



LIFE INTO CRICKET ACADEMY WORKBOOK

Help and advice on becoming
a professional cricketer



CONTENTS

3	INTRODUCTION TO THE PCA	34	SOCIAL MEDIA
4	FOREWORD FROM ROB KEY, BEN STOKES & HEATHER KNIGHT	35	MEDIA
6	WHO AM I?	36	FINANCE
8	MY ICEBERG	38	CONTRACTS & AGENTS
9	MY ROLES	39	NEGOTIATION
10	30 WAYS TO MAKE YOURSELF JUST A LITTLE MORE INTERESTING	40	SKILLS & ABILITIES
11	RECOMMENDED READING & LISTENING	42	CV FORMAT GUIDELINES AND TEMPLATE
12	MY SUPPORT NETWORK	44	CRICKET/CV PROFILE GUIDELINES & TEMPLATE
16	MENTAL HEALTH	46	TRANSITIONS
18	SELF MANAGEMENT	47	WHERE DO WE GO FROM HERE?
20	MONEY & WELLBEING	48	CAREER CHOICES
21	LIFESTYLE CHOICES	49	CAREER DECISION MAKING
22	ADDICTIVE BEHAVIOURS	50	TRAVEL PREPARATION
23	GAMBLING & GAMING	52	ANTI-DOPING & RDP
24	SUPPORT LINES	54	ANTI-CORRUPTION
26	TIME MANAGEMENT	56	EQUITY, DIVERSITY & INCLUSION
29	STUDY SKILLS & TIPS	60	ADVICE FOR PARENTS, GUARDIANS & PLAYERS
30	IMAGE & IMPRESSION MANAGEMENT	63	CONTACT
31	COMMUNICATION		
32	PRESENTATION SKILLS		

INTRODUCTION TO THE PCA



IAN THOMAS
MANAGING DIRECTOR OF MEMBER SERVICES

The ECB's First-Class Academy system has been in place since the early 2000s. Since then, the academies have grown in stature, with development and welfare educational sessions becoming a key part of what they have to offer. These sessions help to prepare young academy players to one day become fully contracted professional cricketers.

The PCA's Personal Development and Welfare Programme aims to provide insightful workshops and content to help young players understand what behaviours are expected of them as a full-time cricketer, both in a professional and personal context. This workbook will complement the delivery of workshops by the PCA's Personal Development Managers (PDMs) for academy players across the country.

The PCA was established in 1967 and has continuously improved its services for the benefit of its members, whether they are past players or present. Although academy cricketers do not become members until they sign their first Rookie or Senior Professional contract, the Association remains an active resource for the county academy system.

THE PCA AIMS IN SUMMARY

OUR PURPOSE
WE CHAMPION THE INTERESTS OF PROFESSIONAL CRICKETERS IN ENGLAND & WALES.

WHAT WE DO
DELIVER AN EXCELLENT PERSONAL DEVELOPMENT AND WELFARE PROGRAMME FOR ALL MEMBERS.
OFFER CLEAR AND COMPREHENSIVE CONTRACTUAL ADVICE.

WHO WE'RE FOR
THE PCA REPRESENTS EVERY PROFESSIONAL PLAYER IN ENGLAND & WALES AND ONCE YOU ARE A MEMBER, YOU ARE A MEMBER FOR LIFE.

FOREWORD

In this modern world of cricket, forging a career is an exciting and potentially lucrative experience. With the support of county academies nationwide and organisations such as the PCA, there are opportunities to develop yourself everywhere and I cannot stress how important it is to make the most of the resources at your disposal.

The landscape of cricket – both domestically and internationally – is changing rapidly. With The Hundred now part of the cricketing calendar and T10 and T20 leagues booming around the world, the pressure to perform well and get ahead of the competition is a reality young cricketers have never had to come to terms with before.

The journey to the very top of the game often begins at the county academies and many academy graduates go on to play county cricket. It is increasingly unlikely for recent England internationals to have not attended a county academy

at the outset of their career.

The role of an academy is, and has to be, to prepare young cricketers for life as much as cricket. That means that hugely important skills such as fitness, lifestyle, time management and self-discipline should not be secondary to cricket development. They are just as important as anything you are likely to do on the pitch.

It is also crucial that players are educated about the challenges and pitfalls surrounding corruption and doping at an early age. A lot of stories in the press, from both within our sport and without, bear



THE JOURNEY TO
THE TOP OF THE
GAME OFTEN BEGINS
AT THE COUNTY
ACADEMIES.

testament to how damaging both of them can be to those that are vulnerable at the start of their careers.

Ultimately, and regardless of your ability, you are going to have to find your way in the world once your cricketing career finishes. With that in mind, I cannot stress enough the importance of developing yourself in areas beyond the cricket field, even at such a young age. The game has a responsibility to help each and every young player, and that is why it's fantastic that the PCA offers so much support in the areas I've outlined.

Please do make use of the incredible support that you have around you, and learn as much as you can while at your academy to help you make your way in the game and in life. You won't regret it.

All the best,

Rob Key

Managing Director of
England Men's Cricket,
The England & Wales
Cricket Board



It's a great honour to represent my country and I am extremely proud to be the captain of the England Test Team. I started my career as a young lad at Durham Academy and it was there, I learnt the skills, commitment and desire of what was required to reach the top.

The county academy system with its world-class coaches and facilities, enables you to thrive and develop the skills and qualities that is required to be an excellent player, but you must have the discipline and fire in your belly to work hard to achieve your goals.

To be truly successful it is important to focus on developing yourself off the field, as much as you do on it. Effective communication with everyone around you is vital and having good self-awareness and understanding of who you are, is a key part of your own personal growth.

With the game growing rapidly, the presence of the media, and especially social media, it is essential to ensure you are presenting yourself in the best light and upholding the right professional values.

These academy years early in your career, will give you the perfect opportunity to develop as a person and as a cricketer, and the excellent support of the PCA will help you to achieve that.

The PCA's commitment to you as a young player will allow you to access the resources and support required to take responsibility for your own future.

The Association's Personal Development and Welfare Programme will give you everything you need to prepare for a life outside of cricket. This is something that every professional cricketer needs to give serious consideration to, regardless of their eventual success in the game.

The academy system was crucial to my success as a player and there is no doubt that, with the PCA's support, you have every chance of following my path all the way to the top of this great game and beyond.

Best wishes,
Ben Stokes,
England Men's
Test Captain



My cricket journey began at my local club in Plymouth, where I fell in love with the game, and it's been an amazing experience to turn professional in 2014 and then captain the England Women's team for the past nine years.

And for you, being part of the academy at the start of your cricket journey is an amazing position to be in. This is a wonderful opportunity to develop and really take ownership of how you want to play the game.

The academy offers the perfect platform to build your cricket skills and mindset that you'll need to succeed. Make the most of the coaching and the support around you and take the chance to push yourself to new cricketing heights.

Remember it is just as important to focus on developing yourself off the field and finding your balance. Building your personal skills and having friends outside of cricket, who can help you to switch off and explore other interests, is equally important.

Women's cricket is in a strong place right now. We have an updated women's domestic structure, the eight First-Class Counties with Tier 1 status have increased the number of contracted players in their squads to at least 15. A further significant step towards gender equity in our sport sees men's and women's starting salaries in domestic cricket equalised and there is still more to come.

As Vice Chair of the PCA, I've been close to these conversations and I'm thrilled that from this winter the Association is supporting the women's academy programme. Through the Personal Development and Welfare Programme, you'll benefit from Personal Development Manager support and educational workshops that will prepare you not only for a successful cricket career but for life beyond the game.

You are in the perfect position to take advantage of everything this exciting new era has to offer. With the academy and the PCA behind you, there's no limit to what you can achieve.

All the best,
Heather Knight,
England Women's
Test Captain



WHO AM I?

TASK... FILL IN THE ANSWERS BELOW, THESE ARE JUST SOME OF THE FACTORS THAT MIGHT INFLUENCE WHO YOU ARE

Where was your early childhood?	Describe your family
What do you value/care about?	What do you like?
What are your aspirations?	What do you dislike?
What are your achievements?	What are your hobbies?
What is your nationality?	What/who has influenced you?
List your education	When would you say you are at your happiest?
Who are your heroes?	What is your life highlight?
Has there been a time of hardship in your life?	What frustrates you the most?
When I'm at my best I am.....	I am motivated by....
What do you prioritise?	Describe a mistake you made and what you learnt

UNDERSTANDING YOURSELF

Self-awareness is having a clear understanding of your personality which includes your values, opinions, emotions, strengths and areas for growth. By taking time to reflect on who you are it allows for greater interaction with others and the world around you.

Your individual traits and personality will impact your approach to cricket, school, relationships, hobbies and the future. Therefore, understanding who you are and increasing self-awareness will maximise

communication with coaches and team-mates, deal with change and improve decision making on and off the field.

WHAT INFLUENCES WHO YOU ARE

We are all unique individuals and who we are is influenced by our upbringing, life experiences, genetics, culture and society. This means we see the world in a slightly different way which influences our preferences. As we get older and experience new things some parts of who we are will change whilst some things will remain the same.

PSYCHOMETRIC TOOLS

One way of exploring who you are in greater detail is by doing a psychometric test such as MBTI, Insights, Spotlight and Lumina Spark. These tools can provide you with a greater understanding of your personality, preferences, adaptability and functioning in different scenarios. Such tools are 'self-reported' which means you are the best judge of you rather than someone else deciding or telling you your type or characteristics. They can benefit you in many ways:

- Build better relationships.
- Develop a deeper understanding of others' point of view.
- Expand your own perspective on life and cricket.
- Ability to adapt your style of communication to suit others' personality types.
- Consciously use your preferences for greater impact combined with an increased awareness of your areas for development.
- Recognise and value the qualities your teammates and friends have to offer.

Your PDM can organise for you and your teammates to take such psychometric tests so if you are interested in finding out more, just ask them!



TASK... ANSWER THE FOLLOWING QUESTIONS

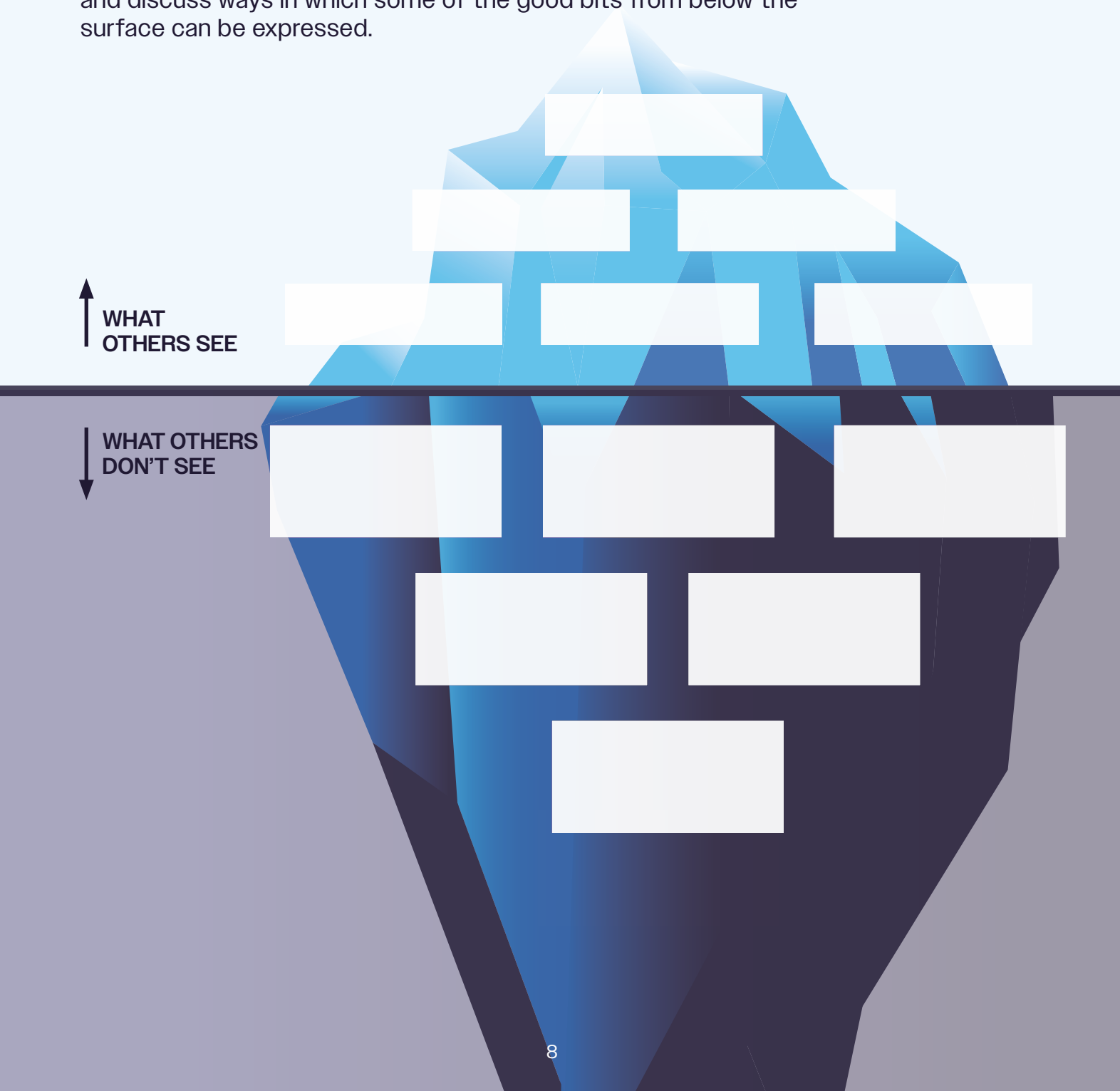
- Q** How do you like to contribute to group discussions? Do you dive straight in or do you prefer time to reflect before speaking?
- Q** When making decisions do you tend to take your time, thinking of a logical course of action or do you prefer make to impulse based decisions?
- Q** Are you energised by activities and the company of others or do you prefer some alone time to recharge your batteries?
- Q** What affects your decision making? Would you say you follow a consistent approach?
- Q** Do you like to focus on the here and now or do you get excited by future possibilities?
- Q** When given a deadline do you like to plan your time carefully or do you tend to leave things to the last minute?
- Q** When considering what to do, do you rely on what's worked before or do you like to try new ways of doing things?
- Q** If you book a holiday do you like to know what activities are available or do you like to play it by ear?

TASK... IN THE HEAD TO THE LEFT, LIST OUT WORDS AND PHRASES THAT YOU THINK DESCRIBE YOU

MY ICEBERG

We are all a bit like icebergs - the skills, talents, strengths and traits that everyone else sees only make up a small part of our personality. There is much more to us than that. Sometimes what others see (or what we think they see) doesn't represent our personality.

Task: Fill in the iceberg with the bits of you, good and bad, that others see (above the waterline) and the things that others don't see (below the surface). Continue to add to it over time and discuss ways in which some of the good bits from below the surface can be expressed.



MY ROLES

List all the roles that you fill in your life (e.g. Cricketer, Student, Brother, Daughter, Boyfriend/ Girlfriend, Worker, Volunteer, Activist, Believer, Learner, Adventurer, Traveller...)

Now transfer each of these roles into the space below in a way that represents how significant that role is to you (e.g. if being a cricketer is very important to you, and the most significant role that you play, write it in the largest box. If you have a job, but it doesn't play a significant role in your life, put it in a smaller box).

Smaller box.

Now reflect on the amount of time and effort you put into each role. Does this reflect it's relative importance in your life? Are there any conflicts between your roles? Which roles complement each other well?

Discuss what changes you may need to make to improve the balance between your roles.

30 WAYS TO MAKE YOURSELF JUST A LITTLE MORE INTERESTING

Choose items at random or start at the top and try to complete a full house of these odd and wonderful things to do! Highlight the ideas as you complete them.

