



## CCC Youth Cricket Lead Manager: Standards & Code of Conduct

### Developing Good Human Beings is the first process of developing good Cricketers, and Building a Great Club

This Code of Conduct is designed to ensure that Lead Managers at Clontarf Cricket Club operate with the highest levels of integrity, fairness, and professionalism. By accepting this role, you agree to the following standards:

#### 1. Selection Policy & Fair Play

- **Adherence to Guidelines:** You must strictly follow the club's official Selection Policy for all matches. Your primary goal is to balance player development in league games with competitiveness in cup fixtures, as per committee directives.
- **Objective Decision Making:** Selection must be based on merit, attendance, attitude, and the specific needs of the age group. Personal feelings or external pressures must not influence team sheets.
- **Transparent Communication:** While the final decision rests with you, you should be prepared to provide constructive, private feedback to any player or parent regarding selection decisions if requested.

#### 2. Conflict of Interest & Favouritism

- **Neutrality:** If your own child is in the team you manage, you must be hyper-aware of potential bias. Treat them exactly as you would any other player—they are entitled to no more and no less opportunity than their teammates.
- **Delegating Decisions:** For sensitive decisions involving your own child (such as captaincy or critical batting/bowling positions in major games), it is best practice to consult with another coach or the Youth Committee to ensure impartiality.
- **Consistent Standards:** Ensure that praise, discipline, and opportunities are distributed fairly across the entire squad, regardless of your personal relationship with any player or their family.

#### 3. Succession Planning

Succession planning is a core responsibility of the Lead Manager. While we avoid rigid mandates to allow for your professional discretion, we expect this to be a proactive focus rather than a voluntary or secondary task.

To build the club's future, you are expected to identify not just raw talent, but the commitment and character required to lead. Our established framework for success is to rotate captaincy among a pool of developing leaders, recognizing that leadership potential emerges at different stages. We must maintain an "open door" environment where leadership is not a fixed status, but an earned opportunity for any player demonstrating the right growth and attitude.

To support this, we encourage the following structured approach, provided you feel you have the appropriate pool of players and options available to do so:

- **U9–U11 (Introduction):** Ideally, every player in the squad should be provided with an opportunity to lead to gauge potential.
- **U13 (Development):** Leadership should be shared among a small pool of players (typically 2–4 Co-Captains).
- **U15 Onwards (Formal Leadership):** Captaincy becomes a formal appointment earned through merit and consistency, and positive attitude both on and off the field consisting of a Captain and two Vice-Captains.

We trust your judgment in applying these milestones based on the specific dynamics and readiness of your current squad.

#### 4. Confidentiality & Information Management

- **Restricted Consultation:** Any information received in your capacity as a Lead Manager—including coaching programme and structure, delivery plan, tactical insight to player medical data, disciplinary issues, or sensitive family circumstances—is strictly confidential.
- **Committee Reporting:** Information regarding youth operations should only be discussed with the Clontarf Cricket Club Chair of Youth. It is not for public consultation, sideline gossip, or discussion with parents outside of official channels.



- **Data Protection:** Sharing or forwarding confidential information received in your capacity as a Lead Manager to anyone outside the Clontarf Cricket Youth Committee is a strict breach of trust and an abuse of the privilege of your position. Handle all player and parent contact details in accordance with club GDPR and Privacy Policies. Never share squad lists or contact information with third parties without explicit permission.

## 5. Professionalism & Representation

**Role Model Behaviour:** As a Lead Manager, you are a representative of Clontarf Cricket Club. Your conduct on the sidelines should always reflect the club's values of respect and sportsmanship.

**6. Conflict Resolution:** Any disputes with parents or other clubs should be handled calmly and professionally. If a situation cannot be resolved locally, it must be escalated immediately to the Youth Committee or the Club Children's Officer in the following order.

- CCO
- Chair of Youth
- Chair of Cricket
- Chair of the Club

## CCC Incident Response Checklist

1. **Stop & Supervise:** Stop the session immediately. Ensure the injured person is safe and the rest of the group is supervised.
2. **Notify:** Immediately notify CCO & Chair of Youth.
3. **First Aid & Parents:** Provide basic first aid (if trained) and contact the player's parents as soon as it is safe to do so.
4. **Emergency:** Dial 999/112 for emergencies.
5. **Record & Report:** Record exactly what you saw, the time, and the location before leaving the club. Record voice notes on the phone or write down. Submit the report to the CCO and Chair of Youth. Do not share incident details on social media or WhatsApp outside the CCO and Chair of Youth.

## 7. Emergency Contacts

- Emergency Services: 999 or 112
- CCO Club's Children's Officer (Safeguarding)
- Chairperson of Youth Cricket
- Chair of the Club

**Full contact details are available in the Member's Area or will be provided directly to all the lead managers.**

## 8. Signature & Agreement

By signing below, I acknowledge that I have read, understood, and agreed to abide by **the Clontarf Cricket Club Lead Manager Code of Conduct.**

I understand that my role as a Lead Manager is a position of trust. I commit to upholding the club's values, following the selection policy with impartiality, and maintaining strict confidentiality regarding all youth committee matters. I recognise that any breach of these standards—particularly regarding the unauthorised disclosure of confidential information—constitutes an abuse of my position and may result in a review of my role by the Youth Committee.

**Lead Manager Name (Print):** \_\_\_\_\_

**Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**Age Group(s) Managed:** \_\_\_\_\_