



**BULIMBA  
CRICKET CLUB**  
*Est. 2010*

Bulimba Cricket Club

Policy and Procedure

Title	Policy – Member Protection
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## 1.0 Introduction

The vision for the Bulimba Cricket Club is to grow the game of cricket and be a strong community cricket club. This is partnered with our mission statement “Bulimba Cricket Club is a community club that provides a safe, fun and welcoming environment for all boys and girls to develop skills and friendships, whilst sharing their love of cricket”.

The clubs core values are fun, learning, respect, resilience and inclusive.

## 2.0 Purpose of Our Policy

The main objective of the Bulimba Cricket Club (“our”, “us” or “we”) Member Protection Policy (“policy”) is to maintain responsible behaviour and the making of informed decisions by members and other participants in this club. It outlines our commitment to a person’s right to be treated with respect and dignity, and to be safe and protected from discrimination, harassment and abuse. Our policy informs everyone involved in our club of his or her legal and ethical rights and responsibilities and the standards of behaviour that are expected of them.

## 3.0 Who Our Policy Applies To

This policy applies to everyone involved in the activities of our club whether they are in a paid or unpaid/voluntary capacity and including:

- club committee members, administrators and other club officials;
- coaches and assistant coaches and other personnel participating in events and activities, including camps and training sessions;
- support personnel, including managers, physiotherapists, psychologists, masseurs, sport trainers and others;
- referees, umpires and other officials;
- athletes;
- members, including any life members;
- parents;
- spectators.

## 4.0 Extent of Our Policy

Our policy covers all matters directly and indirectly related to the Bulimba Cricket Club and its activities. In particular, the policy governs unfair selection decisions and actions, breaches of our code of behaviour and behaviour that occurs at training sessions, in the club rooms, at social events organised or sanctioned by the club (or our sport), and on away and overnight trips. It also covers private behaviour where that behaviour brings our club or sport into disrepute.

## 5.0 Club Responsibilities

We will:

- adopt, implement and comply with this policy;
- ensure that this policy is enforceable;
- publish, distribute and promote this policy and the consequences of any breaches of this policy;
- promote and model appropriate standards of behaviour at all times;
- deal with any complaints made under this policy in an appropriate manner;
- deal with any breaches of this policy in an appropriate manner;
- recognise and enforce any penalty imposed under this policy;
- ensure that a copy of this policy is available or accessible to all people and organisations to whom this policy applies;
- review this policy every 12-18 months; and
- seek advice from and refer serious issues to ***Eastern Districts Junior Cricket Association (EDJCA), Bayside East & Redlands Cricket Association (BEARS), Queensland Cricket and/or Department of Children, Youth Justice and Multicultural Affairs.***

Serious issues include unlawful behaviour that involves or could lead to significant harm and includes criminal behaviour (e.g., physical assault, sexual assault, child abuse) and any other issues that our state or national bodies request to be referred to them.

## 6.0 Individual Responsibilities

Everyone associated with our club must:

- make themselves aware of the contents of this policy;
- comply with all relevant provisions of this policy, including the standards of behaviour outlined in this policy;
- treat other people with respect;
- always place the safety and welfare of children above other considerations;
- be responsible and accountable for their behaviour; and
- follow the guidelines outlined in this policy if they wish to make a complaint or report a concern about possible discrimination, harassment, bullying or other inappropriate behaviour; and
- comply with any decisions and/or disciplinary measures imposed under this policy.

## 7.0 Protection of Children

Our club is committed to the safety and wellbeing of children and young people who are members of the club, and protecting them from harm. As such, we have adopted the ***Australian Cricket's Commitment to Safeguarding Children and Young People.***

To assist our members with appropriate guidelines around their interactions with children and young people, our club has adopted its' own Code of Conduct, and we have also adopted the **Australian Cricket's Looking After Our Kids Code of Behaviour for Affiliated Associations and Clubs**.

The **Australian Cricket's Policy for Safeguarding Children and Young People** and this Member Protection policy; also provide a framework of policy and procedure for handling disclosures, suspicions and methods of reporting. In adhering to the Australian Cricket's Policy for Safeguarding Children and Young People, we also ask that all Coaches and Managers working with children registered with the club, obtain a Blue Card or Blue Card Exemption.

These documents are available for viewing on the club website in the [Member Protection](#) menu item.

## 8.0 Discrimination, Harassment and Bullying

Our club is committed to providing an environment in which people are treated fairly and equitably and that is, as far as practicable, free from all forms of discrimination, harassment and bullying.

We recognise that people may not be able to enjoy themselves or perform at their best if they are treated unfairly, discriminated against, harassed or bullied.

We expect all members to abide by the Bulimba Cricket Club, Queensland Cricket and Cricket Australia Codes of Behaviour.

## 9.0 Inclusive Practices

Our club is welcoming and we will seek to include members from all areas of our community.