DO A TRAINING SESSION THAT YOU HAVEN'T DONE SINCE YOU WERE A CHILD, BUT ABSOLUTELY LOVED	TELL SOMEONE HOW MUCH THEY MEAN TO YOU	READ A BOOK BY AN AUTHOR YOU'VE NEVER HEARD OF	HANDMAKE A CARD FOR SOMEONE	CLEAN THE FRIDGE OR THE OVEN (OR DO CHORES AROUND THE HOUSE UNPROMPTED)
LIE ON THE GRASS AND STARE AT THE CLOUDS (WHAT DO YOU NOTICE?)	WRITE A CHAPTER OF YOUR LIFE IN 200 WORDS	WATCH A BLACK AND WHITE FILM	LEARN ALL THE COUNTIES IN THE UK	DO SOMETHING TO SHOW YOUR COACH THAT YOU APPRECIATE THE WORK THEY DO FOR YOU
LEARN A FAMOUS POEM OR SPEECH BY HEART	PICK A RANDOM COUNTRY AND LEARN THREE THINGS ABOUT IT	WRITE A LIST OF ALL THE THINGS YOU'D LIKE TO ACHIEVE BY THE TIME YOU'RE 30 (OR 40)	AVOID THE INTERNET / SOCIAL MEDIA FOR 24 HOURS	GROW SOMETHING YOU CAN EAT
TAKE PHOTOS OF RANDOM OBJECTS FROM AN UNUSUAL POSITION	COOK A NEW DISH FOR YOUR FAMILY	LEARN A MAGIC TRICK	BAKE SOMETHING	LEARN FIVE THINGS ABOUT A CULTURE OR RELIGION THAT YOU KNOW NOTHING ABOUT
CLEAR OUT YOUR INBOX	LEARN FIVE PHRASES IN SIGN LANGUAGE	START LEARNING A NEW LANGUAGE	TALK TO AN OLDER RELATIVE ABOUT WHEN THEY WERE YOUNG	DO A REALLY HARD JIGSAW WITH A MEMBER OF YOUR FAMILY
TRY A NEW FOOD	PICK SOMEONE FROM YOUR CONTACT LIST THAT YOU HAVEN'T SPOKEN TO FOR A WHILE AND CALL THEM	TRY A NEW FORM OF EXERCISE	VOLUNTEER	UNDERTAKE A CHALLENGE FOR CHARITY

RECOMMENDED READING & LISTENING

RECOMMENDED READING LIST...



THE GOLD MINE EFFECT
RASMUS ANKERSEN

Using his first hand research and experiences, Ankersen explains how teams, organisations and individuals can create high performance environments.



THE TALENT CODE
DANIEL COYLE

An exploration of research that looks into how talent, rather than being something fixed at birth, can be created, nurtured and developed.



THE TALENT EQUATION

An online resource consisting of blogs, vlogs, podcasts and much more to support coaches deliver engaging, up to date practice.
thetalentequation.co.uk



REBEL IDEAS
MATTHEW SYED

Examining the power of 'cognitive diversity', this book explores how people can look at the world differently to come up with new approaches and ideas.



PIG WRESTLING
PETE LINDSAY & MARK BAWDEN

A creative approach to problem solving written in the style of a fable to ensure you don't forget the key tips.



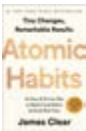
MINDSET
CAROL DWECK

This book looks at a Growth Mindset can unlock potential through some techniques and strategies that will apply to cricket and off the pitch.



NUDGE
RICHARD THALER

Drawing on psychology and behavioural economics, the book looks at ways we can make small changes to our actions and behaviours to create long term, lasting change.



ATOMIC HABITS
JAMES CLEAR

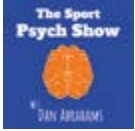
An insight into how real change comes from the compound effect of hundreds of small decisions. Clear reveals how these minuscule changes can grow into such life-altering outcomes.

MUST LISTEN TO SERIES



THE TALENT EQUATION PODCAST

A podcast for coaches who are dedicated to improving their coaching and developing their skills to support athlete performance.



THE SPORT PSYCH SHOW

WITH DAN ABRAHAMS
Dan Abrahams is a leading sport psychologist who hosts people from all fields to simplify sport psychology and make it accessible for all.



THE HIGH PERFORMANCE PODCAST

WITH JAKE HUMPHREY & DAMIAN HUGHES
An intimate glimpse into the lives of high-achieving, successful individuals from different backgrounds including sport, business, music and entertainment.



FEEL BETTER, LIVE MORE PODCAST

A guide to health from leading experts and exciting personalities that can support your life on and off the pitch.

MY SUPPORT NETWORK

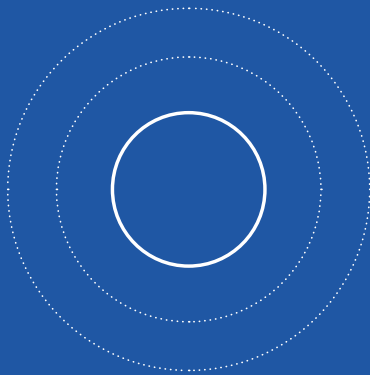
We all have support networks to help us achieve our goals, get through the tough times, and generally live life to the fullest. Our families, friends, coaches, physios and teachers support us on a regular basis. It's important to know who is in our support network, and to reflect on what our support network looks like.

TASK...
In the boxes below make a list of everyone in your support network.

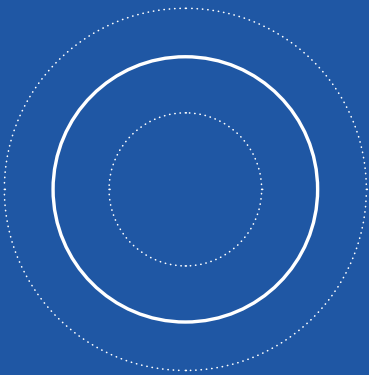
Think about all the people you come into contact with regularly, the people you turn to in times of need, and those who help you achieve your goals.

- NEXT TASK...**
- Using the guide opposite place your list of names into the most appropriate section on the diagram on pages 14-15.
- Think about where they fall into your support network: your Inner Circle, Moderately Supportive or Outer Circle.
 - Then consider what type of support each of them provides: Tangible, Emotional, Informational or Esteem.

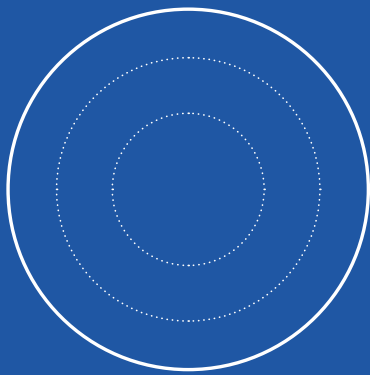
WHERE THEY FALL INTO YOU SUPPORT NETWORK



INNER CIRCLE
Your inner circle of support includes those who know you best e.g. Family, close friends.

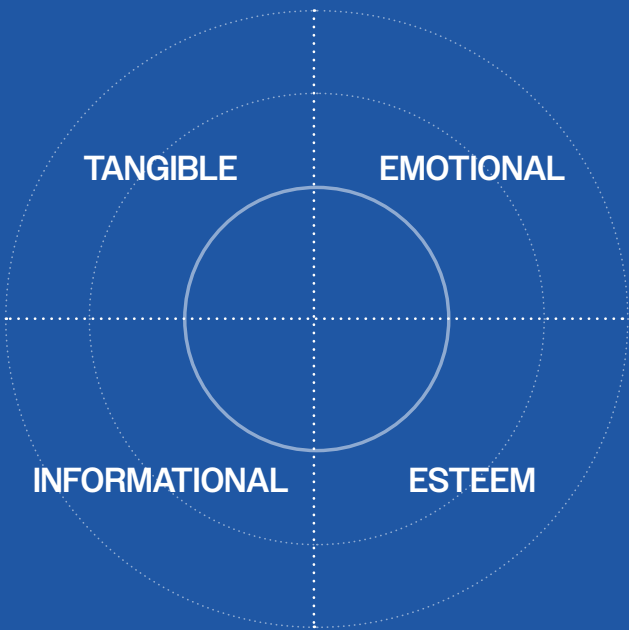


MODERATELY SUPPORTIVE
Your moderately supportive network includes those you've had conversations with, but who you probably know in a professional rather than a friendly manner e.g. PDM, S&C Coach.

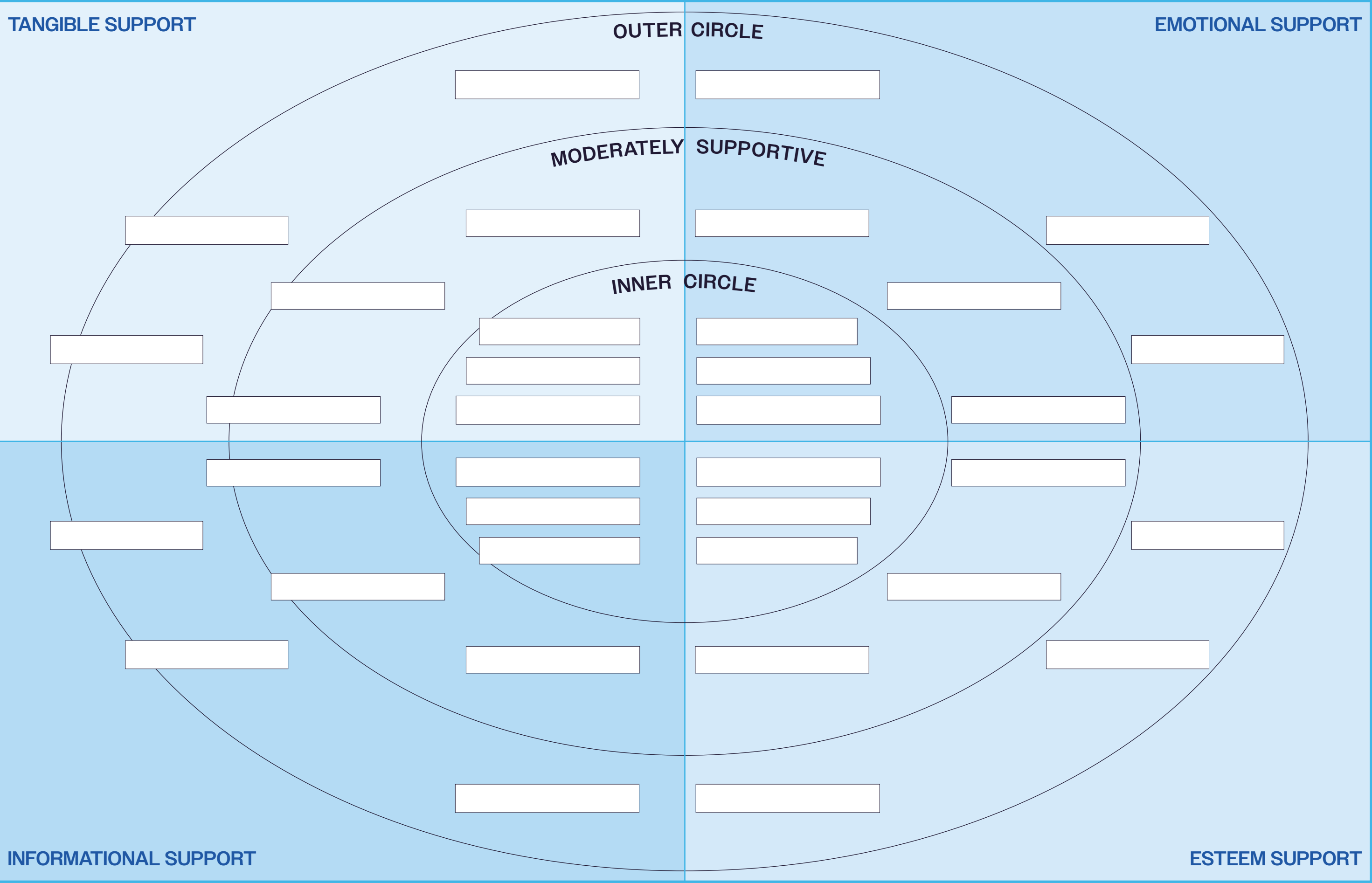


OUTER CIRCLE
Your outer circle of people who are important, but with whom you have either an infrequent or impersonal relationship.

TYPE OF SUPPORT EACH PROVIDES



- TANGIBLE**
Providers of resources such as finances and practical help (e.g. travel and equipment).
- INFORMATIONAL**
Those who provide advice or guidance about possible solutions to problems.
- EMOTIONAL**
People you turn to for comfort and security, those who care for you when you're going through tough times.
- ESTEEM**
Those who bolster your confidence when you have nerves or doubt through positive feedback and belief in your abilities.



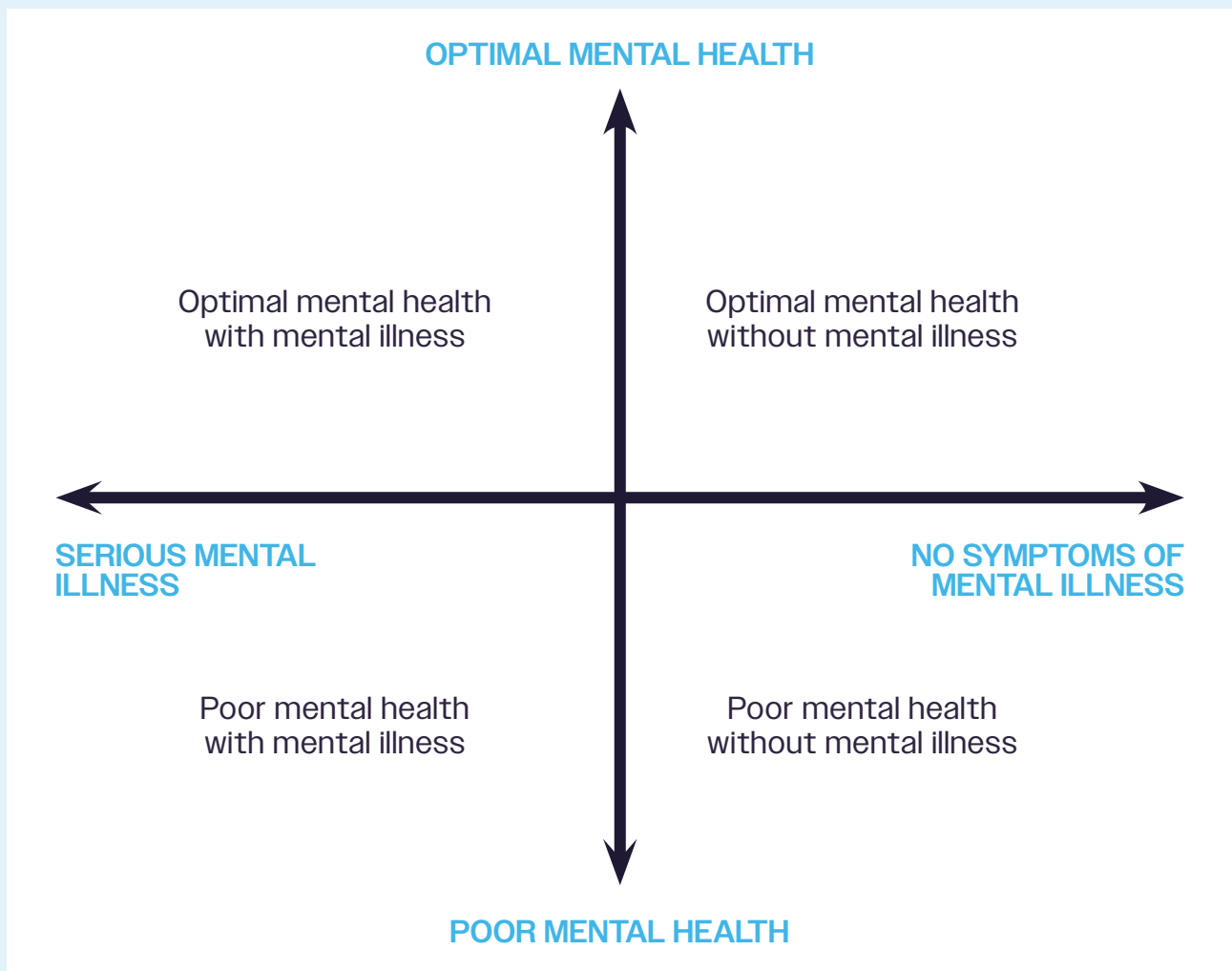
MENTAL HEALTH

Mental health can be described as our cognitive, behavioural and emotional wellbeing which effects our ability to cope with normal stresses of life, work productively and contribute to our community.

Everybody has mental health and we can all do things to look after and improve it. Positive mental health is a state where people can flourish and thrive whilst being aware of changes, leading to seeking help where needed!

