



High Wycombe Cricket Club Code of Conduct, Spirit of Cricket & Disciplinary Policy

High Wycombe Cricket Club, hereafter called the “Club”, is committed to maintaining the highest standards of behaviour and conduct. This document applies to all “Members” and “Guests” connected with all training sessions and matches organised by and played by the Club, whether at league or friendly, senior or junior level.

“Members” and “Guests” include all playing and non-playing members and officers of the Club and all guests of those members and officers, as well as all individuals who watch / attend / participate / officiate in matches hosted by the Club in whatever capacity.

Failure to comply with the Code of Conduct may lead to disciplinary action, irrespective of an alleged breach being related to a match not under the jurisdiction of any League that the Club is a member of. The regulations that the leagues use in any alleged breach of the ECB Code of Conduct and Spirit of Cricket, can be obtained from the Secretary of the League concerned.

CODE OF CONDUCT

All Members and Guests of this Cricket Club will:

- Respect the rights, dignity and worth of every person within the context of Cricket.
- Treat everyone equally and not discriminate on the grounds of age, gender, disability, race, ethnic origin, nationality, colour, parental or marital status, religious belief, class or social background, sexual preference or political belief.
- Not partake in, condone, or allow to go unchallenged, any form of bullying or discrimination.
- Display high standards of behaviour at all times.
- Not behave in a manner that contravenes the “Spirit of Cricket” as defined within this document.
- Promote the positive aspects of Cricket, e.g. fair play.
- Encourage all participants to learn the Laws and rules and play within them.
- Respect the decisions of match officials at all times.

- Not partake in or condone unfair play or rule violations.
- Recognise good performance not just match results.
- Place the well-being and safety of young people above the development of performance.
- Ensure that activities are appropriate for the age, maturity, experience and ability of the individual.
- Respect the opinions of young people when making decisions about their participation in Cricket.
- Not smoke, drink or use banned substances whilst actively working with young people in the Club.
- Not provide young people with alcohol when they are under the care of the Club.
- Follow ECB guidelines set out in the 'Safe Hands – Cricket's Policy for Safeguarding Children' and any other relevant guidelines issued.
- Report any concerns in relation to a young person, following reporting procedures laid down by the ECB.

In addition to the above, all Club Officers and Appointed Volunteers will:

- Hold relevant qualifications and be covered by appropriate insurance.
- Always work in an open environment (i.e. avoiding private or unobserved situations).
- Inform players and parents of the requirements of Cricket.
- Know and understand the ECB's 'Safe Hands – Cricket's Policy for Safeguarding Children'.
- Develop an appropriate working relationship with young players, based on mutual trust and respect.
- Ensure that physical contact is appropriate and necessary and is carried out within recommended guidelines with the young player's full consent and approval.
- Not engage in any form of sexually related contact with a young player. This is strictly forbidden as is sexual innuendo, flirting or inappropriate gestures or terms. The ECB adopts the Home Office guidelines which recommend the principle "People in positions of trust and authority do not have sexual relationships with 16-17 year olds in their care".

- Attend appropriate training to keep up to date with their role and especially with respect to the safeguarding of young people.

SPIRIT OF CRICKET

Cricket is a game that owes much of its unique appeal to the fact that it should be played not only within its Laws, but also within the Spirit of the Game. Any action which is seen to abuse this spirit causes injury to the game itself.

The Spirit of the Game involves RESPECT for:

- Your opponents
- Your own captain and team
- The role of the umpires
- The game's traditional values

Responsibility of Captains

The captains are responsible at all times for ensuring that play is conducted within the 'Spirit of the Game' as well as within the Laws.

Player's Conduct

In the event of any player failing to act within the 'Spirit of Cricket', the umpire concerned shall in the first place report the matter to the other umpire and to that player's captain, requesting the latter to take action.

Violence

There is no place for any act of violence on the field of play.

Players

Captains and umpires together set the tone for the conduct of a cricket match. Every player is expected to make an important contribution to this.

DISCIPLINARY PROCEDURE

Aims and Jurisdiction

These regulations shall apply to any Member or Guest of the Club.