## 10.0 Responding to Complaints

### 10.1 Complaints

Our club takes all complaints about on and off-field behaviour seriously. Our club will handle complaints based on the principles of procedural fairness, and ensure:

- all complaints will be taken seriously;
- the person making the complaint (complainant) will be given full details of what is being alleged against them and have the opportunity to respond to those allegations;
- irrelevant matters will not be taken into account;
- decisions will be unbiased; and
- any penalties imposed will be reasonable.

If the complaint relates to suspected child abuse, sexual assault or other criminal activity, then our club will need to report the behaviour to the police and/or relevant government authority.

## 10.2 Complaint Handling Process

When a complaint is received by our club, the person receiving the complaint (e.g. President, Member Protection Information Officer) will:

- listen carefully and ask questions to understand the nature and extent of the concern;
- ask what the complainant how they would like their concern to be resolved and if they need any support;
- explain the different options available to help resolve the complainant's concern;
- inform the relevant government authorities and/or police, if required by law to do so; and
- where possible and appropriate, maintain confidentiality but not necessarily anonymity.

Once the complainant decides on their preferred option for resolution, the club will assist, where appropriate and necessary, with the resolution process.

At any stage of the process, a person can seek advice from an anti-discrimination commission or other external agency and, if the matter is within their jurisdiction, may lodge a complaint with the anti-discrimination commission or other external agency.

## 10.3 Disciplinary Sanctions

Our club may take disciplinary action against anyone found to have breached our policy or made false and malicious allegations. Any disciplinary measure imposed under our policy must:

- be applied consistent with any contractual and employment rules and requirements;
- be fair and reasonable;
- be based on the evidence and information presented and the seriousness of the breach; and
- be determined by our constituent documents, by Laws and the rules of the game.

## 10.4 Appeals

The complainant or respondent is entitled to lodge an appeal against a decision made in relation to a complaint (including a decision where disciplinary sanctions are imposed by our club) to Eastern Districts Junior Cricket Association (EDJCA) Community Liaison Officer who will listen to the complaint, discuss the matter with relevant stakeholders and attempt to resolve the matter amicably with all parties. Appeals must be based on any right of appeal provided for in the relevant constituent documents, rules, regulations or by laws.



## Attachment 1: Codes of Behaviour

[Bulimba Cricket Club Code of Conduct](#)

[Queensland Cricket Codes of Behaviour](#)

[Cricket Australia Codes of Behaviour](#)

## Attachment 2: Appeals Policy

To be advised.

## Attachment 3: Record of Complaint

[Bulimba Cricket Club Record of Complaint](#)

## Attachment 4: Child and Youth Risk Management Strategy Checklist/Action Plan

Mandatory Requirements	Does this already exist?				
	Yes	Location and/or amendments	No	Resources required	By whom/when?
1. A statement of commitment to the safety and wellbeing of children and the protection of children from harm	X	- Australian Cricket's Commitment to Safeguarding Children and Young People			
2. A code of conduct for interacting with children and young people	X	- Australian Cricket's Looking After Our Kids Code of Behaviour for Affiliated Associations and Clubs - Bulimba Cricket Club Code of Conduct			
3. Written procedures for recruiting, selecting, training and managing staff and volunteers			X	- Volunteer management resource: <a href="https://community.cricket.com.au/clubs/volunteers/volunteer-management">https://community.cricket.com.au/clubs/volunteers/volunteer-management</a> - Association/club documents	- Bulimba Cricket Club Executive Committee to define by completion of Season 2021/22

Mandatory Requirements	Does this already exist?				
	Yes	Location and/or amendments	No	Resources required	By whom/when?
4. Policies and procedures for handling disclosures or suspicions of harm, including reporting guidelines	X	<ul style="list-style-type: none"> <li>- Australian Cricket's Policy for Safeguarding Children and Young People</li> <li>- Bulimba Cricket Club Member Protection Policy</li> </ul>			
5. A plan for managing breaches of the risk management strategy	X	<ul style="list-style-type: none"> <li>- Australian Cricket's Looking After Our Kids Code of Behaviour for Affiliated Associations and Clubs</li> </ul>			
6. Policies and procedures for managing compliance with the blue card system	X	<ul style="list-style-type: none"> <li>- Australian Cricket's Policy for Safeguarding Children and Young People</li> </ul>			
7. Risk management plans for high-risk activities and special events			X	<ul style="list-style-type: none"> <li>- Risk management plan for high risk activities or special events template - <a href="https://www.publications.qld.gov">https://www.publications.qld.gov</a></li> </ul>	A risk management plan for any high-risk activities or special events will be completed in a timely

Mandatory Requirements	Does this already exist?				
	Yes	Location and/or amendments	No	Resources required	By whom/when?
				<a href="#">.au/dataset/99adb7c1-05d1-4751-9b29-b76d24c6fd9d/resource/579f7c68-b75d-4393-b205-e2db36de49d4/download/high-risk-activity-or-special-events.docx</a> - Association/Club documents	manner, prior to the event occurring. Any risks identified will be properly analysed, evaluated and managed
8. Strategies for communication and support	X	As per Australian Cricket's Child Safe Framework			