



REDLANDS CRICKET INC

HEALTH & SAFETY POLICY

Updated for community cricket operations and aligned to current Australian Cricket player-safety guidance

Document owner	Committee / President	Approved by	Management Committee
Version	2.1	Status	Draft for adoption
Approval date	15/09/2026	Review cycle	At least annually
Effective date	15/09/2026	Next review	15/09/2027
Supersedes	Version 2.0 approved 9 July 2026	Related framework	RCI governance, safeguarding and incident procedures

Important: Competition playing conditions, venue directions and governing-body requirements in force at the time take precedence where they impose a higher or more specific safety standard.

1. Purpose

Redlands Cricket Inc (RCI) is committed to providing, so far as reasonably practicable, a safe and healthy environment for players, coaches, managers, officials, employees, contractors, volunteers, parents, guardians, spectators and visitors involved in RCI activities.

This policy establishes a practical framework for identifying hazards, controlling risks, preventing injury and illness, responding to incidents and continuously improving safety across cricket, grounds preparation, facilities, events, travel and other club-sanctioned activities.

2. Scope

This policy applies to all RCI-controlled or sanctioned activities, including matches, training, trials, carnivals, coaching programmes, functions, tours, travel, meetings, facility operations, grounds and turf work, maintenance, storage, use of plant or equipment, and activities delivered at RCI venues or on RCI's behalf.

It is to be read with applicable Queensland legislation, venue or council requirements, competition playing conditions, and current Queensland Cricket, Queensland Premier Cricket and Australian Cricket safety resources.

3. Policy commitments

- Provide and maintain environments, facilities, systems of work and equipment that are safe and fit for their intended use.
- Use a risk-based approach: identify hazards, assess risks, implement controls, communicate requirements and review effectiveness.
- Give participants clear authority to stop or modify an activity where there is an immediate or unacceptable safety risk.
- Promote early reporting of hazards, near misses, injuries, illnesses, head impacts and unsafe behaviour without adverse treatment for speaking up in good faith.
- Apply conservative player-safety decisions, particularly for suspected concussion, extreme weather, junior participants and medical emergencies.

- Consult with relevant workers, volunteers, participants, venue managers and stakeholders about matters that may affect their health and safety.
- Maintain appropriate first aid, emergency, incident-reporting and record-management arrangements.
- Review incidents, changing guidance and operational experience to improve controls.

4. Roles and responsibilities

4.1 Management Committee

- Oversee RCI's health and safety framework, policy review, resources and accountability.
- Ensure significant hazards and incidents are escalated, investigated and addressed.
- Nominate responsible persons for venue, event, match-day, training and operational safety where appropriate.
- Ensure legal, insurance, governing-body and competition notification requirements are considered.

4.2 President, Secretary, Administrator and delegated officers

- Implement Committee decisions and maintain accessible safety procedures, contacts and records.
- Coordinate incident escalation, external notification and corrective actions where required.
- Ensure contractors and service providers receive relevant site and safety information.

4.3 Coaches, team managers, captains, match officials and programme leaders

- Plan and supervise activities in a manner appropriate to participants' age, capability, conditions and foreseeable risks.
- Complete a reasonable pre-activity check of the playing, training or programme environment.
- Enforce required protective equipment, workload restrictions and safety directions.
- Stop, modify, postpone or relocate an activity where conditions are unsafe.
- Respond to injury, illness and suspected concussion, and record and escalate incidents promptly.

4.4 Employees, contractors, volunteers, players and participants

- Take reasonable care for their own safety and that of others.
- Follow reasonable safety instructions and use equipment only as intended.
- Wear and correctly fit required personal and cricket protective equipment.
- Report hazards, damage, near misses, injuries, illness and symptoms promptly.
- Not participate while impaired by alcohol, illicit drugs, unsafe medication effects, fatigue, illness or injury.

5. Risk management and activity planning

RCI will use a simple and proportionate risk-management process:

- Identify the hazard and who may be affected.
- Assess the likelihood and potential consequence.
- Eliminate the risk where reasonably practicable.
- Where elimination is not practicable, apply effective controls such as substitution, isolation, engineering, administrative controls and personal protective equipment.
- Assign responsibility and a completion date for actions.
- Review controls after incidents, operational changes or where they are not effective.