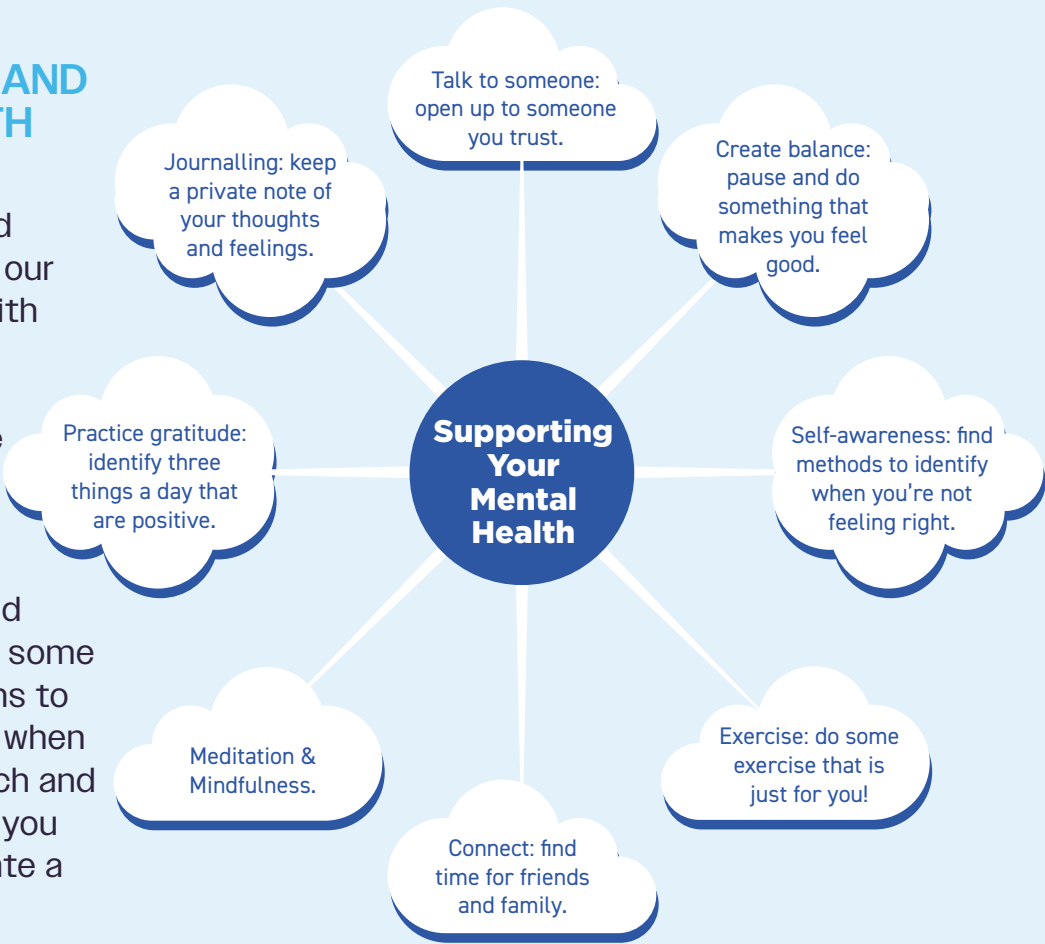
MENTAL HEALTH CONTINUUM

There are no absolutes in mental health and the Mental Health Continuum shows that throughout life our mental health is fluid and changes due to our circumstances. For example a person with a diagnosed condition, such as depression, can have good mental health if they are coping with their condition through strategies, medication, support network, etc. On the other hand someone who does not have a condition may have poor mental health. An example might be a player who is having a bad run of form they are finding it difficult to cope with. Through coaching support the player may regain confidence and return to feeling how they did previously.



SOCIAL MEDIA AND MENTAL HEALTH

Social media is becoming more and more embedded in our day-to-day lives. With our ever increasing attachment to our mobile devices, the constant pull of social media can become a drain on our time, energy and wellbeing. Here are some signs and symptoms to help you recognise when it's getting too much and some tools to give you an idea of how create a healthy balance.



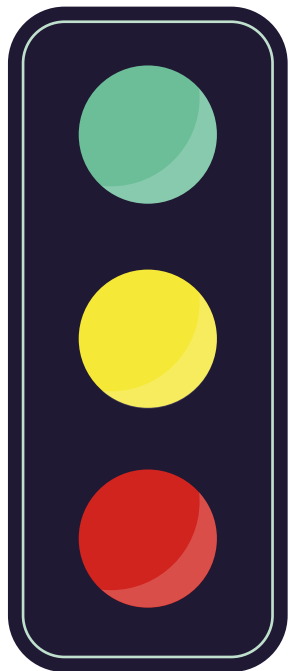
TOO MUCH SOCIAL MEDIA? ONE OF THESE WILL BE AFFECTED

- Behaviour (Online and offline)
- Quality/Free time
- Relationships
- Performance
- Career
- Reputation
- Self esteem

SAFE SOCIAL MEDIA USE

- Understand it is not the dark side of social media it is the dark side of people.
- Understand your motivation behind using social media.
- Set boundaries on how much and what you use social media for - take social media holidays.
- Consider your audience – who do you follow, what information do you look for - consider a social media audit.
- Be a cause for good, promote positive stories.
- Make your accounts safe from people who might want to hack you. Add two-factor authentication.
- Understand club and ECB rules.
- If it gets too much, ask for help.

SELF MANAGEMENT



WHY IS SELF-MANAGEMENT IMPORTANT?

Understanding yourself, your emotions and wellbeing can be even more important entering the world of professional sport. You live a different life to many of your peers and the added responsibility of being in the public eye and spotlight can have both physical and mental effects. Being switched on and recognising how you feel can help you manage yourself through the good times and through the tough times.

How you manage yourself and your awareness of this has a huge impact on the relationships you have in your life.

TRAFFIC LIGHT SYSTEM

The Traffic Light Management System can be used to help you identify where you are, at any given time emotionally, mentally, physically or socially.

Task... Answer the questions below and start thinking about which colour you are in each of the four areas.

FLOURISHING (GREEN LIGHT) - When am I at my best? - What emotions am I experiencing? - What is my mindset? - What am I doing?	
STRESS SIGNAL (AMBER LIGHT) - How do I know I'm not quite right? - Has anything changed? - What have I not been doing recently and how can I start again?	
FLOUNDERING (RED LIGHT) - What thoughts and feelings am I having? - Who can I turn to for support?	

COMPOUND EFFECT OF HABITS

Small, repeatable habits every day can bring positive long term benefits to your wellbeing and performance. Behaviours such as waking up at the same time, not looking at your phone, getting to bed earlier, reading a few pages of a book every day or saying no to that chocolate bar will, when done over a prolonged period of time, create a sense of discipline and self-management that can transfer into all areas of your life, including your cricket.

START	What NEW HABITS will you start?	What action will you take to help?
CONTINUE	What CURRENT HABITS will you continue?	What do they currently provide you with?
STOP	What OLD HABITS will you stop?	What action will you take to help?

What can you control?

"If you don't like something, change it. If you can't change it, change the way you think about it".
When faced with a situation that is volatile, uncertain, complex or ambiguous we can find it difficult to manage our emotions, often because we can't control what is happening to us. When we identify whether or not there is something we can control or influence, it allows us to create a plan of action to make the most out of those situations.

Are there any day-to-day activities that you can apply this diagram to?

- Are there any challenges you are not in control of?
- How do you confront the challenges you cannot control and can you see them coming?
- What is your mindset when faced with a situation out of your control?



MONEY & WELLBEING

Finances are one of the leading causes of stress and mental health difficulties globally. This can be caused by worrying about meeting pay dates, not budgeting properly, or not having enough to spend on things you really want to do. Understanding your relationship with money and identifying ways in which you can use money to promote wellbeing can really support your cricket, relationships and general life performance. We will look at how you manage and budget your money later in the workbook but this page aims to get you thinking about how money impacts you!

DOES MONEY WORRY YOU?

IS THERE ANYTHING THAT YOU WORRY ABOUT WHEN IT COMES TO MONEY?

YOU'RE NOT ALONE! SPEAK TO YOUR PDM AS THEY CAN TALK YOU THROUGH THIS!



MOTIVATION

WHAT DO YOU REALLY LIKE DOING?

HOW MUCH DO YOU CURRENTLY SPEND ON THIS?

WHAT IS SOMETHING YOU REALLY WANT TO DO?

HOW MUCH ARE YOU SAVING TO BE ABLE TO DO THIS?

SPENDING AND YOUR MOOD

List some of the things you have bought or spent money on recently. These could be big (such as a car) right through to something small (like a coffee or pack of crisps).

Write down what you spent and how it made you feel.

ITEM	COST	MOOD

Now take one of the items you spend regularly on, especially one that doesn't give you any real fulfilment, and do the following sum:

Cost x Times Purchased a week x 52 = ?

Could that be put towards something you really love or want to do?

LIFESTYLE CHOICES

The right work/life balance in respect of your training and competition is essential to a long and successful career in sport and learning at an early stage to make good decisions is paramount to being successful in this area.

There are many facets to how you live your life as a professional cricketer. Stories of players who have fallen foul of the trappings of celebrity life are well documented, but what about those who have looked after themselves well? Can you think of good examples?

STATISTICS...

- Men are twice as likely to abuse or become dependent on alcohol.
- Alcohol is a causal factor in more than 60 medical conditions, including: mouth, throat, stomach, liver and breast cancers, high blood pressure, cirrhosis of the liver and depression.
- In 2016/17 there were an estimated 1.1 million hospital admissions where the primary reason or secondary diagnosis was linked to alcohol. This represents 7% of all hospital admissions.
- 67% of all alcohol related deaths in 2016 were male.
- On average 3,000 people are killed or seriously injured each year in drink drive collisions.
- Nearly one in six of all deaths on the road involve drivers who are over the legal alcohol limit.
- Drinking and driving occurs across a wide range of age groups but particularly among young men aged 17-29 in both casualties and positive breath tests following a collision.

Have a look at the pictures below and decide how good and bad management of each item can impact on your life as a professional cricketer.



ADDICTIVE BEHAVIOURS

Any activity, substance, object or behaviour that has become a major focus of a person's life to the exclusion of other activities or they have begun to harm the individual or others physically, mentally or socially.

Which ones do you think could be addictive behaviours?

Are you worried you could be affected?

GAMBLING	DRINKING ALCOHOL
SHOPPING	SEX
EATING	SMOKING
DRUGS	SOCIAL MEDIA/ PHONES

STAGES OF ADDICTION

OCCASIONAL USE/EXPERIMENTATION

The first stage on the potential road to addiction is the use of drugs or engagement in certain behaviours without experiencing any negative consequences. Enjoying a drink, placing a bet or taking recreational drugs* without experiencing any serious social or legal consequences. Whilst not all of it is encouraged, it is a fact of life for many people.* Recreational drug use has direct consequences for professional sports people.

MISUSE

Misuse occurs when the individual experiences some form of negative consequence as a direct result of doing something that has now become problematic. For example, someone who becomes drunk on a night out and is stopped for drink driving on the way home has misused alcohol, even if that person does not normally drink to excess and is not an alcoholic. Such behaviour does not directly lead to becoming an addict but can be a sign of an addict in waiting.

ADDICTION AND DEPENDENCE

Once an individual has begun to abuse a drug or engage in a problematic behaviour on a regular basis it is likely that the continuation of such behaviour will lead to an addiction or dependency problem. Addiction or dependency is defined as a compulsion to engage in a behaviour despite any and all negative consequences. While the reasons an individual progresses from occasional use to a possibly fatal dependency are not all clear, once this stage has been reached most addicts cannot function without consuming or engaging and professional help must be sought.

ABUSE

When an individual frequently misuses drugs or engages in a problematic behaviour in spite of any negative social or legal consequences that may result from such misuse, said individual has progressed from misuse to abuse. In effect, the negative consequences arising from the misuse has done nothing to curb the individual's appetite for the behaviour even in the face of serious penalties and possible broken relationships. Often begun as a temporary form of emotional escapism, abuse leads to much more serious problems in the long run.

GAMBLING & GAMING

Gambling is risking money or something of material value on something with an uncertain outcome in the hope of winning additional money or something of material value. Problem gambling is defined as gambling that disrupts or damages personal, family or recreational pursuits. More recently, online gaming has provided gamers with the option to spend money to increase their chance of winning which is very similar to gambling.

Whereas 1 in 30 people in general society consistently gamble more than they can afford, athletes are four times more likely to become problem gamblers than the general public.

There are several risk factors linked to professional cricketers that can make them more susceptible to becoming a problem gambler:

- Being young (teens to mid-twenties)
- Large periods of free time
- Increased income
- Competitive mindset
- Exposure to gambling by teammates
- Easy access via mobile phone apps
- Sustained online gaming
- Highly pressurised and stressful environment

"Gambling took over my life and nearly ruined everything, including my cricket career. I became consumed by it, taking up almost every hour of my day and I've lost over £400k. It elongated my rehab periods as I wasn't sleeping and there are moments in my career which are a complete blur. I'm grateful for the support of the Cricketers' Trust in helping me find help and now I want to educate young players coming into the game how easy it is for them to become addicted."

CHRIS WOOD
HAMPSHIRE CCC

Gambling and gaming can impact:

- Mental Health
- Sleep
- Money
- Relationships

DO ANY OF THESE APPLY TO YOU..

HAVE YOU EVER TRIED TO STOP, CUT DOWN OR CONTROL YOUR GAMBLING?

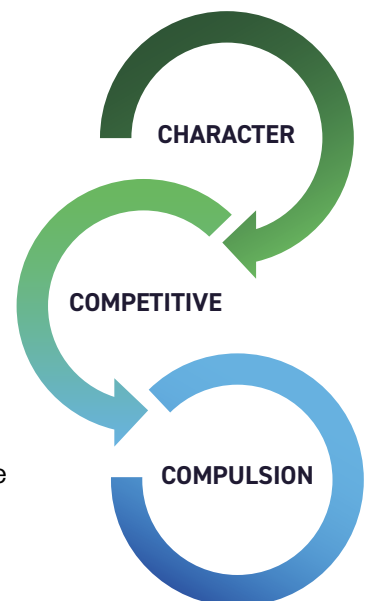
HAVE YOU EVER LIED TO YOUR FAMILY, FRIENDS, OR OTHERS ABOUT YOUR GAMBLING HABITS?

DO YOU SPEND A LOT OF TIME THINKING ABOUT YOUR GAMBLING OR FUTURE GAMBLING?

HAVE YOU BECOME OBSESSED OR PRE-OCCUPIED BY GAMBLING?

Gambling habits of academy cricketers:

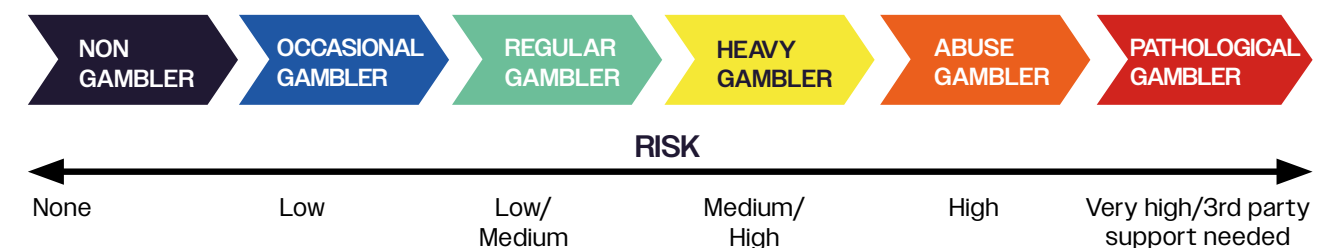
- 8% have a betting app on their phone
- 40% believe there is a gambling culture amongst their peers
- 61% spend money on online games
- 1 in 10 have lied to people who are important to them about their gambling
- 30% have felt guilty about how much time or money they have spent gambling or playing online games



What can help prevent gambling and gaming becoming a problem for you?

