



Overview

Our culture defines us; it drives everything we do. The trusted relationships and long term partnerships we build both within the club and externally are based on our core values. It is up to each of us as individuals to bring our culture to life, with each interaction we have.

The success or failure of our organisation rests on each person's clarity around what is expected of them and our ability as both individuals and an organisation to hold ourselves and each other accountable.

The following Why, How, What, values and Code of Behaviour provide us with the guidelines of what is expected as a member of PBCC.

Why, How, What:

Why

To build community, driven by our passion for cricket

How

Through creating a positive and respectful environment that supports the development of great humans and great cricketers

What

We aim to always do and be the best we can in all our relationships and actions.

Values

We are a Team: We will always achieve more working together and supporting each other in all our endeavours. Success for the club is greater than success for the individual.

We are respectful: We respect ourselves, our team mates, our coaches, our club volunteers, our opposition, umpires, officials and the game itself.

We are Passionate: We take pride in our performances and our results and support all players in being the best they can, while enjoying the game with their friends.

We act with Integrity: We play the game in both the spirit and the laws of cricket and will be graceful in defeat, and humble in victory. We will not make excuses.

Code of Behaviour

This Code of Behaviour sets out the basic expectations of behaviour for all involved at PBCC. It applies when playing, training or taking part in club-sanctioned activities.

- Always act within **both** the rules and spirit of the game
- Promote fair play over winning at any cost.
- Encourage and support opportunities for people to learn appropriate behaviours and skills.
- Support opportunities for participation in all aspects of the sport.
- Treat each person as an individual.
- Show respect and courtesy to all involved with the sport.
- Respect the rights and worth of every person, regardless of their age, race, gender, ability, cultural background, sexuality or religion.
- Respect the decisions of officials, coaches and administrators.
- Wherever practical, avoid unaccompanied and unobserved one-on-one activity (when in a supervisory capacity or where a power imbalance exists) with people under the age of 18.
- Display appropriate and responsible behavior aligned with the values of the club, in all interactions.
- PBCC has a zero tolerance policy around the use of drugs in any facility and at any time whilst representing the club.
- Act with integrity, objectivity and self-awareness, and accept responsibility for your decisions and actions.
- Ensure your decisions and actions contribute to a safe environment.
- Ensure your decisions and actions contribute to a harassment-free environment.
- We do not tolerate abusive, bullying or threatening behavior from anyone ever.

Players

- Give your best at all times.
- Always support your team mates and offer encouragement.
- Play by the rules and the spirit of the game.
- Always show respect for other players, coaches and officials.

Coaches

- Place the safety and welfare of the athletes above all else.
- Help each person (athlete, official, etc.) to reach their potential. Respect the talent, developmental stage and goals of each person and encourage them with positive and constructive feedback.
- Obtain appropriate qualifications and keep up-to-date with the latest coaching practices and the principles of growth and development of young players.
- Ensure that any physical contact with another person is appropriate to the situation and necessary for the person's skill development.

Officials

- Place the safety and welfare of the athletes above all else.
- Ensure all players are included and can participate, regardless of their race, gender, ability, cultural background, sexuality or religion.
- Be consistent, impartial and objective when making decisions.
- Address unsporting behaviour and promote respect for other players and officials.

Administrators

- Ensure quality supervision and instruction for players.
- Support coaches and officials to improve their skills and competencies.
- Act honestly, in good faith and in the best interests of the sport as a whole.
- Ensure that any information acquired or advantage gained from the position is not used improperly.
- Conduct club responsibilities with due care, competence and diligence.

Parents

- Encourage your child to participate, do their best and have fun.
- Focus on your child's effort and performance, rather than winning or losing.
- Never ridicule or yell at a child for making a mistake or losing a competition.
- Help out the coach or officials at training and games, where possible. Remember we are all volunteering our time.

Spectators

- Respect the effort and performances of players and officials.
- Reject the use of harassment, bullying or violence in any form, whether by other spectators, coaches, officials or athletes.

Social Media Guidelines

PBCCC members need to be mindful that once comments/images are made or published, they are in the public domain and may not be able to be retracted.

PBCCC recommends members:

- Avoid personal comments or opinions that compromise the integrity of the club, activities, members, sponsors or partner organisations
- Avoid the creation of fan pages relating to the club and its activities unless approved to do so.
- Ensure the use of social media is conducted in a respectful way to protect the reputation of the club, it's members, sponsors and partner organisations.
- Use discretion when deciding whether or not to 'friend' a member of the club.
- Don't include any personal information of yourself on social media.
- Don't use offensive, provocative, discriminatory or hateful language.
- Always ask a person's permission before posting their image or information on social media.
- Always use social media to add value and promote the sport in a positive way.