Higher-risk or unusual activities, major events, facility works, shared-use arrangements and changes to access, traffic, electrical, construction or operational arrangements should be supported by a documented risk assessment and, where appropriate, a site or event safety plan.

6. Grounds, facilities and equipment

- Playing surfaces, nets, sight screens, boundaries, fences, seating, change rooms, access ways, lighting and public areas should be checked for material hazards before use.
- Known hazards should be isolated, marked, repaired or otherwise controlled. Activities must not proceed where the remaining risk is unacceptable.
- Cricket, training, maintenance and grounds equipment must be suitable, maintained and used in accordance with instructions and applicable requirements.

- Only competent and authorised persons may operate plant, machinery, electrical equipment, vehicles or specialised equipment.
- Appropriate separation must be maintained between cricket activity, spectators, vehicles, contractors, machinery and other facility users.
- Hazardous substances, fuels, chemicals, batteries and gas cylinders must be stored, labelled and handled safely, with relevant safety information accessible.
- Work at height, electrical work, construction, high-risk plant operation and other licensed work must be performed only by appropriately qualified persons.

7. Protective equipment and cricket safety equipment

Participants must use equipment required by the applicable laws, competition rules, playing conditions and safety directions. Equipment must be the correct type and size, in serviceable condition and correctly fitted.

- RCI strongly supports the use of helmets meeting British Standard BS7928:2013 for batting, wicketkeeping up to the stumps and fielding close to the batter in community cricket.
- RCI strongly supports a compatible neck protector used with a compliant helmet where recommended by Australian Cricket, and requires one where applicable competition or governing-body rules mandate it.
- Batting, wicketkeeping and close-fielding protective equipment should be appropriate to the activity and the participant.
- Damaged, altered, poorly fitted or expired equipment must not be relied upon as effective protection.

8. Concussion and head impacts

RCI adopts Australian Cricket's conservative approach to concussion and head trauma. Concussion can follow an impact to the head, neck or body, and loss of consciousness is not required.

8.1 Immediate response

- Recognise that the injury may be concussion or suspected concussion.
- Remove the person from play, training or the hazardous activity immediately. If in doubt, sit them out.
- Do not permit same-day return to cricket or training after suspected concussion.
- Arrange assessment by a medical professional and call 000 for urgent or serious symptoms.
- Record the head impact or suspected concussion and notify the appropriate club official and, for a child, the parent or guardian promptly.

8.2 Return to cricket

Return must follow the current Australian Cricket concussion and head-impact guideline, including medical assessment, staged return to activity and the applicable minimum period before return to play. At the date of this policy, Australian Cricket's community resource states that a minimum period of 21 days from the incident should be observed before return to play. If guidance changes, the current published requirement applies.

A coach, captain, parent, player or club official must not override medical restrictions or accelerate a return because of match availability or competitive considerations.

9. Heat, hydration, sun and adverse environmental conditions

9.1 Heat and hydration

- Use Australian Cricket's cricket-specific Heat Stress Risk Index (HSRI) when conditions warrant it. The adult Community HSRI applies to adults and the Pathway HSRI applies to participants under 18.
- Use credible weather data, preferably from the Bureau of Meteorology station closest to the venue, and consider air temperature in shade, relative humidity, wind speed and sun exposure.
- Check forecast conditions before activity and re-check during activity when risk remains elevated or conditions change.
- Provide ready access to drinking water, encourage individual drink bottles and schedule additional drink, shade and cooling breaks.
- Modify intensity, clothing, duration, start time, fielding or bowling demands as appropriate.
- Delay, suspend, relocate or cancel activity where controls cannot reduce heat risk to an acceptable level. Australian Cricket's community guidance states that training should be suspended, cancelled or delayed while HSRI is 10 or above.

- Junior and adolescent participants require a more conservative approach because Australian Cricket identifies them as being at higher risk of heat illness.

9.2 Sun safety

9.3 Storms, lightning, rain, smoke, air quality and other conditions

- Follow current Australian Cricket weather guidance, competition playing conditions, venue directions and emergency warnings.
- Suspend and move people to suitable shelter when lightning, severe storms or another immediate environmental hazard makes outdoor activity unsafe.
- Assess wet or damaged surfaces, visibility, wind, falling-object risk, smoke or air-pollution conditions before resuming.
- Do not resume solely because scheduled playing time is being lost. Resumption requires conditions and controls to be safe.