- Self-awareness: Understanding your habits
- Control/moderation: Using tools available to you via betting companies
- Seek help/talk: You might feel ashamed but reaching out is essential
- Responsibility: Identify how your actions impact others

THE GAMBLING SPECTRUM



SUPPORT LINES



Sporting Chance Clinic

The Professional Cricketers' Association mental health partner. Access to Sporting Chance is free and confidential.
Phone **077800 08877** | Email info@sportingchanceclinic.com



Mind

Advice and support to empower anyone experiencing a mental health problem. Services include supported housing, crisis helplines, drop-in centres, employment and training schemes, counselling and befriending.
Phone **0300 123 3393** (Mon-Fri 9am-6pm) | Text **86463**
Email info@mind.org.uk



Addiction Helper

Support for all types of addictions including drink, drugs and gambling.
Freephone **0800 2404 918** | Email via website www.addictionhelper.com



Alcoholics Anonymous

Support for people struggling with drinking problems.
Phone **0800 9177 650** | Email help@aamail.org



Al-Anon

Support for families or anyone affected by someone else's struggle with drink.
Helpline **0800 0086 811** | Email enquiries@al-anonuk.org.uk
www.al-anonuk.org.uk



Beat

Information, help and support for anyone affected by eating disorders.
Phone **0808 801 0677** | Email help@beateatingdisorders.org.uk
www.beateatingdisorders.org.uk



Bullying UK

Offer support with all aspects of family life, issues with schools and parenting/relationship support. We also provide support around family breakdown, aggression in the home, bullying at school, teenage risky behaviour and mental health concerns of both parents and their children.
Phone **0808 800 2222 (24hr)** | www.bullying.co.uk
Also offer live chat and parenting/relationship support groups



Childline

The UK's free helpline for children and young people. It provides confidential telephone counselling service for any child with a problem. It comforts, advises and protects.
Freephone **0800 1111 (24 hours)** | www.childline.org.uk Online chat & message boards



Cruse Bereavement Care

Support for those experiencing grief.
Phone **0808 8081 677** | Email helpline@cruse.org.uk | www.cruse.org.uk



FamAnon

Support for families or anyone affected by another's abuse of mind-altering substances, or related behavioural problems.
Helpline **0207 4984 680** | Email office@famanon.org.uk | www.famanon.org.uk



FRANK

Support for people using or concerned about drugs. Confidential information and advice for anyone concerned about their own or someone else's drug or solvent misuse.
24hr Phone **0300 123 6600** | Text **82111** Live CHAT 2-6pm
Email frank@talktofrank.com | www.talktofrank.com



Gam-Anon

Support for families or anyone affected by someone else's gambling.
www.gamanon.org.uk



GamCare

Support for people with gambling problems.
Helpline **0808 8020 133** (free from landlines) | www.gamcare.org.uk
8am-midnight | seven days a week



Lawstuff

The Children's Legal Centre is a charity that promotes children's rights and gives legal advice and representation to children and young people.
www.lawstuff.org.uk | Linked advice - **Child Law Advice Line 0300 330 5480**



Relate

Support for people with relationship issues.
Phone **0300 100 1234** | Email via Website www.relate.org.uk



Samaritans

Emotional support for people experiencing feelings of distress or despair. Samaritans volunteers listen in confidence to anyone in any type of emotional distress, without judging or telling people what to do.
24 hr Helpline **116 123** | www.samaritans.org



ALUMINA

A project dedicated to supporting young people impacted by self-harm, providing a safe space to talk, ask any questions and be honest about what's going on in your life.
www.selfharm.co.uk | Email hello@youthscape.co.uk



Stonewall

Use Stonewall's area database to find local lesbian, gay, and bisexual community groups, other generic services, and gay friendly solicitors.
Phone **08000 50 20 20** | www.stonewall.org.uk



Youngminds

Support for the emotional wellbeing and mental health of children and young people, including self harm.
Phone **020 7089 5050** | Parents helpline **0808 802 5544** | Text **85258**
www.youngminds.org.uk | Email ymenquiries@youngminds.org.uk

TIME MANAGEMENT

PRIORITISED TO-DO LIST

The Prioritised To-Do list is a great way of ensuring that you are spending your time doing the right things at the right time and is a particularly good tool to use when you are facing a very busy time period.

1) Write down all your current tasks. Consider what you can:

- (i) Delete – you don't really need to do it
- (ii) Delegate – someone else could do it for you
- (iii) Defer – you don't need to do it now

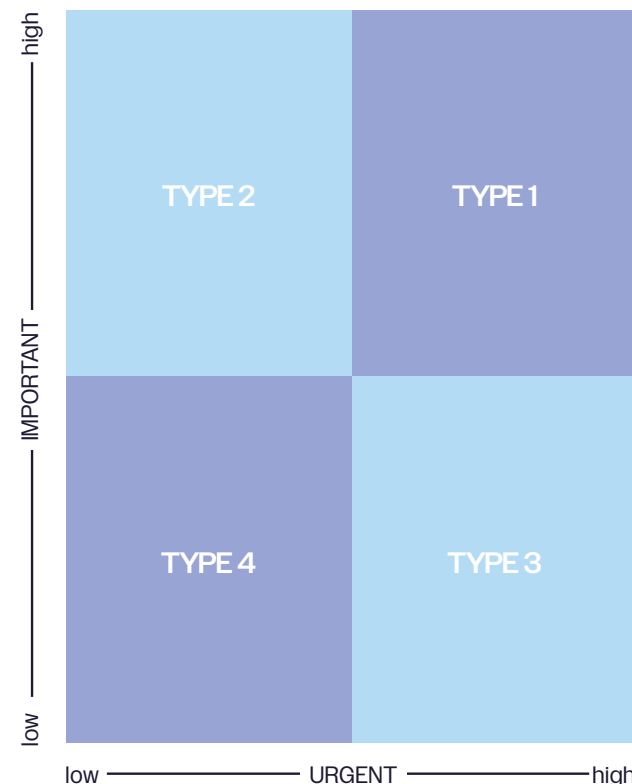
2) The remaining tasks are your 'Do' tasks. On the tool provided, divide your 'Do' tasks into the following types:

- Type 1 - Urgent and Important
- Type 2 - Important but not Urgent
- Type 3 - Urgent but not Important
- Type 4 - Neither Urgent nor Important

Important tasks will relate to your goals, values and close relationships

Urgent tasks are issues you have to react to that don't relate to your goals, values or close relationships

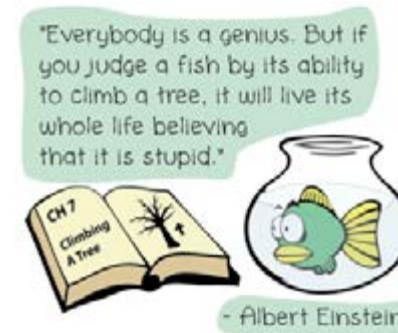
3) Prioritise Tasks starting with Type 1. Take care not to prioritise Type 3 over Type 2 too often.



NOW THINK ABOUT THIS...

Consider where you are in your school or college year and compare that with where you are in your cricketing program:

- What challenges lie ahead?
- How do you cope with the challenges you have identified and manage the time pressures demanded by them?



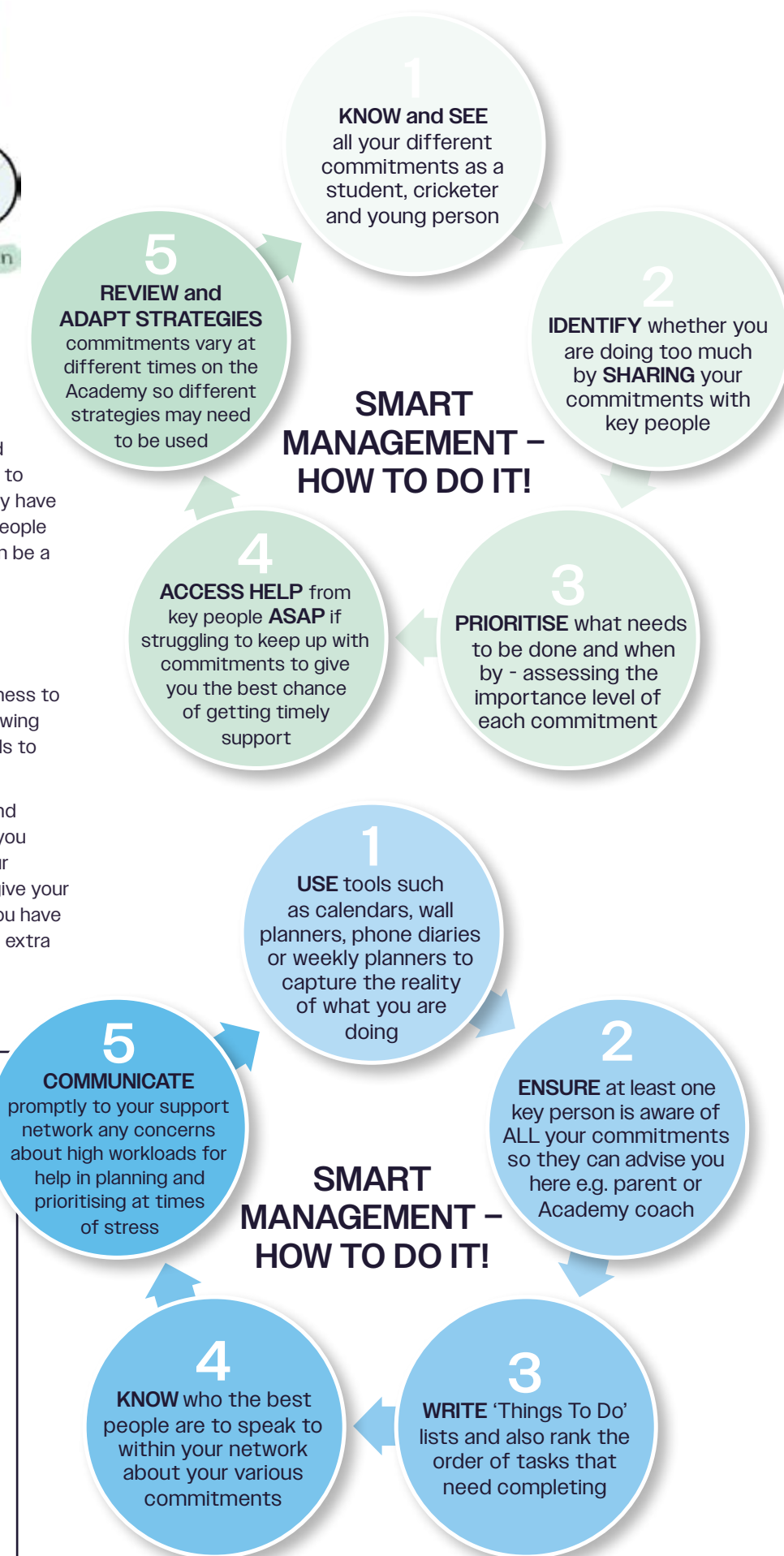
SMART MANAGEMENT

Juggling your school or college work alongside your academy commitments can be difficult. Add to that the distance you may have to travel, other commitments you may have and the usual distractions young people face then managing everything can be a real challenge.

To give yourself the best chance in succeeding then good planning and organisation, clear and timely communication to others, a willingness to ask for help when needed, and knowing when to say 'NO' are important skills to develop.

If you're SMART in HOW you plan and manage your commitments, then you will not only be able to meet all your commitments, you will be able to give your best. Indeed, you may even find you have more free time to spend doing the extra 'fun' things you'd like to do.

ACTION PLAN



TIME MANAGEMENT

There are two elements of time management that, as young people and high level cricketers, it is important to get right...

- 1. Being able to find the time to fulfil all the 'roles' you have previously identified for yourself.
- 2. Creating time to grow as a young adult, being able to explore the wider world outside of your own circles and develop your personality and a sense of individuality.

WEEKLY PLANNER:

When completing a planner you will start to understand that your weeks are either routine or not and this might also fluctuate whether you are in a competition phase or not. It is important to remember the following:

When using the planner, follow these stages. Use a pencil to complete and make amendments as required.

1. Fill in the set tasks – timetabled lectures, set/group training times, competition times and work shifts.

2. Do you have any clashes? If so, who can support you to find a solution?

3. Fill in anything else that depends on someone else, but where there is some degree of flexibility (e.g. physio, massage, strength & conditioning session, tutor meetings and other appointments).

4. Fill in anything else that needs to be done, but which is time flexible (e.g. solo training slots, laundry, weekly shopping, bulk cooking). Find the most efficient time in the week to do these.
5. Fill in travel times. Are you making any unnecessary journeys?

6. Fill in some fun time – you need something to look forward to.

7. Fill in anything else that needs to be done in the week.

8. Note what time you need to get up each day.

9. Review your plan to ensure that it works. Are you getting enough sleep? Are you struggling because you're trying to fit too much in on weekdays? Can you make any adjustments?

10. Review with your coach, ensure that you have the best balance of training, recovery and everything else that needs to be done.

11. Make this a weekly occurrence – Plan your week ahead towards the end of each week which will give you time to prepare, communicate with necessary people and get your priorities organised.

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
06.00							
07.00							
08.00							
09.00							
10.00							
11.00							
12.00							
13.00							
14.00							
15.00							
16.00							
17.00							
18.00							
19.00							
20.00							
21.00							
22.00							

STUDY SKILLS & TIPS

TOP TIPS FOR REMEMBERING

There are numerous techniques that you can use to help you remember when studying.



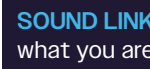
VISUAL IMPACT – use pictures and symbols instead of words or write your notes on coloured rather than white paper. Add colour, underline words, vary font and use varying bullet points for different pieces of information.



THE MIND MAP – to organise information so that you can remember the content. You may decide to divide up an area of study into its relevant parts making each part visually interesting.



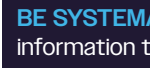
ASSOCIATION BY IMAGES – can help you remember meanings or concepts that you have difficulty remembering. For each concept choose an image that best fits. The images can be as imaginative as you like – the link only needs to be remembered by you.



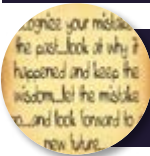
SOUND LINKS – if you listen to music whilst studying make a point of linking what you are listening to what you are studying. Hopefully you will remember what you were studying as well as the music!



THE EMOTIONS – try and make topic areas meaningful to you in a more personal way. For Example, try and imagine yourself in a particular context, perhaps a character in a novel or a subject in an experiment.



BE SYSTEMATIC – always organise the material that you are studying systematically. Group related information together so that once you remember one thing something related then comes to mind.



REMEMBER MISTAKES – sometimes, remembering mistakes that you have made whilst studying may help you to remember the correct fact! So, if you make a mistake always find out what you should have done!

STUDY SMART

As a busy academy player it is important to consider HOW you are going to give yourself the best chance to keep your school or college work up to the standards you and your teachers expect. Too often students forget to ask themselves some key questions at the outset that can help clarify their MOTIVATION to study, and also heighten their awareness of WHEN, WHERE and HOW they study best.

Answer the questions to get a clearer picture of your attitude to study, when and where you learn best and what behaviours you need to stop and start in order to study smarter.

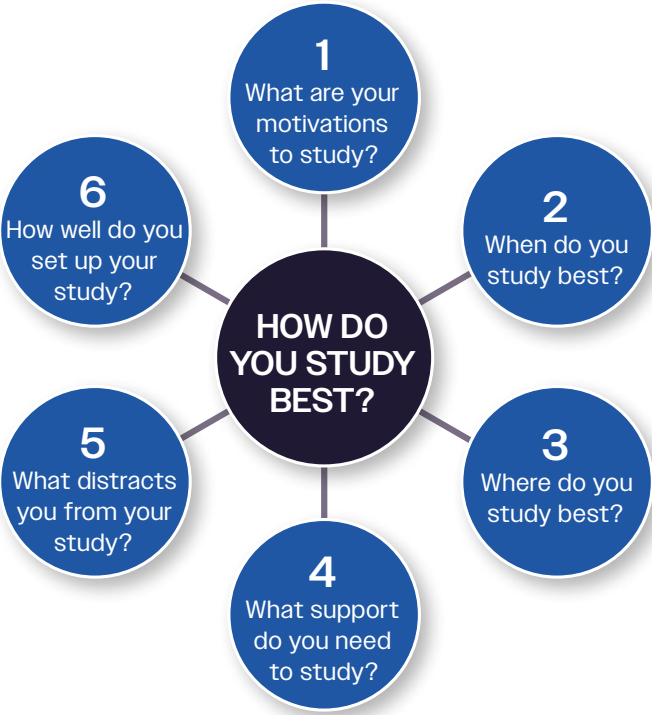


IMAGE & IMPRESSION MANAGEMENT

We are all being judged and monitored, especially in a professional sporting environment. Being aware of this and understanding how to influence others perception of you through your self-management is an important part of being a professional and maximising your career.

WHAT IS IT?

Your behaviours and how you show up in situations can impact how you are perceived. We want you to be true to yourself whilst being mindful of the following things:

- How you want to be perceived by others
- What you say and how you say it
- How you dress
- Your work ethic, enthusiasm and respect for others

WHY IS IT IMPORTANT?

How other people view and perceive you will directly impact how they respond to you.

This can affect:

- How professional they think you are
- Their views on your county or organisation
- Your employability within and outside of the game
- The levels of respect people have for you

WHAT'S THE IMPACT OF DOING IT WELL?

