

# CODE OF CONDUCT

## FOR COACHES, MANAGERS, STAFF AND VOLUNTEERS



**TENDULKAR MIDDLESEX  
GLOBAL ACADEMY**  
equality • performance • trust

All Tendulkar Middlesex Global Academy (TMGA) personnel will:

- Respect the rights, dignity and worth of every person within the context of cricket.
- Treat everyone equally and not discriminate on the grounds of age, gender, disability, race, ethnic origin nationality, colour, parental or marital status, religious belief, class or social background, sexual preference or political belief.
- Not condone, or allow to go unchallenged, any form of discrimination if witnessed.
- Display high standards of behaviour at all time.
- Promote the positive aspects of cricket, e.g. Spirit of Cricket & fair play, and that of being a good global citizen.
- Encourage all participants to learn the rules, play within them and respect the decisions of match officials.
- Actively discourage unfair play, rule violations and arguing with match officials.
- Recognise good performance; not just match results.
- Place the wellbeing and safety of young people above the development of performance.
- Ensure the activities are appropriate for the age, maturity, experience and ability of the individual.
- Respect young people's opinions when making decisions about their participation in cricket.
- Not smoke, drink or use banned substances whilst actively working with young people in a TMGA capacity.
- Not provide young people with alcohol, nicotine or banned substances.
- Hold relevant qualifications and/or experience and be covered by insurance





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- Always work in an open environment, i.e. avoid private or unobserved situations and encourage an open environment.
- Inform players and parents/carers of the requirements of cricket.
- Develop an appropriate working relationship with young players, based on mutual trust and respect.
- Ensure that physical contact is appropriate and necessary and is carried out within recommended guidelines with the young player's full consent and approval.
- Not engage in any form of sexually related contact, gestures or terms with a young player. TMGA adopts guidelines which recommends the principle – *“People in positions of trust and authority do not have sexual relationships with 16-17-year olds in their care”*.
- Attend appropriate training & maintain accreditation to keep up to date with their role and especially with respect to the safeguarding of young people.
- Staff, ambassadors, coaches & volunteers cannot direct message anyone under 18 years old via email, text or social media platforms. Messages should be directed to the parents AND the young person or via open forums with appropriate language & content.
- TMGA coaches, ambassadors, managers & volunteers should not link with players U18 years of age involved in TMGA activities via social network platforms, online media or gaming.
- Know, understand & follow the TMGA guidelines issued in relation to safeguarding.
- Report any concerns in relation to a young person to the TMGA Designated Safeguarding Lead or Cricket Operations Manager as appropriate.
- Report any concerns in relation to TMGA staff, ambassadors, coaches, managers or volunteers to the TMGA D Y Patil Academy Head Coach (Vinod Kambli), Head of Development (Amit Pagnish) or the Cricket Operations Manager (Sarvesh Damle) Or the Designated Safeguarding Lead (Arpita Nakhwa). In extreme events or when in position of personal compromise please contact TMGA Global Head Coach, Josh Knappett ([josh.knappett@tendulkarmga.com](mailto:josh.knappett@tendulkarmga.com))





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## **Employee / Workforce Safeguarding Standards**

All TMGA employees or workforce are required to meet minimum safeguarding standards in relation to the assigned role. Individuals are responsible for keeping all criteria in date and to notify the Designated Safeguard Lead for TMGA of any updates or changes. If any of standards are not met, temporary suspension will be enforced until rectified. If employees repeatedly fall below these standards, disciplinary procedures may be pursued.

### *Coaches & Employees with Junior Coaching Responsibilities*

Require the following when operating under TMGA:

1. Relevant qualification for the player, environment & role with legal right to work in India.
2. Current *Indian Police Authority vetting and check certificate. Valid up to 2 years.*
3. Current Safeguarding & Protecting Children certificate - *Online workshop.*
4. In date First Aid Certificate (which includes emergency aid)

(Created February 2019. Reviewed February 2021)