10. Junior participants and bowling workloads

Training and competition involving children and adolescents must account for development, capability, supervision, recovery and the increased risk associated with heat and repetitive pace bowling.

- Coaches and managers must apply current Australian Cricket Junior Pace Bowling Workload Guidelines and any stricter competition playing conditions.
- At the date of this policy, Australian Cricket summarises the training principles as the 1-3-5 rule for bowlers under 17: one day of bowling followed by a bowling rest day, no more than three bowling sessions per week, and no more than five overs in a spell.
- For bowlers aged 17-19, Australian Cricket summarises the principles as the 2-4-6 rule: no more than two bowling days in a row, four bowling days per week and six overs in a spell.
- Bowling workloads should build gradually before a season or tournament. A junior pace bowler reporting lower-back pain when bowling should stop and obtain assessment from an appropriately experienced sports doctor or physiotherapist before returning.

Age-specific match limits and the current published guideline must be checked rather than relying only on this policy summary.

11. Medical conditions, illness, injury and wellbeing

- Participants should disclose relevant medical conditions, allergies, medications, injuries, restrictions or emergency action plans to the appropriate responsible person where this is necessary for safe participation.
- Personal medical information must be handled sensitively, shared only where necessary for safety or lawful administration, and stored securely.
- Participation should be modified or stopped where illness, injury, fatigue or medical advice indicates that continuing is unsafe.
- Adults working with junior participants must use positive, age-appropriate coaching and must not impose unsafe physical, emotional or performance demands.
- Mental health or wellbeing concerns should be taken seriously and directed to appropriate professional, emergency or support services where required.

12. First aid, medical emergencies and emergency readiness

- First aid kits appropriate to the activity and venue should be accessible, stocked, checked and replenished.
- RCI will encourage appropriate personnel to maintain current first aid and CPR qualifications.
- Automated external defibrillator locations, emergency access points, venue addresses and emergency contacts should be known to responsible persons and communicated in activity planning.
- For an immediate threat to life or safety, call 000, provide first aid within the responder's competence, send a person to direct emergency services and preserve clear access.
- Emergency plans should account for evacuation, fire, severe weather, medical emergencies, missing persons, facility incidents and communication with participants and families.
- No person should administer medication or perform a clinical procedure beyond their authority, training or an agreed emergency plan.

13. Groundskeeping, maintenance, contractors and work health and safety

Where RCI is a person conducting a business or undertaking or otherwise has duties under Queensland work health and safety or electrical safety law, those duties apply in addition to this sporting policy.

- Employees and workers must receive appropriate induction, instruction, supervision, training and personal protective equipment.
- Contractors must be competent, appropriately licensed and insured, and must coordinate their work with RCI and venue stakeholders.
- Work areas must be separated from members and the public where necessary, with plant isolated and unauthorised access prevented.
- Electrical hazards, hazardous manual tasks, chemicals, noise, dust, turf machinery, vehicles, working alone and heat exposure must be assessed and controlled.
- RCI will consult workers and relevant duty holders about shared risks, overlapping activities and changes that may affect safety.

14. Incident, injury, hazard and near-miss reporting

All injuries, illnesses, hazards, equipment failures, property damage, near misses and significant unsafe conditions connected with RCI activities should be reported promptly to the responsible RCI officer and documented using the club's approved reporting method.

Reports should capture the date, time, location, people involved, description, immediate actions, first aid or medical response, witnesses, photographs where appropriate, notifications and proposed corrective actions.

The Committee or delegate will assess severity, preserve relevant evidence, identify corrective actions, assign responsibility, monitor completion and provide feedback where appropriate. Records must be retained securely and privacy respected.

For a work-related death, serious injury or illness, or dangerous incident, RCI must consider immediate notification and site-preservation requirements applying under Queensland law. Emergency safety actions and assistance to an injured person take priority.

15. Child safety and member protection interface

This policy operates alongside RCI's Blue Card Policy, Child and Youth Risk Management Strategy, Member Protection Policy, Complaints Handling Policy, Code of Conduct and Code of Behaviour. It does not replace Australian Cricket safeguarding requirements or Queensland child-safety obligations.

- Children and young people must receive appropriate supervision and clear information about how to raise a concern.
- Any immediate danger must be reported to 000. Child-safety concerns must be escalated in accordance with RCI's safeguarding and complaints framework.
- Physical and online environments, transport, change rooms, photography, communications and one-to-one interactions must be managed consistently with applicable child-safety requirements.