By doing it well you are giving yourself the best opportunity to achieve what you want in life whilst building up allies along the way who can help you do this. With subtle changes to your behaviours you'll find:

- New opportunities are presented to you, both inside and outside of the game
- If the decision is tight, you'll likely to get selected over others with less positive images
- You'll command more respect and can positively impact group culture and dynamics
- You'll enjoy the experience more with people you have good relationships with

TOP TIPS FOR IMPRESSION MANAGEMENT

- Be confident when introducing yourself to people. Smile, make eye contact and be interested
- Timekeeping is essential, be on time and be where you said you would be
- Be consistent in how you manage yourself
- Make sure your social media replicates who you are in person
- Be a positive influence on those around you and help build people up!
- Act honestly, truthfully and with integrity
- Be reliable, committed and dedicated to your teammates, task and organisation

COMMUNICATION

EFFECTIVE COMMUNICATION

WHY IS IT IMPORTANT?

To be able to communicate effectively is vital both in your progression as a cricketer and for life afterwards.

WHAT IS EFFECTIVE COMMUNICATION?

This is your ability to relate clearly, concisely and confidently to a wide range of people that you will come into contact with in your life.

HOW TO DO THIS?

Three tips when it comes to **STYLE**

- 1 Be yourself with plenty of energy
- 2 Engage your audience by offering interesting and insightful answers
- 3 Exude confidence and have an opinion

Three tips when it comes to **DELIVERY**

- 1 Speak slowly and clearly
- 2 Use natural hand gestures
- 3 Try and work out phrases you often repeat and avoid them as much as possible

Three tips when it comes to **BODY LANGUAGE**

- 1 Make eye contact with whoever is speaking to you
- 2 Assume a neutral body stance
- 3 Try and smile as much as you can – it makes people feel at ease

As a professional cricketer you will come into contact with people from all areas of life. The public, the media, the corporate world, your peers and your 'inner circle'.

Each of these groups will demand your attention and time.

That is why learning how to effectively communicate with each of these groups is vital.

People will make up their mind about you dependant on how they communicate with you. Many may not get to meet you 'face-to-face' or on many occasions and so form a judgement at a much more superficial level.

They assess you on the strength of what they might hear on television or read in the paper. It might be on a brief meeting at a function or while you are with a team-mate.

By developing skills which make you excel in these different situations, you are giving yourself the best opportunity to impact positively on everyone that you meet.

TASK				
With a partner, discuss each of the digital communication methods and identify three key points for each.				
EMAIL	TEXT	WHATSAPP	SOCIAL MEDIA	FACETIME/ZOOM

PRESENTATION SKILLS

PRESENTING WITH CONFIDENCE

WHY IS IT IMPORTANT?

When we stand up to present, we want to give ourselves the best possible opportunity to create a favourable impression. The first time that we do it will leave the biggest impression.

WHAT ARE GOOD PRESENTATION SKILLS?

- What is the takeaway message? Start with the end in mind
- Do your research. Speak to others, look for ideas, know your audience
- Prepare your opening and closing statements effectively
- Talk around the on-screen information, show you know what you're talking about
- Consider some examples, quotes, statistics or stories to include
- Practise standing up: imagine the audience is there. You need to replicate what it will be like on the day
- It's normal to feel nervous but learn and practise some skills to feel calm
- The audience will always assume that you will be good unless you give them a reason not to
- Self assess afterwards. What would I do differently next time?

WHAT IMPACT DO THESE SKILLS HAVE IN CRICKET/WORK

Strong presentation skills can increase your confidence and can be used throughout your life in whatever job you do.

CRICKET

Support speaking in team meetings, giving team talks as captain and communicating with sponsors and the media.

WORK

Public speaking is essential in work and regularly part of an interview process. Delivering strong presentation skills will leave a positive and professional impression.



What I learnt from the PCA academy programme were ways in which I could be put under pressure when public speaking. The experience I gained in workshops where I was put in an interview scenario was invaluable to my development and has helped me in real life situations since.

HARRY SWINDELLS
LEICESTERSHIRE CCC

BODY LANGUAGE FOR PUBLIC SPEAKERS



DIVIDE EYE CONTACT

Divide your eye contact over the room and look the audience in the eye.



SMILE

To make your audience comfortable simply smile at them. Smiling is our most powerful tool.

GESTICULATE

Gesture with your arms and hands in a natural way to keep your audience attention.

KEEP YOUR BACK STRAIGHT

This position will make you breathe better and you'll feel more relaxed.



BRING MOVEMENT TO YOUR SPEECH

Use the physical space you have available and walk it.

AUTHORITY, KEEP CALM

Demonstrate authority, keep calm and use small stiff gestures. This way people will trust you and view you as a confident person.

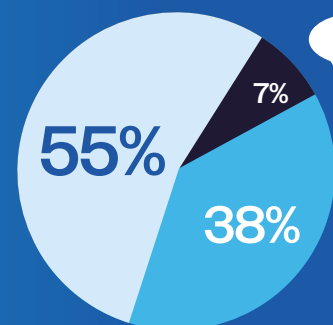
ENCOURAGE PARTICIPATION

Use open gestures and if possible walk around and towards people. We tend to participate more when we have proximity to a speaker.

The numbers represent the percentages of importance of varying communication channels have with the belief that 55% of communication is non-verbal, 38% is vocal and only 7% are the words spoken.



Non-verbal



Words only



Vocal

SOCIAL MEDIA

WHAT IS THE COMMERCIAL VALUE OF A CRICKETER?

There have always been sponsorship and commercial opportunities coming out of your role in the game but social media increases these opportunities.

If you are planning on using your online presence to promote yourself or brands and causes you work with, then here are some thoughts on best practice.

1. KEEP IT REAL

Social media is awash with fake followers and bots. Commercial partners are very much alive to this. They are only interested in working with personalities who have significant organic and real social media followers. Buying followers is a self-defeating practice. Get yourself a good and loyal following by using social media well.

Try to make sure that influential accounts follow you and mention you – tweets and Instagram posts from your club or country which include your username will help. Once you start to build up a following then regular posts and particular media (videos and photos) should keep people interested and increase the number of people who want to follow you.

The more people interact with your account by replying to you or retweeting your messages the more your followers will grow.

2. KNOW YOUR FACTS

Social media accounts offer useful analytics tools for their accounts. They can provide graphs, statistics and views on how your content is performing, how well you have grown and what your reach is. When it comes to negotiating sponsorship deals or showing business partners how you are performing, it is a useful tool.

3. LOOK PROFESSIONAL

Brands are incredibly risk averse. Social media accounts full of bad language and immature content will put off any potential commercial partners and future employers.

What brands want to see are high quality images and content and commentary that is insightful and gets noticed.

Keeping up-to-date with and engaging with topical issues, engaging in a positive way with other accounts and being active online will increase engagement and interest in your own account.

On top of that LinkedIn, the professional network, is a very sensible place to enter if you want to expand your reach in business. You will find that your career as a player gives you an extra advantage as businessmen and women are more likely to want to connect and engage with you. Entering into groups that are relevant to areas of industry that interest you, engaging in conversations and exploring private discussions with people who you may be able to work with and do business with, is a great way to expand your commercial network. Use your cricket career as an advantage, don't be embarrassed by that, and you may find that social media is a pathway to something exciting.

MEDIA

MEDIA TRAINING

WHY IS MEDIA TRAINING IMPORTANT?

The ability to deal with the media is an important part of a player's skill set. The public perception of you will be based on what people see and hear in the media and it is a great chance for you to put yourself forward in a positive way and represent your club well.

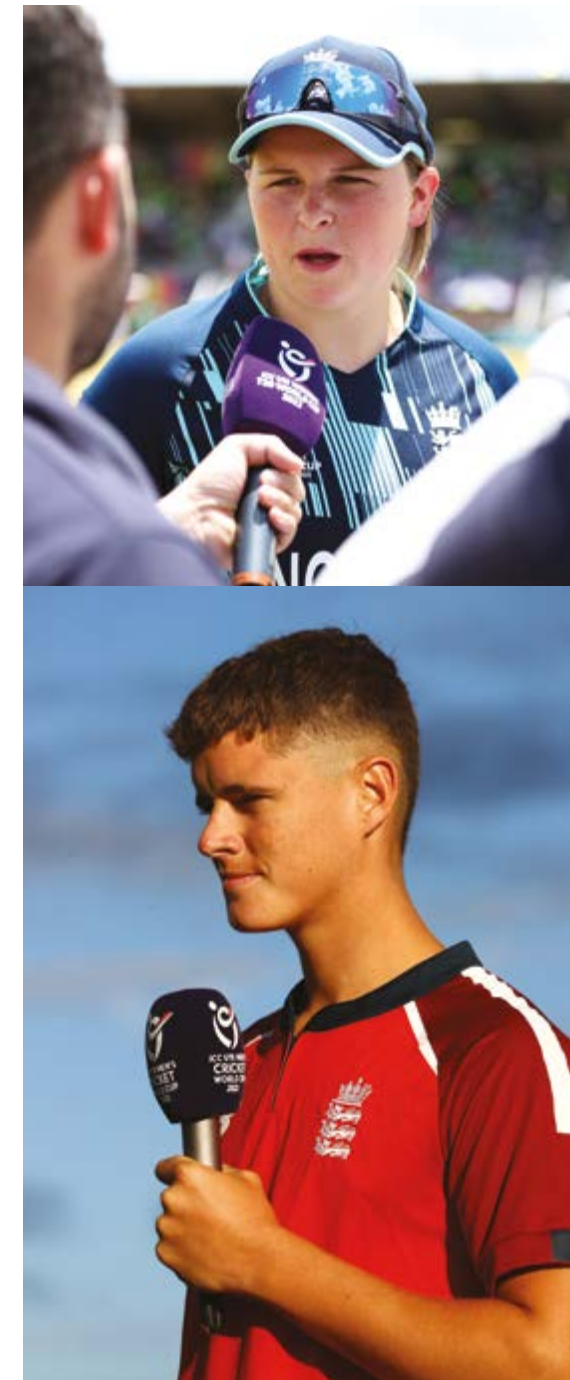
WHAT IS THE MEDIA?

The type of media work that you may be asked to do can be divided up into four main areas:

- **PRINT** – This is local and national newspapers. You may be asked to do an interview with a journalist and pose for a photo
- **TV** – This will often focus on matches that are televised and may be pre/post match interviews, 'colour' pieces in the lead up to the match or an in-studio chat
- **RADIO** – Again could be local or national and may involve an interview at a match or an invitation to come into a studio
- **DIGITAL** – This may involve doing an interview or filming a piece that may be used on a club website or on a social media channel.

IMPACT ON YOUR CAREER

Speaking to the media gives you a unique way to let the world and your own county fans know a little bit about you. There is nothing else to do but be yourself. If you do that people will feel comfortable watching or listening to you and you will be able to give the public an idea of who you are as a person. As the world of media grows bigger every year, the likelihood is that your requirements as a professional cricketer will include more work in this area.



TASK...

1. Media simulator - with your PDM and your fellow academy members, set up mock interviews with cameras (phones are fine) and microphones (again use phones) to simulate an interview with a reporter after a day's play.
2. Use your mobile device to find examples of good and bad press conferences and post match interviews.

After each exercise discuss as a group how the exercise went and how it could potentially impact a career.



FINANCE

FINANCE AS A YOUNG PERSON

Learning about money and how to manage your finances is a key life skill regardless of whether you become a professional cricketer or not. The more you understand about managing money and how you can make your money work for you the better. Developing good financial habits such as budgeting and saving at a young age will increase your chances of making good financial decisions and avoiding financial difficulties later in life.

FINANCE AS A PROFESSIONAL CRICKETER

England players are well paid, whilst professional county cricketers salaries can vary considerably dependent on age, ability and experience. However, first professional contracts rarely command a salary that allows for an elite and glamorous lifestyle!

That said, with good performances, the career of a talented cricketer can take a fast upward trajectory and within a short space of time and at a relatively young age a player could be earning very good money. How you then choose to manage your income at this stage, what advice you get and what decisions you make are pivotal to ensuring your longer term financial health. Increasing your knowledge in this area, and getting expert advice is essential to financial success!



WHAT DO YOU NEED TO KNOW?

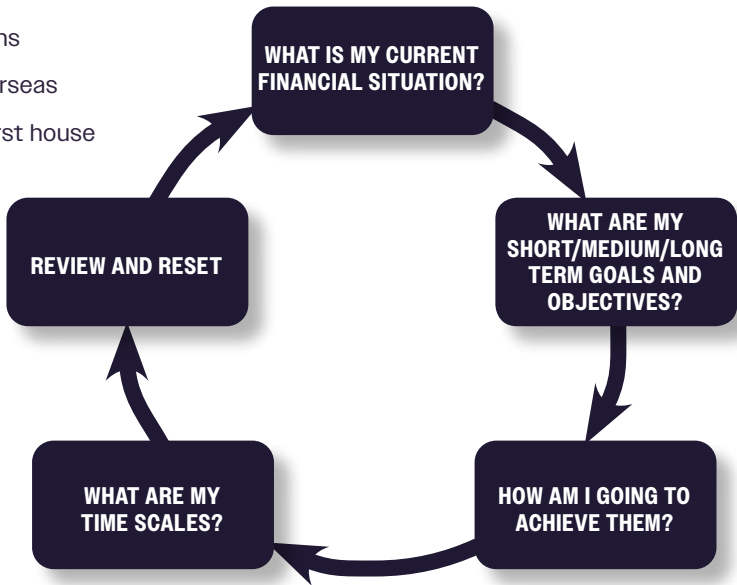
Task 1... In groups or individually, can you define and talk about the following terms?

BANKS & BUILDING SOCIETIES	COMPOUND INTEREST	EXPENDITURE	INVESTMENTS	MINIMUM WAGE	RECESSION
BUDGETING	CREDIT & APR	INCOME	ISA'S	MORTGAGES	SAVINGS
CURRENT ACCOUNT	DEBT	INTEREST RATES	LOANS	PENSIONS	TAXES

Task 2... In groups or individually consider what your financial goals are?

1. Short term (0-6 months) E.g. Pay for driving lessons
2. Medium term (1-2 years) E.g. Save for a winter overseas
3. Long term (5+ years) E.g. Save for University or first house

USING THE MODEL, SHARE IDEAS OF HOW YOU CAN START WORKING TOWARDS ACHIEVING ONE OF YOUR GOALS...



WHERE DOES YOUR MONEY GO?

	Year £	Month £	Week £
NET SALARY			
ACCOMMODATION			
Rent / Mortgage			
House / Contents Insurance			
UTILITIES			
Council Tax			
Water Rates			
Electricity			
Gas			
Other			
COMMUNICATION			
House Phone			
TV Licence			
Sky			
Mobile			
Internet			
TRANSPORT			
Car Repayments			
Car Insurance			
Road Tax			
MOT			
Servicing			
Petrol / Diesel			
Other			
SPORT			
Clothing			
Equipment			
Other			
PERSONAL EXPENSES			
Clothing			
Food			
Household Supplies			
Personal Grooming			
Entertainment / Social			
SAVINGS			
OTHER E.G. LOANS / DONATIONS			
TOTAL EXPENSES	£	£	£
DISPOSABLE INCOME	£	£	£

CHALLENGE 1

You are an 18 year old professional cricketer who wants to move out of home and live near the cricket ground.

You are on a Rookie contract of £20,000.

Using the budget planner template as a guideline;

- What are your realistic expenses?
- What can and can't you afford to do?

CHALLENGE 2

Using your budget from challenge 1 - consider the following scenario:

- You just tried to take your partner out for dinner and your bank card was declined because you have insufficient funds.
- In fact you are currently £50 overdrawn and pay day is a week away.
- You also intend to go to South Africa for the winter to play and you need to start saving £100 a month to pay for your flight.
- Can you come up with an action plan to get you back into credit and start saving?

“It’s not your salary that makes you rich; it’s your spending habits.”

- Charles A Jaffe

“Money is a tool. Used properly, it makes something beautiful - used wrong, it makes a mess!”

- Bradley Vinson

“Beware of little expenses; a small leak will sink a great ship.”

- Benjamin Franklin

“Never spend your money before you have it.”

- Thomas Jefferson

“Don’t tell me what you value, show me your budget, and I’ll tell you what you value.”