It is intended that any breach of the Code of Conduct should in the first instance be dealt with by the Club, and if the breach occurred in a league match (where appropriate), the Club shall notify the Secretary of the League of the result of any action taken against the Member or Guest. The League may also take any disciplinary procedures they see fit and impose their own penalties against the Member, the Guest or the Club.

Procedure

Any alleged breach of the Code of Conduct shall be notified in writing (to be known as a "Complaint") to the Club Secretary within seven days of the alleged breach taking place. Any complaint so initiated must be referred to the Club Chairman by the Club Secretary. Should the Complaint relate to the actions of the Club Secretary, this should be reported directly in writing to the Club Chairman.

Upon receipt of such complaint, and as soon as reasonably practicable, the Club Chairman shall consider the complaint and resolve either:

- To take no action except to record the complaint and notify the player/guest; or
- To refer the matter for a Disciplinary Hearing, which shall be convened by the Club Chairman as soon as practicable.

Disciplinary Hearing

In any case which is referred to a Disciplinary Hearing, at least seven days' notice in writing of the hearing and of the offence(s) alleged shall be given to the Member or Guest.

The Club Chairman shall convene a hearing as soon as is practicable and in any event within 14 days of the decision to refer. Any adjournments may be granted at the discretion of the Chairman of the Disciplinary Hearing.

The Member or Guest shall be entitled to attend the hearing, state their case, to be supported by a colleague, friend or parent and to call witnesses.

The Hearing shall be conducted by the Disciplinary Panel of the Club which shall consist of not less than three persons, none of whom shall be connected with the player at the time of the alleged breach.

The purpose of the Disciplinary Hearing shall be to establish the facts and where appropriate, to take the necessary disciplinary action so as to ensure that the Club does not fail to control or discipline the Member or Guest and to ensure that the Club acts in a manner designed to protect the good name of the Club and of cricket generally.

Penalties

If the Disciplinary Hearing finds the misconduct proved, the Club shall have the following powers:

- To require the Member or Guest to write a letter(s) of apology within a specified time.
- To record a reprimand and to give a warning as to future conduct.
- To impose a fine.
- To suspend the Members right to be considered for selection by the club to play in one or more matches.
- To suspend the Members membership of the club for a period of time.
- If the conduct constitutes gross misconduct the club shall have the power to terminate the Members membership forthwith.

The club for the same offence may, if it is thought fit, impose more than one of the above penalties.

The Disciplinary Panel shall have the power to suspend the operation of any part, or all, of the penalty it imposes for such period and subject to such terms and conditions it deems appropriate.

Decisions of the Disciplinary Panel (a finding that a Complaint is proved or not proved or a decision on penalty) shall be by majority vote; where necessary the Disciplinary Panel Chairman shall have a casting vote.

The player will be notified by the Club Secretary in writing of the decision and any penalties, if any, imposed by the Disciplinary Panel within seven days of the Disciplinary Hearing.

Appeals Procedure

The Member or Guest shall have the right to appeal in writing to the President of the Club or to the President's nominee for a review of the findings of the Disciplinary Hearing and of the penalty or penalties imposed.

If Notice of Appeal is given the penalty shall not take effect pending the hearing of the Appeal, which shall take place as soon as is practicable.

The Appeal shall be by way of re-hearing before a different Panel. The composition of the Appeals Panel shall be at the discretion of the Club Chairman and shall consist of not less than three persons, none of whom shall be connected with the player at the time of the alleged breach. The player shall have the same rights of attendance and representation, and to call witnesses as they had before the Disciplinary Panel.

The Appeals Panel may confirm, vary or reverse the decision of the Disciplinary Panel and it shall have the power to increase the penalty of the Disciplinary Panel. Decisions of the Appeal Panel shall be by majority vote; where necessary, the Appeals Panel Chairman shall have a casting vote.

The Member or Guest will be notified by the Club Secretary in writing of the decision and any penalties, if any, imposed by the Appeals Panel within seven days of the Appeals Hearing.

The decision of the Appeals Panel or, if no appeal, of the Disciplinary Panel, in all cases shall be final and binding.