



Yorkshire Performance Pathway Social Media and Communications Policy

Yorkshire Cricket is committed to safeguarding and protecting all young people under the age of 18. This policy provides guidance on how Yorkshire Cricket staff and players use the internet and social media and the procedures for doing so. It also gives guidance on our expectations for staff and volunteers who work with us and how we expect young cricketers who are part of our Performance Pathway.

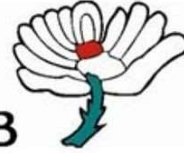
Problems, misunderstanding and grooming have all occurred within sport where coaches and others working with children start to become overfamiliar with them when using social media and messaging. All advice is primarily to safeguard children, but this advice if heeded, will also safeguard staff. Yorkshire Cricket staff must recognise they are in a position of trust and any breaches of this policy may be referred to Police, Statutory Services, or the ECB.

The aims of our Social Media and Communications policy are:

- To protect all children and young people involved within Yorkshire Cricket and who make use of technology (such as mobile phones, games consoles, tablets, computers and the internet) while in our care
- To provide staff, volunteers and players with our policy and procedures for online safety and inform them of how to respond to incidents
- To ensure Yorkshire Cricket is operating in line with our values and within the law regarding how we behave online

By 'social media' we mean any form of electronic communication allowing people to interact and share information. This includes social networking (including Facebook, twitter, LinkedIn) and media/photo/video sharing sites (including Instagram, YouTube, Snapchat, Pinterest) and interacting via messaging on our phones (texts, instant messages, WhatsApp etc) and blogging. Mobile phones, computers, tablets, games consoles etc can all be used for social media. Social media platforms are continuously evolving – it is impossible to list

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every site here and if you are unclear about the meaning of any part of this policy, please speak to the Head of Safeguarding.

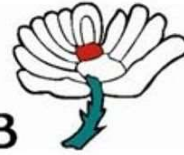
For 16 to 18-year-old players, the coach or team manager may communicate by message (eg text, WhatsApp) with individual players, or squads about their cricket programme, provided parental permission has been granted and the parent is always copied in. For under 16 players, staff must not communicate with any player under the age of 16 by message (eg text, WhatsApp). Communication must always be with the parent/guardian. Parental waivers to this policy must not be accepted. Any direct messages between a player and a coach or manager should be reported to the Head of Safeguarding if the parent/guardian hasn't been copied in.

When using Social Media, Staff should always:

- Be aware of this policy and abide by it
- Ensure they always copy the parents in, if it is a message to an individual player over the age of 16
- Use this medium to disseminate information about training or matches and do not enter into any other dialogue with them. This is to ensure no misunderstandings occur regarding your conduct or intentions
- Report anything to the Head of Safeguarding straight away, if it causes you concern. For example, if you receive any e-mail, text or other communication that causes you concern, or appears overfamiliar
- Make it clear to over-16 players that they must copy their parent into any texts, e-mails or social media messages they are sending you
- Use professional language and behaviour when using social media

If you are running the men's or women's team and you have any players under the age of 18, these rules apply. Care must be taken if players are sending messages to each other; if they are including U18s in these messages the content must be appropriate and you must make your squad members aware of this.

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Staff must never:

- Communicate with any player under the age of 18 by connecting on any social media network (eg Facebook, Twitter etc)
- Use social media networks to connect and 'Friend' or 'follow' players under the age of 18
- Accept any player under the age of 18 as a 'friend' on a social media network (eg Facebook/other)
- Post anything inappropriate on their own account, or anything that could reasonably be considered offensive or bring the sport or Yorkshire Cricket into disrepute
- Sign off messages with emojis or 'kisses/xxx'
- Take, send or forward images of people that are illegal, offensive or invading someone's privacy
- Communicate with any Pathway player under the age of 16 via messaging (eg text, WhatsApp) – always communicate with the parents

If staff would like to set up any form of closed group for their squad that does not meet the criteria above, they must speak with the Head of Safeguarding first.

What we expect from our players:

- Our players should be aware of this social media policy and agree to its terms
- We expect our players' behaviour online to be consistent with this guidance and this relates to all digital devices including smart phones, tablets, consoles, computers etc
- Players must not engage in bullying on social media, or making offensive or upsetting comments about other players, officials, teams or staff
- Players must not engage in "sexting" (sending someone sexual, naked or seminaked images or videos of themselves or others or sending sexually explicit messages) or sending pictures to anyone that are obscene, indecent or menacing.
- Players under the age of 16 must never communicate with staff via messaging
- Players aged 16 or over must only contact the coach/team manager by messaging if they also copy their parents in to all messages
- No player under the age of 18 must ask coaches or team managers to be their 'friend' on social media. If a coach or team manager asks them to be a 'friend' this must be reported immediately to the Head of Safeguarding.



- Players must never post anything inappropriate on their own account, or anything that could reasonably be considered offensive or bring the sport or Yorkshire Cricket into disrepute.

If you are a player and are concerned that hurtful messages or indecent images of you have been circulated online, the Head of Safeguarding can support you. The Head of Safeguarding is also available to support any staff who need help regarding the use of social media. If you need further guidance or advice, please contact the Head of Safeguarding – Joy Walker – joy.walker@yorkshireccc.com, 07512 312212.