- Joe Biden

CONTRACTS & AGENTS

Below are some simple tips and questions to ask yourself to help deal with approaches from Agents and establish if one is right for you;

- Do you feel comfortable with how the Agent will represent you?
- Who else does the Agent represent?
- What value is the Agent going to bring you?
- Just to renegotiate your county contract?
- Find you overseas deals?
- Find you new off the field income streams?
- Is the Agent a PCA/ECB registered agent? Check the link here:
<https://resources.ecb.co.uk/ecb/document/2024/08/20/0668b90f-e18a-4c4c-9769-831e7c3f53bb/Registered-Agent-List-20-Aug-2024.pdf>
- Commission structures vary across the game with agents using different structures. On domestic contracts, Agents either charge based on the full gross salary or on the increase they secure the player. Commission structures for commercial deals and franchise cricket tend to be much more standardised with the following tending to apply;
- The Hundred – typically 3-5%
- Overseas franchise cricket – 10%
- Media opportunities – 10%
- Commercial endorsements – 20%

Key Points to Consider

- Are you happy with your development at the county in question? It's an honour and a proud moment to be offered your first contract but that doesn't mean you have to sign the first contract placed in front of you
- Always ask to take the contract away to take independent advice or speak to family or to the PCA
- The contract is a standard format
- The salary must be in line with the agreed terms between the PCA, ECB and First-Class Counties
- Full Time Senior Professional – minimum salary £28,000
- Full Time Rookie Contract – minimum salary £20,000
- Are there any additional benefits in the contract such as accommodation, car provision, appearances or bonuses?
- Be aware of any commission that may be due to an agent in the event you have one
- The PCA offer a free-of-charge service to assist all members with contractual advice, negotiation and support. We would encourage all players to take some sort of professional advice prior to signing any contract

For more information, please contact;

Rich Hudson

07373 414694

rich.hudson@thepca.co.uk



When considering signing a contract with an agent, please ensure it is the right thing for you first and foremost. Speak with those closest to you and the PCA for information, advice and guidance. An agreed contract should be for no longer than two years and something which you have considered in detail. There is no question too big or small, so please feel free to pick up the phone to the PCA.

RICH HUDSON

DIRECTOR OF CRICKET OPERATIONS

NEGOTIATION

Learning the art of negotiation early in your career can significantly improve your outcomes and happiness in all aspects of life both on and off the field. Think negotiation and it is easy to think only about money, but consider how it could affect relationships, careers and day-to-day wellbeing.

Negotiation is a method by which people settle differences. It is a process by which compromise or agreement is reached while avoiding a dispute or argument.

Two of the biggest purchases in your life will be a house and a car. Imagine how negotiating on these prices can be significant in saving money.

In relationships negotiation will be dressed up as give and take. Happiness can hinge on a balanced lifestyle so be mindful of this when negotiating things like your time, commitments and promises. An unhealthy relationship can often be rescued by clear and effective negotiation.

3 Key Factors in NEGOTIATION

- **Attitude** – How you approach it, the tone and persona you use
- **Knowledge** – Know your stuff. Research numbers and facts, be prepared
- **Interpersonal Skills** – Verbal skills, listening skills and rapport.

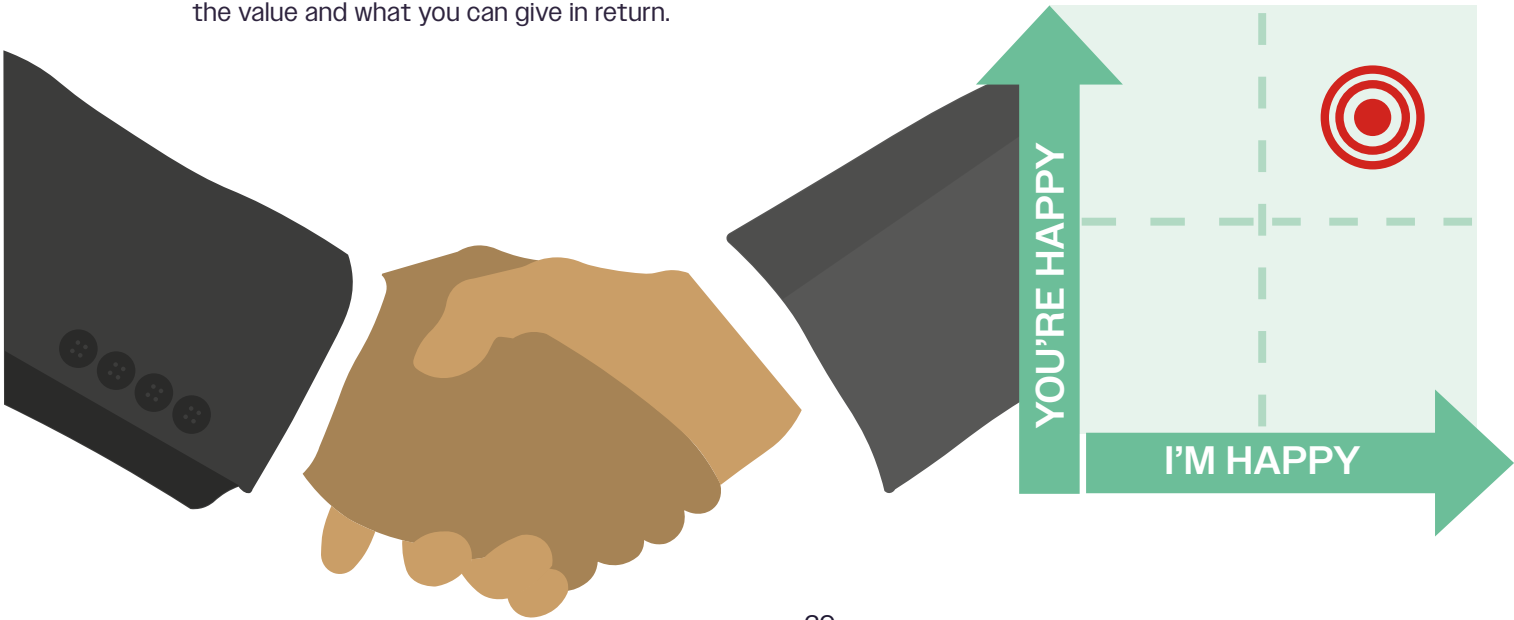
EFFECTIVE COMMUNICATION

- **PREPARATION** – The foundation to all negotiations
- **DISCUSSION**
- **CLARIFY GOALS**
- **WIN/WIN**
- **AGREEMENT**
- **IMPLEMENT**



WIN/WIN

Great places to improve your negotiating confidence can be car boot sales or markets. These allow you to make cash purchases at low risk. There is no real difference to this type of negotiating than that with your boss agreeing your salary. Understand what you want, the value and what you can give in return.



SKILLS & ABILITIES

Understanding your skills and abilities is really important. It can help in a range of areas including your cricketing appraisals, your personal development, action plans and when writing job or university applications.

The following table provides a list of transferable skills that you may have acquired during your time as a player, during education, or through other experiences. Don't limit yourself to cricket based skills – try to think of other activities and interests – e.g. being involved in the running of a society or travelling abroad.

	DEFINITION	POOR 1	2	3	4	EXCELLENT 5
TEAM WORK	Can work effectively with a group of people to complete tasks					
COACHABLE	Willingness to be taught and trained to get better					
LEADERSHIP	Can get other people to work together to accomplish an objective					
SELF-DISCIPLINE	Ability to push yourself forward, stay motivated and take action despite how you are feeling					
COMMUNICATION	Can exchange ideas and opinions					
FLEXIBILITY	Can adjust and adapt to changing situations, and turn easily from one subject to another					
RESILIENCE	Can recover quickly from difficulties and challenges					
GROWTH MINDSET	Belief that you are capable of improving and developing					
SUCCESS-ORIENTATED	Driven to succeed and achieve					
WORK-ETHIC	Willingness to work hard and commit to task					
EMOTIONAL INTELLIGENCE	Able to understand, use and manage your emotions and relate with others					
PRESENTING	Can communicate information to audiences through speech and other mediums					
FOCUS	Can maintain attention and ignore distractions					
PROBLEM SOLVING	Can identify obstacles to the completion of tasks and devise ways solutions to overcome them					



Looking at the skills, now think about where you have used or developed those skills. Write down any examples you can think of. If you can't think of a time you have used it, list where you might be able to get experience using it.

EVIDENCE IN CRICKET	EVIDENCE OUTSIDE OF CRICKET

CV FORMAT

GUIDELINES AND TEMPLATES

CVs take a while to perfect. A good way to start is by trying to provide information under each of the nine sub-headings on the blank CV template on the next page.

Once completed, your PDM will go through this with you and provide feedback and guidance on what you need to do next.

1. PERSONAL INFORMATION

This includes your name, location, telephone number and appropriate email address.

2. PERSONAL STATEMENT

This should be a short (3/4lines) summary of your main ‘selling’ points. It should cover the questions ‘Who am I?, Where have I been?, Where am I going?’ with a summary of relevant areas of your life and key skills. The Personal Statement will give the employer a good indication as to whether you have the skills and abilities needed for the position so think about this section carefully!

3. EDUCATION

State your most recent education first and work backwards - it makes sense to start with where you are now or have been most recently. List the subjects you are studying or have studied. If completed, then include the grades attained alongside each subject.

4. EMPLOYMENT / WORK EXPERIENCE

This means cricket and any other work or volunteering you may have carried out whether it is paid or unpaid. Include any work experience you may have done even at school or during the off season in this country or abroad no matter how short.

State your most recent employment or work experience first and work backwards following the template on p43 - it makes sense to start with where you are now or have been most recently. Under each position include a brief statement about your main responsibilities and emphasise any skills used, learned/developed during that time.

Try and highlight your achievements at work rather than providing a description of the job itself.

5. CRICKET / SPORTING ACHIEVEMENTS

List highest achievement first and date achieved – this might be international representation, being part of a winning side or your own individual statistics or awards. You may wish to include other sporting achievements of note.

6. OTHER ACHIEVEMENTS/ POSITIONS OF RESPONSIBILITY

Include here any non-sporting representative honours, achievements or positions of responsibility that you are proud of or that demonstrate your range of skills e.g. awards, titles/ positions held, skills learnt, fundraising efforts, charity/community support work - include dates and brief details.

7. OTHER QUALIFICATIONS & TRAINING COURSES

List other qualifications gained, courses attended and in what year and month if known.

8. INTERESTS

This is an opportunity to acknowledge the range of activities you enjoy undertaking outside of work e.g. reading, sports, playing a musical instrument, supporting charities, travel etc.

9. REFERENCES

Simply write “Available on request” below this heading.

FULL NAME

Location: Birmingham
Tel: 01000 000000 Mobile: 07000 000000
Email: name@hotmail.co.uk

PERSONAL STATEMENT

EDUCATION

Example	
2022-2024	Sevenoaks School, Waltham 3 A Levels: Biology (A), Geography (C), English (D) Head Boy / Prefect
2017-2022	Sevenoaks School, Waltham 9 GCSEs (including Maths and English)

EMPLOYMENT / WORK EXPERIENCE

Example			
Dates (start date–finish date)	Job Title	Name of Company	Location
Oct 2024 – to date	Professional Cricketer	Warwickshire CCC	Edgbaston
Rookie contract... responsibilities include representing the club at 1st and 2nd team level when required, completing 100 hours of personal development, media interviews, coaching and networking with key stakeholders.			

CRICKET / SPORTING ACHIEVEMENTS

TRANSFERABLE SKILLS

OTHER ACHIEVEMENTS/POSITIONS OF RESPONSIBILITY

ADDITIONAL QUALIFICATIONS & TRAINING

Example
October 2024: Sales and Marketing 1 day course, Goodform Training, Edgbaston
September 2023: Gym Instructor Qualification (level 2), Premier Global
February 2022: ECB Level 2 Cricket Coaching Qualification
2021: Clean UK Driving Licence
2020: Grade 4 piano

INTERESTS

REFERENCES

Available on request

CRICKET CV/PROFILE GUIDELINES & TEMPLATE

As you come to the end of your time on the academy, you will most likely be hoping that you are offered a deal to move on to the professional staff. Unfortunately, this might not be the case. The club may already have a player who specialises in your skill area, there may be an exciting prospect in the pathway or the budget might not stretch to another player.

However, there are other First-Class counties who may be looking for a player like you. Once you have been given a definitive answer by your county, here is a short guide about how you can get your name out there!

CV/Profile

PERSONAL STATEMENT

Brief summary of you as a person and cricketer, your cricketing history and what and where you are looking to progress your career.

YOUR KEY STRENGTHS

Identify your key skills and attributes as a cricketer so you can inform counties what you will bring to their staff. Try to be specific!

PLAYING HISTORY & STATS

Summarise your key statistics from the highest level of competition you have played.

VIDEO FOOTAGE

Your academy or club analyst should have plenty of footage of you. Ask them politely if they can collate a footage reel highlighting your strengths and unique attributes.

REFERENCES

It helps to have a supporting statement from one or two people in the game who can describe you as a cricketer and person.

Covering Email

WHO MIGHT NEED YOU?

Do some research on counties that might not have a player with your skill set on their professional staff or academy. This shows an understanding of the game but also how you might bring value.

FORMAL STYLE

Despite the fact we are often quite informal when talking with coaches, this email needs to highlight your professionalism so start the email with ‘Dear Mr/Mrs/Ms’

WHY ARE YOU CONTACTING THEM?

Using your earlier research, briefly explain why you are specifically emailing that club and suggest why you might be a good addition for them.

LEAVE YOUR DETAILS

Add your number to the email and make sure you let them know you are looking forward to speaking further.

FIRST & LAST NAME

Location
Phone numbers
Email

PERSONAL STATEMENT

KEY ACHIEVEMENTS

- Captain of North England at Super 4s
- County Under 18 Captain
- List A Debut v XXXCCC

KEY STRENGTHS

- Discipline
- Pacing of 50 over innings
- Adaptable sweep options

PLAYING HISTORY

- First-Class County, City/Town
- Academy/U18s: 24 appearances
- Innings: 32
- Runs: 924
- Avg: 39
- HS: 112

VIDEO FOOTAGE

REFERENCES

TRANSITIONS

A transition is a movement, passage or change from one position, stage, state to another.

During your time as a cricketer, you will regularly experience change and transitions. Some will be small, whereas others may completely change your life. These will impact your relationships, roles, emotions, routines and assumptions of yourself.

In this section we are going to look at what transitions you've had so far and might happen as you leave the academy.

Change and transitions can have both a positive and negative impact on you.

In order to cope better with these transitions, it is important to identify when they might occur and what they might look and feel like.



The transition from the academy environment to the professional environment is a big step as not only a cricketer, but also as a person. Being myself, was the way I approached my cricket and relationships. Up to now, I've found that it was the best way to be accepted and make progress through the dressing room and my cricketing career.

JORDAN THOMPSON
YORKSHIRE CCC

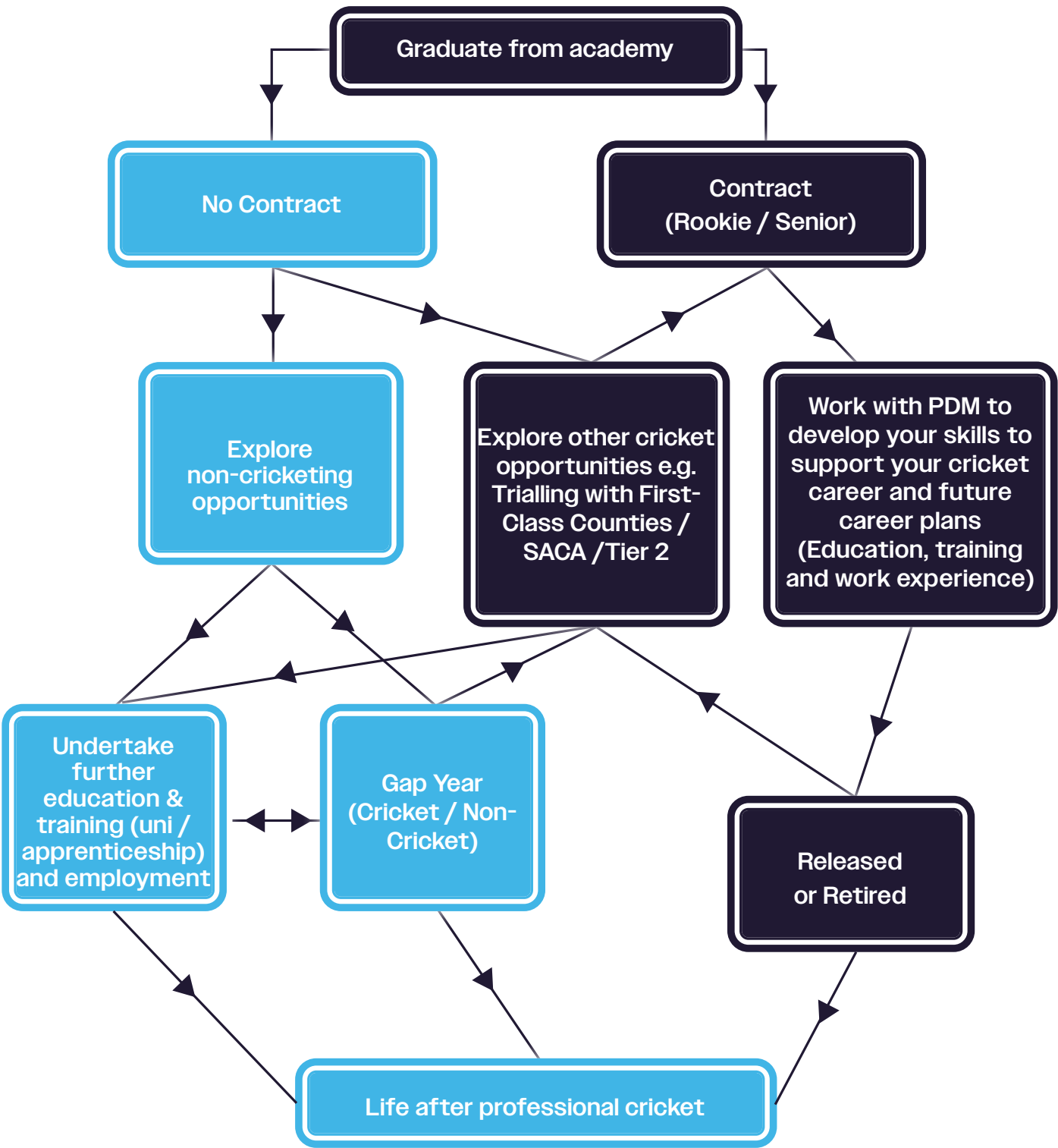
PREVIOUS TRANSITIONS

List two transitions you have been through and reflect on what changed, how long before things felt normal, what helped during the transitions?