16. Alcohol, drugs, smoking and impairment

- No person may participate in, supervise or perform safety-sensitive duties while impaired.
- Alcohol must be managed in accordance with licensing, club, venue and responsible-service requirements and must not be supplied to minors.
- Illicit drug use is prohibited. Medication that may affect safe participation or task performance should be managed with appropriate advice.
- Smoking and vaping must comply with Queensland law and venue requirements and must not expose others to avoidable risk.

17. Communication, training and records

- Make this policy and key emergency and reporting information accessible to relevant members, workers and volunteers.
- Provide role-appropriate induction or briefings for coaches, managers, officials, employees, contractors and volunteers.
- Promote Australian Cricket learning and resources in concussion recognition, medical emergencies, weather safety, junior bowling and safeguarding.
- Maintain records of inspections, risk assessments, training, maintenance, incidents, corrective actions and policy review as appropriate.

18. Compliance and escalation

A person who disregards a reasonable safety direction, conceals a serious incident, intentionally misuses equipment or repeatedly creates an unacceptable risk may be removed from the activity and referred under the applicable RCI conduct, employment, contractor, complaints or disciplinary process.

Safety action may be taken immediately to control risk and does not need to await the outcome of a separate conduct or disciplinary process.

19. Related documents and authoritative resources

- RCI Code of Conduct (Off-Field), Code of Behaviour (On-Field), Member Protection Policy, Complaints Handling Policy, Blue Card Policy and Child and Youth Risk Management Strategy.
- Applicable Queensland Cricket and Queensland Premier Cricket competition rules, playing conditions and safety communications.
- Australian Cricket Community Cricket Concussion and Head Impact Guidelines.
- Australian Cricket Managing Cricket in Adverse Conditions resources, including Heat Stress Risk Index tools.
- Australian Cricket Head and Neck Protector recommendations.
- Australian Cricket Junior Pace Bowling Workload Guidelines.
- Australian Cricket Policy for Safeguarding Children and Young People.
- Workplace Health and Safety Queensland incident, notification and safety-reporting guidance, where applicable.

20. Review

The Committee will review this policy at least annually and earlier following a serious incident, material operational change, audit finding, legislative change, or update to Queensland Cricket, Queensland Premier Cricket or Australian Cricket safety requirements.

Operational procedures and quick-reference materials may be updated between formal policy reviews where required to reflect current safety guidance, provided the changes are reported through the appropriate club governance process.

21. Adoption

Adopted by Redlands Cricket Inc on [insert date].

President	Date 15/09/2026
Signature: _____	_____
Secretary	Date 15/09/2026
Signature: _____	_____

Appendix A - Match and training safety check

The responsible coach, manager, captain, official or programme leader should make and communicate reasonable checks before activity. This checklist is a prompt and does not replace judgement, playing conditions or a formal risk assessment.

Check	Completed	Action / notes
Ground, pitch, nets, boundaries and run-off areas checked for hazards.	☐	
Weather, heat, lightning, smoke, rain, visibility and surface conditions considered.	☐	
Adult or Pathway HSRI checked where heat risk warrants it.	☐	
First aid kit, telephone access, venue address, ambulance access and AED location known.	☐	
Participant medical information and emergency plans accessible to authorised responsible persons.	☐	
Helmets, neck protectors and other protective equipment requirements communicated and checked.	☐	
Junior pace bowling workloads and recovery considered across matches and training.	☐	
Supervision, change-room, transport and child-safety arrangements appropriate.	☐	
Spectators, vehicles, machinery, contractors and other facility users safely separated.	☐	
Hazards controlled and the authority to stop activity clearly understood.	☐	
Incident-reporting contact and method known.	☐	

Appendix B - Immediate response prompts

Suspected concussion

Recognise - Remove - Record - Refer. No same-day return. Follow current Australian Cricket guidance and medical advice.

Heat illness

Stop activity, move the person to a cooler place, begin active cooling, provide fluids only if conscious and able to drink, and seek urgent medical assistance for serious symptoms or failure to improve. Call 000 for an emergency.

Serious incident

Protect life and prevent further harm, call 000 where required, preserve the site where legally required after emergency assistance, notify the responsible RCI officer, document the incident and consider external notification obligations.