undertake background checks of its volunteers and applicants for positions in line with this approach.

A6. 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 and Clubs 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 ensure that they hold 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, however if this is not possible and Working with Children Checks are still being obtained by the applicant, such engagement must be contingent upon the applicant obtaining such Working with Children Check.

Appropriate supervision measures will be imposed until evidence of a satisfactory completion of a Working with Children Check (or equivalent) is provided by the applicant. However, 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 and Clubs 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 and Clubs 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 Australian Cricket Disciplinary Policy.

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

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A7. 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.

A8. MEMBER PROTECTION DECLARATION

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

Affiliated Associations and Clubs at their absolute discretion, may request signed 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.

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

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 a person's membership if they refuse to sign a Member Protection Declaration. The Affiliated Association or Club should seek legal advice prior to taking such action.

A9. 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.

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Affiliated Associations and Clubs must record Working with Children Checks and other records through MyCricket 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 A5.

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 and Clubs should maintain records of the Member Protection Declarations (including a hard copy of signed 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.

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ANNEXURE B: WORKING WITH CHILDREN CHECK AUTHORITIES

Australian Capital Territory
Office of Regulatory Services
Website: www.ors.act.gov.au/community/working_with_vulnerable_people_wwvp
Phone: 02 6207 3000

New South Wales
Office of the Children's Guardian
Website: www.kidsguardian.nsw.gov.au/check
Phone: 02 9286 7276

Northern Territory
Northern Territory Screening Authority
Website: www.workingwithchildren.nt.gov.au
Phone: 1800 SAFE NT (1800 723 368)

Queensland
Queensland Government Blue Card Services
Website: www.bluecard.qld.gov.au
Phone: 1800 113 611

South Australia
Department of Human Services – DHS Screening Unit
Website: www.screening.dcsi.sa.gov.au/home
Phone: 1300 321 592
National Police Check: www.police.sa.gov.au/services-and-events/apply-for-a-police-record-check

Tasmania
Department of Justice
Website: www.justice.tas.gov.au/working_with_children
Phone: 1300 13 55 13

Victoria
Department of Justice
Website: www.workingwithchildren.vic.gov.au
Phone: 1300 652 879

Western Australia
Department of Communities - Working with Children Screening Unit
Website: www.workingwithchildren.wa.gov.au
Phone: 1800 883 979 (country) (08) 6217 8100 (metro)
Volunteer National Police Certificates: https://www.police.wa.gov.au/Police-Direct/National-Police-Certificates/Volunteer-National-Police-Certificates

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ANNEXURE C: 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 and players associated with our Organisation, including coaches, umpires, coordinators, committee members and other volunteers.

I, …….. (name) of ……...…….……

…….. (address) born ……/……/……

sincerely declare:

1. I have read and understood Australian Cricket's Member Protection Policy, Australian Cricket's Policy for Safeguarding Children and Young People and Australian Cricket's Looking After Our Kids.

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 Child Abuse, Bullying, Harassment 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 and Clubs may consider to constitute a risk to its Australian Cricket Personnel, Cricket Participants, Players, Children and Young People or reputation of Australian Cricket or the Affiliated Associations and Clubs 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 …….…….

on ……../……./…….(date) Signature: ……

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 in every particular.

Name: …… Signature: ……

Date: ……

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ANNEXURE D: CONTACT DETAILS FOR ADVICE OR TO REPORT AN ALLEGATION OF CHILD ABUSE

Australian Capital Territory	
ACT Police Non-urgent police assistance Ph: 131 444 www.afp.gov.au	Office for Children, Youth and Family Services http://www.communityservices.act.gov.au/ocyfs/reporting-child-abuse-and-neglect Ph: 1300 556 729
New South Wales	
New South Wales Police Non-urgent police assistance Ph: 131 444 www.police.nsw.gov.au	Department of Family and Community Services www.community.nsw.gov.au Ph: 132 111
Northern Territory	
Northern Territory Police Non-urgent police assistance Ph: 131 444 www.pfes.nt.gov.au	Department of Children and Families www.childrenandfamilies.nt.gov.au Ph: 1800 700 250
Queensland	
Queensland Police Non-urgent police assistance Ph: 131 444 www.police.qld.gov.au	Department of Communities, Child Safety and Disability Services www.communities.qld.gov.au/childsafety Ph: 1800 811 810
South Australia	
South Australia Police Non-urgent police assistance Ph: 131 444 www.sapolice.sa.gov.au	Department for Education and Child Development https://www.education.sa.gov.au/supporting-students/child-protection/reporting-child-abuse Ph: 131 478
Tasmania	
Tasmania Police Non-urgent police assistance Ph: 131 444 www.police.tas.gov.au	Department of Health and Human Services www.dhhs.tas.gov.au/children Ph: 1300 737 639
Victoria	
Victoria Police Non-urgent police assistance Ph: (03) 9247 6666 www.police.vic.gov.au	Department of Human Services www.dhs.vic.gov.au Ph: 131 278
Western Australia	
Western Australia Police Non-urgent police assistance Ph: 131 444 www.police.wa.gov.au	Department of Communities – Child Protection and Family Support www.dcp.wa.gov.au Ph: (08) 9222 2555 or 1800 622 258

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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 (INSERT): **Cricket Victoria (Phone: (03) 9085 4000)** **SACA (Phone: (08) 8300 3800)** **WACA (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)**
Matters relating to Australian Cricket Personnel or Australian Cricket	Cricket Australia Legal Risk & Integrity department and/or the State and Territory Cricket Association Legal department (if applicable) Head of People & Culture in the relevant Australian Cricket organisation

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ANNEXURE E: CONFIDENTIAL RECORD OF CHILD ABUSE ALLEGATION

Any matter must be immediately reported to Police and the relevant Government Agency. 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 Name (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:		
Government agency contacted (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 abuse (e.g. observation, injury, disclosure)			

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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)	Name (1): Contact details: Name (2): Contact details: Name (3): Contact details:
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)	Who: When:

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.

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