FUTURE TRANSITIONS

	CRICKET	NON-CRICKET
WHAT DO I FORESEE HAPPENING?		
WHAT CAN I TAKE FROM PREVIOUS TRANSITIONS?		
WHAT DO I NEED TO HAVE IN PLACE TO SUCCEED?		

WHERE DO WE GO FROM HERE?



NB. A Positive Mindset and Personal Development will be required no matter which route you take!
Always give yourself options and stay healthy.

CAREER CHOICES

As an academy player the assumed desired outcome at the end of your formal education is being offered a professional player contract at your county. Although this does happen this is not the case for the majority of players. We therefore, without apology, encourage all players to explore and develop alternative plans for their time post academy; either how they plan to continue to pursue their dream of becoming a professional cricketer or how they are going to develop themselves through further education or training for a different career.

What could your alternative plan(s) be?

Circle ideas of interest

1. Go to university – the structure of university cricket is changing so consult your PDM for updates on where the best options are for university cricket.
2. Go into employment.
3. Start an apprenticeship/traineeship.
4. Go on a gap year to travel.
5. Go on a gap year to play cricket overseas.
6. Other? State what ideas you have.

Unsure and need help to decide?

Arrange a 1-1 meeting with your PCA PDM.

UCAS

UCAS provide application services across a range of subject areas and modes of study for UK higher education providers.
www.ucas.com

Student Finance England

Student Finance for those looking to study in higher education.
www.gov.uk/student-finance-register-login

The National Careers Service

The National Careers Service provides information, advice and guidance across England to help you make decisions on learning, training and work opportunities. The service offers confidential and impartial advice from qualified careers advisers.
nationalcareers.service.gov.uk

Prospects

Prospects is the UK's leading provider of information, advice and opportunities to students and graduates.
www.prospects.ac.uk

Apprenticeships

Gov.uk website directing you to the national apprenticeship database and advice lines
www.gov.uk/apply-apprenticeship
Email: nationalhelpdesk@findapprenticeship.service.gov.uk
Phone: 0800 015 0400

GetMyFirstJob

Private providers of apprenticeships and traineeships.
www.getmyfirstjob.co.uk

CAREER DECISION MAKING

Whether you progress straight into the professional game, continue to seek a route into the game or choose to start a new career away from cricket there will be times when you will need to make difficult decisions about the direction you want your career to go.

Decision making is a skill and something you can actively develop. It is always important to access your support network to guide your decision making BUT it is important that you drive this and have ownership of both the process and the decision.

Joe is in his final year on the academy and has been told he will not be given a professional contract. Joe is torn between going off to University to study Maths and continuing to try and get a professional contract by taking a gap year and playing overseas. Should he 1) go to University or 2) go overseas for a gap year to play cricket?



In groups discuss what you think Joe could do to help him decide what to do?

GROUP IDEAS:



Independently, write down step-by-step what YOU would do to arrive at a decision.

TRAVEL PREPARATION

It is essential to plan well before any trip abroad but especially long trips away like a gap year or winter playing cricket overseas.

This web link provides excellent advice on the key areas you should consider before travelling:
www.gov.uk/guidance/safer-adventure-travel-and-volunteering-overseas

Your checklist...

Things to do:

- | | |
|----|-----|
| 1. | 6. |
| 2. | 7. |
| 3. | 8. |
| 4. | 9. |
| 5. | 10. |

WINTER AWAY

PREPARING TO TRAVEL CHECKLIST

RESEARCH CHECKLIST

Researching the kind of experience abroad that interests you, and reconciling it with the kind of experience that you can afford, is the first step to a successful winter overseas. While you research, be sure to:

- Prepare a budget. Include air and ground travel, clothes and equipment, food, accommodation, placements costs, travel and medical insurance.
- Investigate locations (e.g., clubs/academies) in which you might be interested. Talk to your Academy Director about possible opportunities at particular clubs and how much funding you might be able to receive from your county to financially support you.
- Research countries and regions you would like to visit. **Don't forget to look up current travel advisories from the Foreign & Commonwealth Office.**
- Ask former academy and county players for their recommendations on placements and travel itineraries.
- Invest in guidebooks for your chosen destinations to get a feel for the must see attractions.

GENERAL ADVICE ON OVERSEAS WINTER PLANS

- Before making any plans to travel abroad, check with the UK Government website and the website of your intended destination to fully understand any travel restrictions, including quarantines rules, vaccination requirements and testing protocols.
- Make sure you have all this information before applying for the relevant visa.
- We would advise speaking with your PDM prior to finalising anything, just to make sure you are protected and prepared.



TRAVEL PLAN CHECKLIST

With your tickets in hand, it becomes time to get down to the practical tasks associated with getting ready to travel. Don't forget to:

Notify your bank and credit card companies of your travel plans.

- Contact colleges or universities about deferring degree places as needed.
- Purchase traveller's cheques and obtain foreign currency.
- Pack your backpack with:
 - Clothes
 - Cricket equipment
 - Footwear
 - Personal care items
 - Health care/medical items
 - Travel documents
 - Travel accessories

JUST FOR FUN CHECKLIST

Finally, when there's nothing left to separate you from the gap year of your dreams but one quick flight, get down to the business of having fun! Don't leave home without:

- Asking friends and family for their souvenir requests.
- Investing in a decent pair of sunglasses.
- Setting up a website or 'blog dedicated to your travels.

If you have booked your trip via an agency, ask if it has any checklists to help you with your specific placement preparations and packing requirements.

Don't be afraid to tailor these checklists to your specific needs, adding or deleting items as desired, and don't be afraid to share these helpful hints with friends!

Good luck!

PLAYING OVERSEAS

Want to play a season of cricket overseas? Here are the steps to make this happen

HOW DO I GET A CLUB?

Your Academy Director or current county players will often have contacts at clubs overseas. If not, there are some agencies that will help you find a club, however, they will charge you a fee to do this.

WHAT PERIOD WOULD I BE EXPECTED TO BE THERE FOR?

Most clubs will expect you to try and get there as soon as possible after the cricket season ends in England (i.e. by mid October) and will want you to stay until you are expected back at your county.

WHAT SORT OF DEAL COULD I GET?

Many overseas clubs would not offer the same sort of deals that English clubs offer to overseas players. Options would vary with some clubs offering airfares, accommodation, job and some money to play while others would offer less. It would be something to agree with the club during your initial discussion with them.

WHAT IS THE STANDARD LIKE?

This will depend on the country. The standard in Australia is usually considered the best with most clubs fielding four or five sides. The club may expect you to start in a lower side and work your way up through performance.

HOW OFTEN DO THE TEAMS TRAIN AND PLAY?

Most teams will play only once at a weekend with an occasional Sunday match. The standard is higher due to the fewer number of opportunities. Training is taken seriously and usually takes place twice a week. Because it is more difficult to get time in the middle, training becomes important in terms of finding form. In Australia and South Africa, teams have a mid-season break over Christmas and New Year. Find out if your club has such a break as it is a great time to do some travelling and sightseeing.

VISAS

It is important that when looking to play for a club overseas, you travel on the correct visa. Travelling on the wrong visa could end in deportation and being barred from entry to that country. You should not consider travelling on a visa other than a Working Holiday visa or a Sponsored Visa by the club. Please contact your PDM for more information on visa requirements for playing overseas.



ANTI-DOPING & RDP

STRICT LIABILITY

Strict Liability is the fundamental principal that anti-doping is based upon. Strict Liability means that you, and only YOU, are responsible for what is in your body. It also means that YOU are accountable for what is found in any sample you provide.

ADRVs

There are 10 ways in which you can break anti-doping rules and commit an anti-doping rule violation (ADRV). Providing a positive sample (failing a drugs tests) is only one of them. There are nine others ways in which you can commit an ADRV which may result in at least a two year ban from all sport, not just cricket. These include refusing a test and trying to interfere with the testing process. These rules also apply to coaches and support staff. It is your responsibility to make sure you know what all 10 are and how you can avoid committing them.

The ECB will support you with understanding your rights and responsibilities in the shape of annual training but more information can be found at www.ecb.co.uk/about/policies/anti-doping

PROHIBITED LIST

The Prohibited List is the list of substances and methods which are banned under anti-doping rules. The list is produced by the World Anti-Doping Agency (WADA) and is applicable across all sports, not just cricket. The list and its contents change every year on the 1st January. It is your job to ensure that you know the content of the list and what you can and can't take.

The list can be found at www.wada-ama.org

The ECB will always make you aware of any changes ahead of their introduction from 1st January in an accessible and easy to understand way.

This information can be found at www.ecb.co.uk/about/policies/anti-doping. Please be warned: Ignorance of changes is not an excuse and it is your responsibility to know what you can and can't take.

MEDICATIONS

Everyone, even sportspeople get ill. However, sportspeople, including cricketers, cannot always take the same medication as the general public. This is because common over the counter medication can contain prohibited substances which may cause you to fail an anti-doping test, and this could result in a two year ban from all sport, not just cricket. Therefore it is your responsibility to check the content of any and all medications **BEFORE** you take them, each and every time you need to take them - even if you have taken them before. You can do this at www.globaldro.com/Home by simply entering the brand name of the product you intend to use. Once the relevant information is entered, Global DRO will tell you whether the product contains substances that are banned either just 'In Competition' (during matches), or at all times. If the product you are intending to take contains any banned substances, we would advise you not to take it and find an alternative which does not contain banned substances.

Should you have an ongoing medical condition for which you have no alternative but to take a banned substance (e.g. Asthma), then you may need a Therapeutic Use Exemption Certificate (TUE).

More information on TUEs can be found at www.ecb.co.uk/about/policies/anti-doping

SUPPLEMENTATION

All supplements come with risk, and the content of various supplements have been known to cause sportspeople to fail anti-doping tests, and result in bans from sport.

This is because the supplement industry in the UK remains unregulated, meaning supplement products do not need to have accurate labelling and may contain substances that are not listed on the packaging. Before anyone at any level of cricket considers using supplements the ECB would advise that they take a 'Food First' approach- ensuring that any player maximises their nutrition, hydration, recovery and sleep before discussing any possible additional needs with a qualified nutritionist. Should you, after assessing the need and the risk of using supplements, decide that you wish to use one, then the ECB recommends you make use of one that has been batch tested through the Informed Sport batch testing programme. This can be found at www.informed-sport.com

Should you chose to undertake this process you must have an **in date, active and accurate** certificate for the **EXACT** product you are using. Even if you have followed this process and have an accurate, in date certificate, this does not eliminate your risk, it only reduces it. All supplements carry risk and you may still face a failed test and ban, even with a batch tested product for which you have a certificate. As such, the ECB recommends that you assess the need and the risk of using supplements, and carefully consider the possible consequences of using one.

PARENTS AND CARERS

As a parent or carer of a young cricketer it is your job to support and guide young players into making good decisions regarding anti-doping and recreational drugs. Young players often need reminding of their rights and responsibilities and often rely on a support system to be able to access medications and, possibly, supplementation. It is your role to know the rules, the risks and how you can support young players in taking responsibility for making good decisions and adopting practical strategies such as a 'Food First' approach to manage their risks.

More information for Parents and Carers can be found at www.ecb.co.uk/about/policies/anti-doping

RECREATIONAL DRUGS

The ECB takes the use of recreational drugs in cricket seriously and runs a recreational drugs testing programme for all professional cricketers in England & Wales. Players failing recreational drugs tests face both fines and bans from cricket. However, the programme is designed to identify and support any player who may be experiencing challenges with recreational drugs and supports players with bespoke welfare provision in order to ensure they successfully combat these challenges. The ECB and PCA will also ensure that you are well educated on the dangers and consequences of recreational drug use.

More information on Recreational Drugs can be found at www.ecb.co.uk/news/83672 and www.thepca.co.uk/anti-doping-recreational-drugs

WHERE TO GO FOR MORE INFO

The ECB and PCA are committed to making sure all professional cricketers in England & Wales are aware of their rights, risks and responsibilities regarding anti-doping and recreational drugs. More information on how you can manage your risk, understand your rights and make good decision can be found at:

www.ecb.co.uk/about/policies/anti-doping

www.thepca.co.uk/anti-doping-recreational-drugs

www.ukad.org.uk/athletes/introduction-testing

www.ukad.org.uk/education/athletes

www.ukad.org.uk/education/parents

FOR MORE INFORMATION ON ANY OF THE ABOVE, PLEASE CONTACT

James Fuller,
Anti-Doping and Illicit Drugs Programme Manager
Cricket Regulator
james.fuller@cricketregulator.co.uk
www.cricketregulator.co.uk

ANTI-CORRUPTION

Cricket along with all sports faces the growing threat of criminals and criminal organisations manipulating sportsmen and women, sporting events and betting networks for financial gain. Corruption includes match-fixing, fraud in sport and illegal sophisticated internet betting, on both a national and international scale, and it risks undermining the integrity of sport.

This is why the ECB has put in place an **Anti-Corruption Code** and the PCA provide education on the topic to all academy and professional players.

The Cricket Regulator is the new, independent regulatory body for cricket in England and Wales. Areas of work that were once part of the ECB's remit now sit with the Cricket Regulator. These include Anti-Corruption.

The Cricket Regulator operates independently of the ECB and clubs. With separate staff, management and governance.

You can report any concerns about corruption to the Cricket Regulator.

3 SIMPLE WAYS TO FOLLOW THE CODE AND PROTECT YOURSELF

1. KNOW THE RULES

The ECB Anti-Corruption Code applies – www.cricketregulator.co.uk/anti-corruption
But, in a nutshell, this means...

- **Do not bet on cricket** – simple
- **Match fixing or spot fixing is a complete 'No No'**
- **Don't misuse inside information** – all sensitive information you know by being in the team/club should never be disclosed outside the team/club. If in doubt – say nothing.
- **You must report any suspicious approaches or information** – this is a positive obligation. The Cricket Regulator Anti-Corruption Hotline is 0845 265 8000 or secure email address; anti-corruption@cricketregulator.co.uk, but

you should report to whomever you feel most comfortable doing so. If you have any doubts or questions, talk to the PCA or our contact details are below.

- **The penalties are severe and potentially career-ending** – the long bans from all cricket are just the start – the loss of your reputation and the shame you'll face will stay with you forever.

2. KNOW WHAT TO LOOK OUT FOR – KEEP SAFE

- **Do not allow yourself to be "groomed"** – unscrupulous individuals might try to develop a relationship with you built on favours or fears which they will later try and exploit. Be wary of flashy and over-generous "fans" you've never met before.
- **Do not get into debt** – debt puts you under someone else's control and this can be exploited. Sportspeople in debt and gamblers are notoriously targeted by match fixers.
- **If gifts and "support" seem too good to be true**, they usually come with a cost – be careful who you befriend and whom you trust.
- **Corruptors use information you provide** about yourself on social media sites like Facebook, Instagram and X (formerly Twitter) to approach you – be careful what you say about yourself in public.

