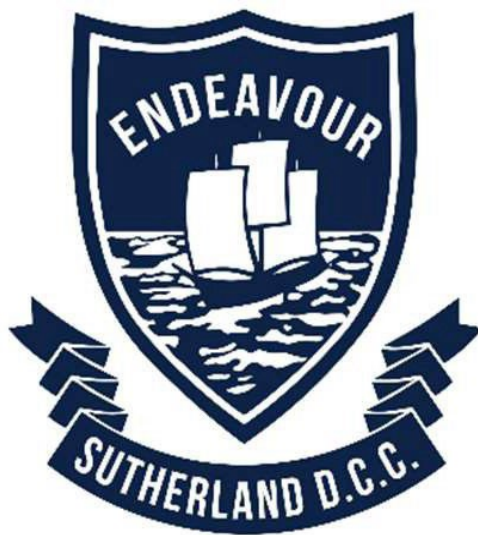


# **SDCC**

## **Child Protection Policy**



[Adopted 24 September, 2025]

## Background

Our Club must comply with Cricket Australia's Safeguarding Children and Young People Framework ('Framework'). The relevant key documents ('Framework Documents') are:

- *CNSW Safeguarding Children and Young People Policy (July 2025)*
- *Australian Cricket's Looking After Our Kids Code of Behaviour (November 2024)*

There is various legislation protecting children and young persons which may also apply to the conduct of the Club and its members, including the *Children and Young Persons (Care and Protection) Act 1998 NSW*, the *Child Protection (Working with Children) Act 2012 NSW* and any other legislation at a National or State level which protects children and young persons ("Relevant Laws").

The Sutherland DCC Committee ("we", "us" and "our" in the below) is committed to providing a safe environment to our under 18 players ('Minors') and is committed to support the Framework and the Framework Documents. This Policy is issued to complement the Framework and to provide specific steps the Club is taking.

## General

1. We will appoint a Child Protection Officer ('CPO') to assist in administering this Policy and to act as a contact point for any person who feels aggrieved or has a complaint.
2. All Committee, club coaches, team managers, Captains and other key appointments (remunerated or volunteer) must:
  - (a) obtain a Working with Children Check (WWCC) relevant to their role and provide same to the Club prior to the commencement of their role; and
  - (b) sign a Looking After Our Kids Acknowledgment Form; and
  - (c) confirm they have read all relevant documents within Cricket Australia's Safeguarding Children and Young People Framework ('Framework Documents').
3. All Club members, players, Committee, coaches, team managers and other key appointments (remunerated or volunteer) – "Club Persons" – are bound by the Framework Documents and this Policy (and the extent of any inconsistency or conflict between the same the Framework Documents shall apply).

## Livestreaming & Images

4. All Minors when registering via PlayHQ shall indicate whether they have provided consent for livestreaming video content (particularly via FrogBox) and/or the taking and use of player photo images.
5. We reserve the right – whether in addition to any blank consent or otherwise – to obtain from each Minor's parent or guardian:
  - (a) an Image Consent & Release Form; and
  - (b) a Livestreaming Consent & Release Form.
6. Provision of consent by either of the above means is referred to herein as "Consent".
7. We will follow any CNSW policy relation to the taking of images or the livestreaming of matches where players have not provided Consent. However, unless otherwise provided by CNSW, where a player has not provided Consent to the satisfaction of the Club, we will not:
  - (a) live stream any matches in which such player participates; and
  - (b) use any photo image of such player in any Club controlled content, platform or media.

## Livestreaming

8. Subject to the foregoing, while we will position any FrogBox camera to be centred on the match pitch and placed a sufficient distance away from the pitch – names will appear in live scores displayed on any FrogBox livestream and players may be recognised.
9. Subject to any CNSW procedure or policy of the kind referred to in point 6 above relating to identifying players who have not provided Consent, given the complexity in interacting with other club teams containing minors, we shall:
  - (a) Use all reasonable efforts to ensure our Play HQ records are current to enable team lists reflect our players position on providing relevant Consent (see point 3(c) above).
  - (b) In relation to all away games, if requested, advise opposition clubs of any of our participating Minors who – to our knowledge – have not provided Consent.
  - (c) In relation to all home games:

- (i) First, rely on the relevant team lists (see point 3(c) above) as to whether participating players from both our Club and the relevant opposition club have provided relevant Consent.
  - (ii) To the extent relevant Consent is not indicated in such team lists, or there is some ambiguity:
    - (A) for our players – seek confirmation on whether Consent is provided or not, whether pursuant to point 4 above or otherwise; and
    - (B) for opposition players – seek confirmation from the relevant club for each relevant team, either that:
      - I. no minors will participate in a particular relevant team; or
      - II. all minors participating in a relevant team have provided Consent.
  - (iii) If all players participating in a match have provided relevant Consent, then we may proceed to livestream any relevant match – provided any other relevant provisions of this Policy are followed.
  - (iv) If one or more players participating in a match have not provided relevant Consent, then we will not livestream that match notwithstanding we may otherwise be permitted to do so under this Policy.
10. All Minors need to be aware that we do not control any opposition club's practices or policies nor are we responsible or liable for the same whether there has been any breach of the Framework or the Framework documents, including whether any photos of players are taken and published or posted, or whether any livestreaming of a match occurs, despite advising of any relevant Minors pursuant to point 9(a)(i).

#### Images

- 11. We will not publish or post individual photos of a Minor.
- 12. We may publish or post photos of a Minor where same is part of a group of players, provided we do not include any references to the name of such Minor.
- 13. If all players participating in a match have provided relevant Consent, then we may proceed to take photos of participating players and publish or post same, provided any other relevant provisions of this Policy are followed.
- 14. If we have knowledge that one or more players from a team participating in a match have not provided relevant Consent, then we will instruct any Club appointed or authorised photographers not to take photos of any players from that team.
- 15. All Minors need to be aware that the above does not apply to any photos taken or publications or posts made by persons or circumstances outside of our control, nor to any opposition club's practices or policies, and we are not responsible or liable for the same whether there has been any breach of the Framework or the Framework documents or not, including whether any photos of players are taken and published or posted.

#### **Interacting & Communications With Minors**

- 16. In relation to change rooms and other facilities where Minors on team, team members should:
  - (a) be aware of the Framework, the Framework Documents and this Policy
  - (b) take reasonable steps not to be alone with a Minor (i.e. just the two of them) in a change room, bathroom or other inappropriate facility.
- 17. One to one written communication or phone calls from captains, selectors, coaches and/or Committee (e.g. email, social media, chat platforms etc) to a Minor is prohibited, unless parent and guardians are included in that communication or are on that phone call. Match day interactions as part of the usual conduct, management and direction of the team by the captain are excluded from this prohibition.
- 18. Subject to point 19 below and any relevant provision of the Clubs Digital Policy (or similar policy relating to Club communications), group team communications – e.g. captains sharing information to teams re covers, games; coach communication with a team or the Club's players etc – where one or more Minors are included in that group communication are appropriate if multiple players are included in the relevant communication.
- 19. All official Club communications to the broader Club playing group where one or more Minors are included, and all player and team communications relating to the AW Green Sheild squad or team, are to also be sent to a relevant parent or guardian.

## Other

20. Education:
- (a) All Club Persons will have access to the Framework Documents. These will be posted on our website.
  - (b) We will assist (if requested or necessary) Club Persons to obtain an understanding of the Framework, Framework Documents and this Policy, and to assist them in understanding the behaviours expected of them, and those to avoid.
21. Complaints:
- (a) The Club will manage complaints under this Policy, the Framework and the Framework Documents (as applicable) in accordance with *Australian Cricket's Procedure for Handling Complaints and Allegations of Prohibited Conduct* (set out in Annexure B of the *Policy for Safeguarding Children and Young People* (November 2024)).
  - (b) All such complaints are to be referred in first instance to the Child Protection Officer and the Club Secretary (as if Relevant Persons for the purposes of the aforementioned *Australian Cricket's Procedure for Handling Complaints and Allegations of Prohibited Conduct*).
22. Any Club member who breaches this Policy and/or the Framework, Framework Documents, any other analogous policy or procedures to which the Club and members are bound, and/or any Relevant Legislation shall have acted in a manner unbecoming of a Member, willfully prejudicial to the purposes and interests of the Club and/or will have brought themselves, the Club, any other Member or the Sport into disrepute. Such member may subject to disciplinary action under the Club's Constitution, including expulsion from the Club and potential referral to NSW Police.

## Working With Children Checks

23. All:
- (a) coaches;
  - (b) paid contracted persons;
  - (c) committee members;
  - (d) Club Persons required by any CA, CNSW or SCA requirement or policy;
  - (e) volunteers and other persons undertaking Club delegated or appointed duties with child-related work; and
  - (f) any persons required by the Committee,
- must hold a valid WWCC clearance and provide their WWCC number to the Secretary.
24. Requirements:
- (a) All such individuals must obtain a WWCC clearance from the NSW Office of the Children's Guardian.
  - (b) WWCC numbers will be verified by the Club.
  - (c) WWCCs must be renewed every five years and remain valid throughout the period of engagement.
25. Verification and Record Keeping:
- (a) The Club will register with the Office of the Children's Guardian to verify WWCCs.
  - (b) Records of WWCC verifications will be maintained and updated.
  - (c) Individuals must notify the club immediately of any change in WWCC status.
26. Failure to obtain or maintain a valid WWCC will result in suspension or termination of duties. The Club reserves the right to report breaches to relevant authorities.