3. GET TO KNOW THIS SUBJECT BETTER

- You can never be too well informed about this important subject.
- Start with reading the **Sports Betting Code of Conduct for Athletes** on the link below, which is a short, plain English guide produced by athletes for athletes.
www.thepca.co.uk/anti-corruption

WHERE TO REPORT

For further information, please contact

Cricket Integrity Line
0800 389 0031
forms.theiline.co.uk/ecb-cricket-integrity-reporting-forme

The Unseen Test

1 in 5

players receive vital support for their mental health*

Dom Bess has faced a constant unseen battle away from the cricket field

Scan for more stories and to support the Trust



EQUITY, DIVERSITY & INCLUSION

Promoting Equity, Diversity and Inclusion is a key part of the PCA's long term education strategy to ensure all players are supported within the cricket environment. The Equality Act 2010 legally protects people from discrimination in the workplace and in wider society. It is important to be aware of the nine protected characteristics within the Equality Act 2010:

- AGE
- DISABILITY
- GENDER REASSIGNMENT
- MARRIAGE OR CIVIL PARTNERSHIP
- PREGNANCY OR MATERNITY
- RACE
- RELIGION OR BELIEF
- SEX
- SEXUAL ORIENTATION

WHY DOES INCLUSION MATTER IN CRICKET?

In 2020, Michael Holding and Ebony Rainford-Brent made a short documentary on racism for Sky Sports Cricket. Both players shared their personal experiences of racism, especially the impact on them individually, and highlighted how it must be eradicated for the good of the game.

To watch the video go to:
www.youtube.com/watch?v=MaJfif0Dq8Q



- Q. What thoughts and feelings came to mind when you watched this video?
- Q. Why do you think inclusion matters within professional cricket?

BELOW ARE A FEW SUGGESTIONS FOR YOU TO REFLECT ON...

A greater opportunity to enjoy the game, to compete and to reach one's full potential.

Feeling safe, valued and respected – with physical and mental health benefits.

Harnessing different skills and qualities; building cohesion and driving collective performance at all levels of the game.

A respected sport, free from controversy, supported and revered by wider society, and a positive influence in the world.

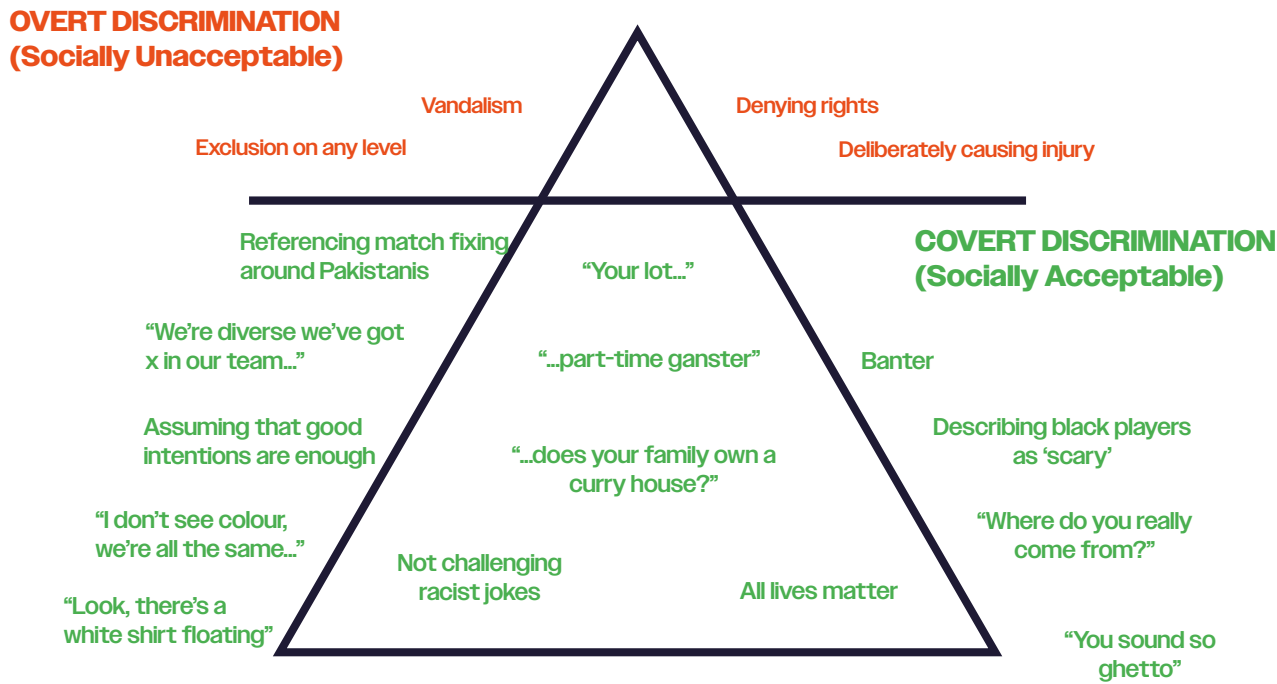
WHAT IS THE MEANING OF DISCRIMINATION?

Discrimination is the unfair or prejudicial treatment of people and groups based on characteristics such as race, gender, age, religious beliefs or sexual orientation.

DIRECT DISCRIMINATION Treating someone with a protected characteristic less favourably than others.	INDIRECT DISCRIMINATION Putting rules or arrangements in place that apply to everyone, but that puts someone with a protected characteristic at an unfair disadvantage
HARASSMENT Unwanted behaviour linked to a protected characteristic that violates someone's dignity or creates an offensive environment for them.	VICTIMISATION Treating someone unfairly because they've complained about discrimination or harassment.
ASSOCIATION Where a person is associated with someone who has a particular protected characteristic.	PERCEPTION Where someone thinks a person has a particular protected characteristic even if they do not.

Look at the diagram and carefully read the words and statements above and below the line. Many below the line comments have come directly from cricketers' own experience of covert discrimination.

WHAT WOULD YOU DO IF YOU HEARD SIMILAR COMMENTS?



LET'S TALK ABOUT RACE

WHAT IS RACISM?

Racism is prejudice or discrimination against people because of their colour, culture, or ethnic origin. It can be seen or detected in processes, attitudes and behaviour which amount to discrimination through unwitting prejudice, ignorance, thoughtlessness and racist stereotyping which disadvantage minority ethnic people

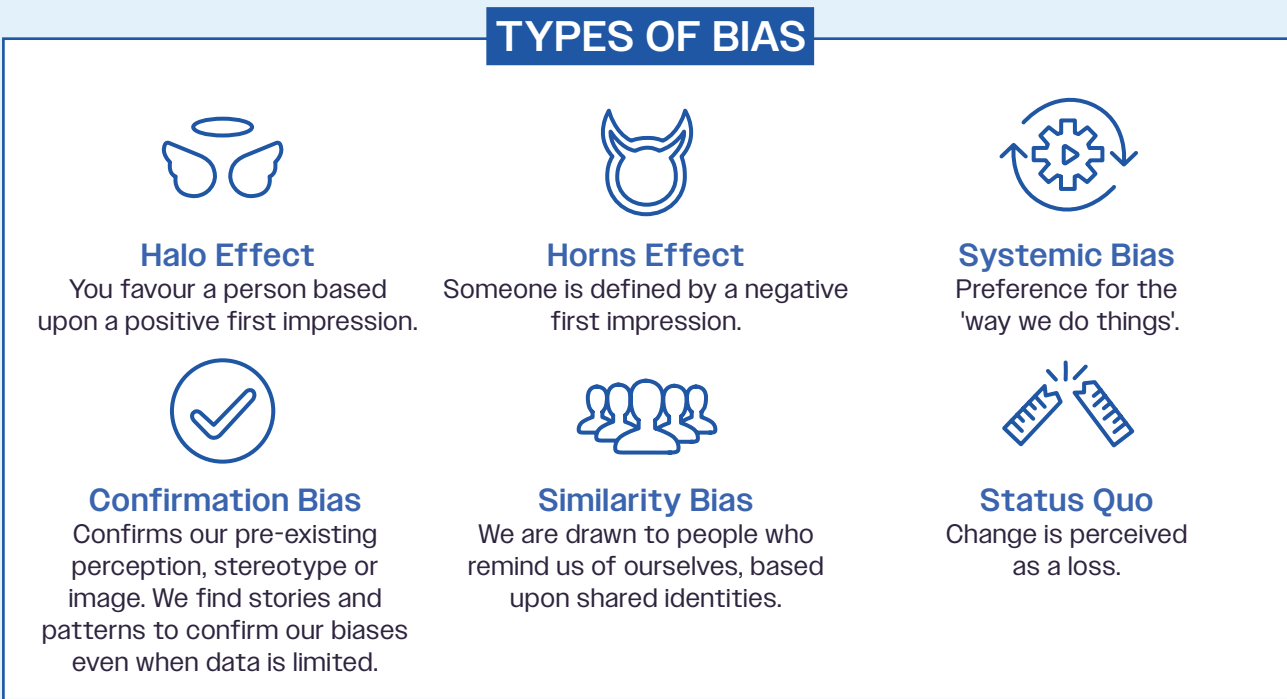
(Taken from the MacPherson Report as part of the Stephen Lawrence inquiry)

Racism can take many different forms, and is commonly dressed up as jokes or banter.

If you are on the receiving end of these comments they do not feel light-hearted and, on a continued basis, they can have a significantly negative effect on people. It is the 'drip, drip' impact that can cause immense harm.

These behaviours are often caused by bias. Neuroscientists have identified close to 200 different types of biases.

Let's look at the more common ones....



TASK... Think about how unconscious bias plays out in your environment. Can you think of any examples where you have made a snap judgement on someone or where you have seen a teammate singled out for being different?

TASK... CONSIDER THE FOLLOWING EXAMPLES BELOW AND SELECT WHETHER THEY ARE **ACCEPTABLE**, **RISKY** OR **UNACCEPTABLE**

1. In the dressing room:

"Ah it's only some people in the crowd dishing out abuse, not the majority, let's get back out there and play."

2. In the dressing room:

"No, come on. I mean where are you really from?"

3. On the pitch:

"Your teammate is being sledged by a spectator during a game, "What time does your kebab shop open?"

ACCEPTABLE	RISKY	UNACCEPTABLE
☐	☐	☐
☐	☐	☐
☐	☐	☐

HOW TO COMBAT RACISM?

There is a difference between being 'non-racist' and 'anti-racist'. Being 'anti-racist' means not being silent where there is racist behaviour. It means actively challenging individuals and environments where racism is taking place and supporting those who may be being excluded or singled out because of their colour, culture or ethnic origin. It takes bravery and confidence to do this, especially where it involves challenging people you know or people in positions of authority.

Think about examples of when people have stood up to racist behaviour. What did they do and how did they do it?

Consider the questions below and how your actions could play a role in combatting racism:

Q. How can you use your power and privilege?

Q. How can you support teammates?

Q. How can you support younger players?

Q. How can you influence other people's behaviour?

Q. What can you do to challenge racism and build inclusivity?

SPEAK UP

Below is a framework to help you 'speak up' should you ever witness or experience racist comments from someone.

- | | |
|---|--|
| 1. Consider what was said and explain your reaction to the comment. | <ul style="list-style-type: none">Explain how it makes you feel.
e.g. 'I'm sure you didn't mean to be offensive but that made me feel uncomfortable...''I'm confused by what you said...' |
| 2. Follow up with a question - check for understanding and help the person to reflect. | <ul style="list-style-type: none">'What did you mean by that comment?''What information were you basing your comment on?' |
| 3. Share information to show an alternative viewpoint. | <ul style="list-style-type: none">'Did you know that diverse teams perform better, as long as everyone feels included?'Do this in a way that is not aggressive. |
| 4. Try an alternative approach - if you feel unable to say something straight away. | <ul style="list-style-type: none">Send out a subtle message that you disapprove, e.g. don't make eye contact and don't smile.Plan what you will say and speak up when you feel able to. |
| 5. If your challenge has not worked or it continues or you don't feel safe to speak up. | <ul style="list-style-type: none">Speak to someone in authority. |

REPORTING DISCRIMINATION

There is no place for discrimination at any level of our game. If you experience or witness discriminatory behaviour there are ways that you can safely report it.

Reports of discrimination will be treated seriously and handled with sensitivity.

We all have a role to play in Raising the Game.

Ways to report anonymously on:

- CALL: 0800 389 0031
- www.thepca.co.uk/reporting-mechanisms
- cricketingintegrityline.co.uk
- equality@thepca.co.uk
- diversity.matters@ecb.co.uk
- safeguarding@cricketregulator.co.uk

Whistleblowing hotline:

www.thepca.co.uk/reporting-mechanisms/#whistleblowing

Call from outside line dial the direct access number for your location -

0-800-89-0011

At the English prompt dial **844-979-4951**

ADVICE FOR PARENTS, GUARDIANS & PLAYERS

A positive support network for young athletes is essential for them to succeed. Offer them all the encouragement they need and respect the relationship they have with their coaches.

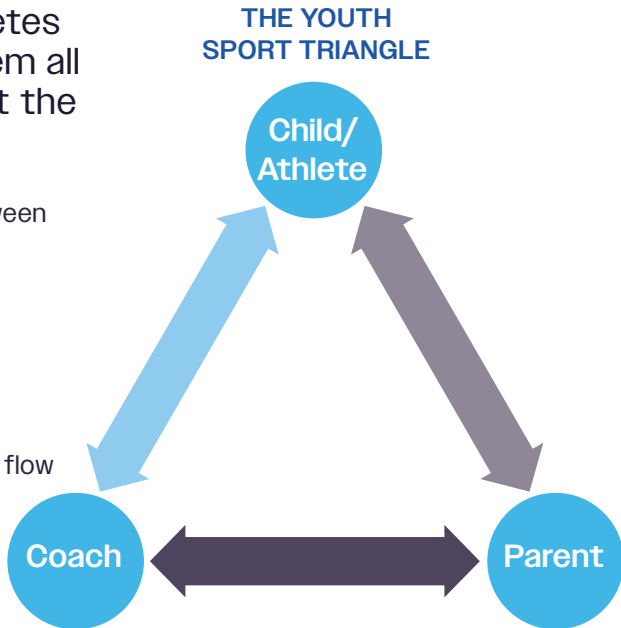
Have a go and think about where you sit in relationship between yourself, your child as an athlete and your child's coach;

- Who controls the relationship?
- Is power/control important?
- Is there disruptive tension in any part of this relationship, if so where is it and how can it be rectified?
- Which way do the different types of information/support flow (coaching information/love/challenging or encouraging disruptive or productive behaviours)
- How effective is the communication between coach and player and player parent?

Further reading: www.thesportjournal.org/article/how-to-effectively-manage-coach-parent-and-player-relationships

The player's role

As well as parents having a responsibility to their children, players need to remember and respect the sacrifice their support network makes for them. Time, money, supporting other dependents are all areas that are important to those who look after them.



The Parental Role in Developing Young Athletes

Throughout a child's development the greatest influence on their sporting career will be their parents. On and off the pitch parents must be aware of their behaviours, as they can have both positive and negative affects on their child's sporting development.

BE A ROLE MODEL AND LEAD BY EXAMPLE

Allow your child to take part in a range of sports.

Emphasise a “Can do / don’t give up” attitude towards sport.

TIPS AND ADVICE

Children need to know that they make their parents proud regardless of outcome. Focus on development and enjoyment.

Encourage, be supportive and don't criticise your child. Help your child understand the life lessons they can learn from sport.

Listen to your child and allow them to have fun. Try not to coach your child as it undermines what the coach is teaching.

REMEMBER!

BE A POSITIVE SPORT PARENT

Work alongside the coach and support staff to provide your child with a positive experience.

Allow your child to be themselves. Don't keep telling them what to do. Allow them to be creative and use their imagination.

Avoid focusing on outcomes and only on winning.

NOTES

WELFARE SUPPORT & ADVICE

This CONFIDENTIAL and FREE service is designed to support players through phone and face-to-face meetings.

- Addiction e.g. alcohol, drugs & gambling
- Anger management
- Anxiety, depression and stress
- Bereavement
- Coping with injury
- Disordered eating and eating disorders
- Relationship issues

CALL ANYTIME
07780 008877

Visit the PCA Welfare page for more information: thepca.co.uk/health-welfare



MORE ON **THEPCA.CO.UK**

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via our social media channels:

