

ANSTON CC DISCIPLINARY POLICY

JANUARY 2023

Contents

[**SCOPE** 3](#_Toc121927479)

[**ANNEX I - THE DISCIPLINARY RULES FOR “CRICKET” AT ANSTON CRICKET CLUB** 4](#_Toc121927480)

[CONVENING A DISCIPLINARY PROCEDURE 5](#_Toc121927481)

[**APPENDIX A “CRICKET” - OFFENCES** 8](#_Toc121927482)

[LEVEL 1 OFFENCES 8](#_Toc121927483)

[LEVEL 2 OFFENCES 8](#_Toc121927484)

[LEVEL 3 OFFENCES 9](#_Toc121927485)

[LEVEL 4 OFFENCES 10](#_Toc121927486)

[CAPTAINS REFUSING TO REMOVE A PLAYER FROM THE FIELD 11](#_Toc121927487)

[ADDITIONAL POINTS RELATING TO LEVEL 3 AND 4 OFFENCES 11](#_Toc121927488)

[**APPENDIX B “CRICKET” - PENALTIES** 11](#_Toc121927489)

[**ANNEX II - THE DISCIPLINARY RULES WHICH APPLY IN THE SOCIAL SETTING** 12](#_Toc121927490)

[CONVENING A DISCIPLINARY PROCEDURE 12](#_Toc121927491)

[**APPENDIX C “SOCIAL” - OFFENCES** 15](#_Toc121927492)

[**APPENDIX D “SOCIAL” - PENALTIES** 15](#_Toc121927493)

[**ANNEX III - DISCIPLINARY PROCEDURES TO BE FOLLOWED FOR CHILDREN UNDER 18 YEARS (Junior Members)** 16](#_Toc121927494)

# **SCOPE**

Players, Members, Employees and visitors to Anston Cricket Club shall abide by and promote the ECB “Code of Conduct and Spirit of Cricket” at all times. The Club has published Codes of Conduct and Club Policies which specify the behaviour deemed to be acceptable and unacceptable, both on and off the field of play. In addition to the Codes annexed here, rules and codes of the various Leagues in which the Club participates in cricket must be followed. The Club’s disciplinary procedures may be invoked where a code of conduct or Club policy or procedure has been contravened.

Social Media: for the avoidance of doubt any postings online and/or on social media (Twitter/Facebook or similar/equivalent platforms) shall also be determined by this Policy.

Participants are considered responsible for any postings on their social media account. Postings which may have been made by someone else in the participants name, may not necessarily prevent disciplinary action being taken. Disciplinary action may also result from re-tweeting.

The deletion of inappropriate content whilst advisable, does not in itself prevent disciplinary action being taken.

The ethos of the Club is to foster a safe, secure, family friendly environment.

Although Anston Cricket Club is primarily a Club for playing cricket and all that it entails – it is also a social environment (the Clubhouse and its outside area). The Disciplinary Procedures seek to clarify the rules governing :

* The playing of cricket both home and away. It also covers training.
* Involvement in the Club’s social life both within the clubhouse and its environs, and also at Club social events at other sites.

Annex I covers “Cricket”

Annex II covers “Social”

Playing members shall be bound through their membership to accept the rules of both Annex I and Annex II. Similarly, Club officials involved in matches and training shall be similarly bound (the participant)

Annex II: Social members (the participant) and their visitors/guests shall be bound through their membership to accept these rules. It may be that such members and their visitors/guests participate as match spectators, and in this circumstance, Annex I would apply.

The Club Management Committee is the authoritative body with respect to discipline. It shall take measures to maintain an acceptable standard of behaviour and issue appropriate penalties. A disciplinary Panel shall be appointed by the Management Committee to act on their behalf to deal promptly with any incidents or complaints.

# **ANNEX I - THE DISCIPLINARY RULES FOR “CRICKET” AT ANSTON CRICKET CLUB**

These rules apply to all League, Club, Representative, Junior matches and training played under the auspices of Anston Cricket Club.

All matches shall be played under MCC Laws and ECB recommendations and directives shall be followed (ECB Code of Conduct and Spirit of Cricket). Participants shall also be required to follow the Rules and Codes prescribed by the League(s) in which matches are played.

The core aim of these rules is to maintain the highest standard of behaviour and conduct in the game of cricket.

There are two laws which place the responsibility for a Team’s conduct firmly upon the Captain:

* Responsibility of Captains – The Captain is always responsible 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 comply with the instructions of the Umpire (or Manager) criticizing their decision by word or actions, showing dissent, generally behaving in a manner which might being the game into disrepute, the Umpire/Manager shall in the first place report the matter to the other Umpire/Manager, and to the player’s Captain, requesting the Captain to act.

A vital part of team captaincy is that any deterioration of a participant’s behaviour that risks contravening the codes is spotted early and nipped in the bud.

The Umpire(s)/Manager(s) are the sole judges of fair and unfair play.

There is no place for any act of violence or aggression.

It is important where any Under 18 players are participating that the ECB Safeguarding regulations are strictly adhered to - see Annex III – for breaches of the rules by an U18 player shall apply.

Breaches of Discipline

In the event of an incident occurring, the Disciplinary Committee will investigate and take action irrespective of whether the incident has been reported to a League.

Any complaints about incidents or misconduct or improper behaviour should be notified in writing to the Club Secretary as soon as possible (email or text is acceptable) after the incident occurs. Any Captain must report details of any incident to the Club Secretary ASAP after occurrence. It may be that the Management Committee is made aware of an incident and in this instance, an initial investigation will be carried out.

The complaint must be supported with details including evidence and details of any witnesses wherever possible but in all cases an initial investigation will be carried out.

Upon receipt the Secretary shall ASAP acknowledge the complaint/incident and shall appoint a Club member to be Disciplinary Chair

Potential offences shall be categorized as Levels 1/2/3/4 – details at Appendix A.

Details of penalties for Levels 1/2/3/4 are at Appendix B.

### **CONVENING A DISCIPLINARY PROCEDURE**

All disciplinary proceedings taking place under the Disciplinary procedures will be confidential and will take place in private.

Within 48 hours of notification the Disciplinary Chair shall consider the matter to determine whether the complaint/incident constitutes Level 1/2/3/4 offence.

For Levels 1 and 2 breaches:

Where the participant admits the matter(s) the Disciplinary Chair may resolve to:

* Take no further action except to record the complaint
* Propose a penalty(s) in line with the appropriate level of penalties

Where the participant denies the matter(s) the Disciplinary Chair may resolve to:

* Take no further action except to record the complaint
* Refer the matter for a full disciplinary hearing.

For Level 3 and 4 breaches: the Disciplinary Chair will refer the matter for a full disciplinary hearing.

The Disciplinary Chair will notify the Club’s Safeguarding Officer if there is any potential involvement/impact on any Under 18 player.

The Disciplinary Chair reserves the right to immediately suspend a participant prior to any hearing if they deem the offence serious enough that not taking action could put the welfare of players, officials or supporters at risk.

Hearings:

All hearings shall follow the ECB Conduct of Hearing Guidelines. The Disciplinary Chair will call a 3 member panel to be convened within 14 days of notification of the complaint/incident.

Written reports including any complaint, notification, witness statements, report from Team Captain/Manager will be sought.

The participant shall be given 7 days notice of the hearing and this will specify the alleged breach(es) of the Code of Conduct.

Any delay to the hearing will only be granted at the discretion of the Disciplinary Chair.

Of the 3 member panel, none shall be related to the participant or any of the witnesses.

No Club Member should seek to influence the Panel nor try to affect the opinions or the verdict of the Panel.

The Disciplinary Chair may require witnesses to appear at a hearing to validate or question the content of any report.

The accused participant shall be entitled to

* Submit written statements ahead of the hearing
* State their case at the hearing
* Be supported by a colleague and call witnesses
* Legal representation is not required

The standard of proof shall be on the balance of probabilities.

Non-attendance by an accused participant will not delay a hearing provided they have been given reasonable notice. The hearing will be conducted in their absence. In this instance they will automatically forfeit their right to an Appeal Hearing and the Panel’s decision will be final and binding.

A written statement will be provided within a reasonable period to all parties explaining the decision of the panel, and where applicable outlining the rights to appeal.

Penalties:

If at the hearing, a breach of the code of Conduct is proved the panel will take into account the level of the breach and the recommended penalty levels for each.

The panel shall also take into account:

* If the accused participant pleaded guilty
* Their previous disciplinary record
* Their position in the team, e.g. captain, Vice-Captain, Professional
* Their conduct after they had been reported – if applicable
* The regularity the player plays and at what level (e.g. a fixed ban of 2 weeks is more likely to have a serious impact on an ECB registered player who plays regularly to a purely occasional recreational player)
* Whether conduct occurred on or off the field
* Any other mitigating or aggravating factors relevant to the circumstances of the breach

The panel shall have the power to suspend any, part or all of the penalty imposed for a period subject to the terms and conditions it deems appropriate.

Penalties may also be carried over to apply in the following season.

Decisions of the panel shall be by a majority vote. Where necessary the Disciplinary Chair shall have the casting vote.

Where conduct on or off the field, alleged breaches fall outside levels 1-4 the Disciplinary Chair shall determine the nearest level depending upon the factors involved. The aim being to maintain the highest standard of behaviour and conduct in the game of cricket.

Appeals

Where a breach has been proved and where the participant has the right to appeal – the participant will be informed of their right to appeal.

A participant who denied the breach but it has been proven may appeal against (a) the finding and (b) the penalty imposed. A participant who has admitted the breach may appeal the penalty only.

A notice of appeal by the participant must be given in writing to the Club secretary within 7 days of the decision notified by the Disciplinary Chair.

The grounds for appeal should be set out in the notice of appeal.

IF a notice of appeal is accepted, the penalty shall not take effect pending the hearing of the appeal which should take place as soon as practicable and within 14 days.

The appeal shall be by way of a new Disciplinary hearing by a different panel. All the same rights of the original panel shall apply.

Any non-attendance by the participant at the appeal hearing, unless for a very good reason, the participant will automatically result in forfeiture of the appeal.

The appeal panel may confirm, vary or reverse the decision of the disciplinary panel. It may increase any sanctions. The decision of the appeal panel shall be by majority vote and where necessary the Disciplinary Chair shall have a casting vote.

The decisions of the appeal panel or if no appeal of the disciplinary panel, shall be final and binding.

A written statement will be provided within a reasonable period to all parties explaining the decision of the panel and confirming the end of proceedings. This will also be reported back to the Management Committee.

Where suspension is involved the appropriate League/Board Disciplinary Officer must be involved.

Outstanding Disciplinary Action

No player currently under suspension at Anston Cricket Club – or another Club in the case of a new player, or involved in uncompleted disciplinary action, may play in matches for Anston Cricket Club.

# **APPENDIX A “CRICKET” - OFFENCES**

### LEVEL 1 OFFENCES

1. Any of the following actions by a player shall constitute a Level 1 offence:
* Willfully mistreating any part of the ground, equipment, or implements used in the match
* Showing dissent at an umpire’s decision by word or action
* Using language that in the circumstances is obscene, offensive, or insulting
* Making an obscene gesture
* Appealing excessively
* Advancing towards an umpire in an aggressive manner when appealing
* Any other misconduct, the nature of which, in the opinion of the umpire, is equivalent to a level 1 offence
1. If such an offence is committed, the following shall be implemented as appropriate, according to whether it is the first offence at any level:
* The umpire shall call Time if necessary
* Together the umpires shall summon and inform the player’s captain that an offence at this level has occurred
* If the level 1 offence is the first offence at any level by that team, the umpire shall:
* Issue a first and final warning which shall apply to all members of the team for the remainder of the match
* Warn the offending player’s captain that any further level 1 offence by any member of their team shall result in the award of 5 penalty runs to the opposing team
* If the level 1 offence follows an offence at any level by that team, the umpire shall award 5 penalty runs to the opposing team
* As soon as practicable the umpire shall call Play
* The umpires together shall report the occurrence as soon as possible after the match to the Executive of the offending player’s team and to any governing Body responsible for the match, who shall take such further action as is considered appropriate against the captain. Any other individuals concerned, and if

appropriate, the team

### LEVEL 2 OFFENCES

1. Any of the following offences by a player shall constitute a Level 2 offence:
* Showing serious dissent at an umpire’s decision by word or action
* Making inappropriate or deliberate physical contact with another player
* Throwing the ball at a player, umpire or another person in an inappropriate or dangerous manner
* Using language or gesture to another player, umpire, team official or spectator. That in the circumstances is obscene or of a seriously insulting nature
* Or any other misconduct, the nature of which in the opinion of the umpires is equivalent to a level 2 offence.
1. If such an offence is committed, the following shall be implemented:
* The umpire shall call Time if necessary
* Together the umpires shall summon and inform the offending player’s captain that an offence of this level has occurred
* The umpire shall award 5 penalty runs to the opposing team
* The umpire shall inform the offending player’s captain that any future level 1 offence by any member of their team shall result in the award of 5 penalty runs for the opposing team
* As soon as practicable the umpire shall call Play
* The umpires together shall report the occurrence as soon as possible after the match to the Executive of the offending player’s team and to any Governing Body responsible for the match, who shall take such further action as is considered appropriate against the captain, any other individuals concerned, and if appropriate the team.

### LEVEL 3 OFFENCES

1. The following actions by a player shall constitute a level 3 offence:
* Intimidating an umpire by gesture or language
* Threatening to assault a player or any other person except an umpire (level 4)
1. If such an offence is committed the following action shall be implemented:
* The umpire shall call time if necessary
* Together the umpires shall summon and inform the offending player’s captain that an offence at this level has occurred
* The umpire shall direct the captain to remove the offending player immediately from the field of play, for a period in accordance with the following:
* In a match where the number of overs in an innings is not limited, the player shall be suspended from the field of play for 10 overs
* In a match where the number of overs in an innings is limited, the player shall be suspended for one fifth of the number of overs allocated to the current innings at its commencement. If in calculating the length of the suspension, a part – over results, it shall be considered as a whole over. Furthermore, any balls remaining in the over in progress at the time of the suspension shall not count towards the overs for which the player is suspended.
* If the offending player is a fielder, no substitute shall be allowed for him/her. The offending player may return to the field of play after serving the period of suspension and may bowl immediately.
* If a bowler is suspended mid-over then that over must be completed by a different bowler, who shall not have bowled the previous over nor shall he/she bowl the next over.
* If the offending player is a not out batter, they shall be replaced by another member of the team. The offending player may return to bat after having served the suspension only at the fall of a wicket. If no batter is available to bat during a batter’s suspension, the innings is completed. If the offending player does not continue their innings for whatever reason, they are to be recorded as Retired – not out.
* If the offending player is a dismissed member of the batting side, the period of suspension will not commence until the start of the next innings. Furthermore, in these circumstances, the offending player may not act as a runner during the innings when he/she was suspended.
* Warn the offending player’s captain that any further level 1 offence shall result in the award of 5 penalty runs to the opposing team.
* Any overs remaining to be served from a suspension shall be carried forward to the next and subsequent innings of the match. A part over at the end of the innings shall not count towards the overs for the player who is suspended.
* As soon as practicable the umpire shall:
* Award 5 penalty runs to the opposing team
* Signal the Level 3 penalty to the scorers
* Call Play
* The umpires shall together report the occurrence as soon as possible after the match to the Executive of the offending player’s team and to any Governing Body responsible for the match, who shall take such further action as is considered appropriate against the Captain, any other individuals concerned, and if appropriate the team.

### LEVEL 4 OFFENCES

1. Any of the following actions by a player shall constitute a Level 4 offence:
* Threatening to assault an umpire
* Making inappropriate and deliberate physical contact with an umpire
* Physically assaulting a player or any other person
* Committing any other act of violence
1. If such an offence is committed the following shall be implemented:
* The umpire shall call Time if necessary
* Together the umpires shall summon and inform the offending player’s captain that an offence at this level has occurred
* The umpires shall direct the captain to remove the offending player immediately from the field of play for the remainder of the match and shall apply the following:
* If the offending player is a fielder, no substitute shall be allowed for him/her. He/she is to be recorded as Retired Out at the commencement of any subsequent innings in which their team is the batting side.
* If a bowler is suspended mid-over then that over must be completed by a different bowler who shall not have bowled the previous over, and nor shall be permitted to bowl the next over.
* If the offending player is a batter, they are to be recorded as Retired-out in the current innings, unless they have been dismissed under any of the laws 32-39 and at the commencement of any subsequent innings in which their team is the batting side. If no further batter is available to bat, the innings is complete.
* Warn the offending player’s captain that any future level 1 offence shall result in 5 penalty runs for the opposing team.
* As soon as practicable the umpire shall:
* Award 5 penalty runs to the opposing team
* Signal the Level 4 penalty to the scorers
* Call Play
* The umpires together shall report the occurrence as soon as possible after the match to the Executive of the offending player’s team and to any Governing Body responsible for the match, who shall take such further action as considered appropriate against the captain, any other individuals and if appropriate the team.

### CAPTAINS REFUSING TO REMOVE A PLAYER FROM THE FIELD

If a Captain refuses to carry out an instruction under Level 3 or 4 offences, the umpire shall invoke Law 16.3 (Umpires awarding a match).

If both captains refuse to carry out instructions under Level 3 or 4 offences in respect of the same incident, the umpires shall instruct the players to leave the field. The match is not concluded as in Law 12.9 (Conclusion of match) and there shall be no result under Law 16 (result).

### ADDITIONAL POINTS RELATING TO LEVEL 3 AND 4 OFFENCES

If a player whilst acting as a wicket-keeper commits a level 3 or 4 offence, Law 24.1.2. shall not apply meaning that only a nominated player may act as wicket-keeper, even if another fielder becomes injured or ill and is replaced by a substitute.

A nominated player who has a substitute or runner will also suffer the penalty for any level 3 or 4 offence committed by the substitute or runner and will be reported under Level 3 or 4 offences.

# **APPENDIX B “CRICKET” - PENALTIES**

Level 1:

* A possible ban from all ECB cricket for up to 6 weeks and possible fines and/or points deductions
* Any sanction can be immediate, suspended or both. The offender may be given a warning and/or asked to write a formal letter of apology.

Level 2:

* A possible ban from all ECB cricket from 2-8 weeks and possible fines and/or points deductions
* Any sanction can be immediate, suspended or both.

Level 3:

* A possible ban from all ECB cricket from 4-10 weeks and possible fines and/or points deductions.
* Any sanction MUST be immediate with suspended sanctions only allowed as additions.

Level 4:

* A MINIMUM ban from all ECB cricket of 10 weeks and possible fines and/or points deductions
* Any sanction MUST be immediate with suspended sanctions only allowed as additions.

# **ANNEX II - THE DISCIPLINARY RULES WHICH APPLY IN THE SOCIAL SETTING**

Breaches of Discipline

In the event of an incident occurring, the Disciplinary Committee will investigate and take action irrespective of whether the incident has been reported to a League.

Any complaints about incidents or misconduct or improper behaviour should be notified in writing to the Club Secretary as soon as possible (email or text is acceptable) after the incident occurs. It may be that the Management Committee is made aware of an incident, and in this instance an initial investigation will be carried out.

The complaint must be supported with details including evidence and details of any witnesses wherever possible, but in all cases an initial investigation will be carried out.

Upon receipt the Secretary shall ASAP acknowledge the complaint/incident and shall appoint a Club member to be Disciplinary Chair.

Potential offences shall be categorized as Levels 1/2/3/4 – details at Appendix C.

Penalties

Details of penalties for Levels 1/2/3/4 are at Appendix D.

## CONVENING A DISCIPLINARY PROCEDURE

All disciplinary proceedings taking place under the Disciplinary procedures will be confidential and will take place in private.

Within 48 hours of notification the Disciplinary Chair shall consider the matter to determine whether the complaint/incident constitutes Level 1/2/3/4 offence.

For Levels 1 and 2 breaches:

Where the participant admits the matter(s) the Disciplinary Chair may resolve to:

* Take no further action except to record the complaint
* Propose a penalty(s) in line with the appropriate level of penalties

Where the participant denies the matter(s) the Disciplinary Chair may resolve to:

* Take no further action except to record the complaint
* Refer the matter for a full disciplinary hearing

For Level 3 and 4 breaches: the Disciplinary Chair will refer the matter for a full disciplinary hearing.

The Disciplinary Chair will notify the Club’s Safeguarding Officer if there is any potential involvement/impact on any Under 18 member.

The Disciplinary Chair reserves the right to immediately suspend a participant prior to any hearing if they deem the offence serious enough that not taking action could put the welfare of players, officials or supporters at risk.

Hearings:

All hearings shall follow the ECB Conduct of Hearing Guidelines. The Disciplinary Chair will call a 3 member panel to be convened within 14 days of notification of the complaint/incident.

Written reports including any complaint, notification, witness statements, report from Team Captain/Manager will be sought where this is appropriate.

The participant shall be given 7 days notice of the hearing and this will specify the alleged breach(es) of the Code of Conduct.

Any delay to the hearing will only be granted at the discretion of the Disciplinary Chair.

Of the 3 member panel, none shall be related to the participant or any of the witnesses.

No Club Member should seek to influence the Panel nor try to affect the opinions or the verdict of the Panel.

The Disciplinary Chair may require witnesses to appear at a hearing to validate or question the content of any report.

The accused participant shall be entitled to:

* Submit written statements ahead of the hearing
* State their case at the hearing
* Be supported by a colleague and call witnesses
* Legal representation is not required

The standard of proof shall be on the balance of probabilities.

Non-attendance by an accused participant will not delay a hearing provided they have been given reasonable notice. The hearing will be conducted in their absence. In this instance they will automatically forfeit their right to an Appeal Hearing and the Panel’s decision will be final and binding.

A written statement will be provided within a reasonable period to all parties explaining the decision of the panel, and where applicable outlining the rights to appeal.

Penalties:

If at the hearing, a breach of the Code of Conduct is proved the panel will take into account the level of the breach and the recommended penalty levels for each.

The panel shall also take into account:

* If the accused participant pleaded guilty
* Their previous disciplinary record
* Any other mitigating or aggravating factors relevant to the circumstances of the breach
* For levels 3 and 4 offences the regularity of attendance of the participant in the Club (to ensure the length of any suspension/ban is an appropriate penalty and a future deterrent)

The panel shall have the power to suspend any, part or all of the penalty imposed for a period subject to the terms and conditions it deems appropriate.

Penalties may also be carried over to apply in the following season/year.

Decisions of the panel shall be by a majority vote. Where necessary the Disciplinary Chair shall have the casting vote.

Where conduct or alleged breaches fall outside levels 1-4 the Disciplinary Chair shall determine the nearest level depending upon the factors involved. The aim being to maintain the highest standard of behaviour in the social setting.

Where suspension of the participant or a ban from the Clubhouse/bar area is for reasons of drunken or disorderly behaviour deemed appropriate to warrant a ban, the Management Committee will be recommended to notify Pub Watch.

Appeals

Where a breach has been proved and where the participant has the right to appeal – the participant will be informed of their right to appeal.

A participant who denied the breach but it has been proven may appeal against (a) the finding and (b) the penalty imposed. A participant who has admitted the breach may appeal the penalty only.

A notice of appeal by the participant must be given in writing to the Club Secretary within 7 days of the decision notified by the Disciplinary Chair.

The grounds for appeal should be set out in the notice of appeal.

If a notice of appeal is accepted, the penalty shall not take effect pending the hearing of the appeal which should take place as soon as practicable and within 14 days.

The appeal shall be by way of a new Disciplinary hearing by a different panel. All the same rights of the original panel shall apply.

Any non-attendance by the participant at the appeal hearing, unless for a very good reason, the participant will automatically result in forfeiture of the appeal.

The appeal panel may confirm, vary or reverse the decision of the disciplinary panel. It may increase any sanctions. The decision of the appeal panel shall be by majority vote and where necessary the Disciplinary Chair shall have a casting vote.

The decisions of the appeal panel or if no appeal of the disciplinary panel, shall be final and binding.

A written statement will be provided within a reasonable period to all parties explaining the decision of the panel and confirming the end of proceedings. This will also be reported back to the Management Committee.

# **APPENDIX C “SOCIAL” - OFFENCES**

Level 1:

* Willfully mistreating any part of the Club property, fixtures or fittings
* Using language that is obscene, offensive or insulting
* Making an obscene gesture

Level 2:

* Making inappropriate contact with another person
* Willfully causing very serious damage to club property, fixtures or fittings
* Continuing with obscene, offensive, insulting or abusive language despite a warning being issued
* Continuing with an obscene gesture despite a warning being issued

Level 3:

* Intimidation of bar staff/members by language or gesture
* Threatening to assault another person
* Theft of club property
* Where bar service has been suspended for whatever reason, threatening bar staff/others
* A level of drunken behaviour not acceptable in the family setting of the club

Level 4:

* Making threatening physical/aggressive contact with another person
* Committing ANY act of violence
* Refusing to leave the clubhouse, its environs, or its other social setting when instructed to do so
* Causing a level of harm (or potential harm) to the interests or reputation of the Club
* Any bullying, coercive or threatening behaviour towards a child (Under 18 years)
* Conduct of a criminal or unlawful nature

# **APPENDIX D “SOCIAL” - PENALTIES**

Level 1:

* To require the participant to submit appropriate letters of apology within a specified time
* To record a reprimand and issue a warning as to future conduct
* To impose a fine to cover the cost of any damage
* To take into account if the participant pleaded guilty, or previous disciplinary record

Level 2:

* To require the participant to submit appropriate letters of apology within a specified time
* To record a reprimand and issue a warning as to future conduct
* To impose a fine to cover the cost of any damage
* To take into account if the participant pleaded guilty, or previous disciplinary record

Level 3:

* Will automatically be the subject of a full disciplinary hearing
* To require the participant to submit appropriate letters of apology within a specified time
* To impose a fine to cover the cost of any damage or loss
* To suspend the participant’s social membership (access to the bar, social environs and any social events on or off the premises) for an agreed period of time

Level 4:

* Will automatically be the subject of a full disciplinary hearing
* To require the participant to submit appropriate letters of apology within a specified time
* To impose fines to cover the cost of any damage or loss
* To ban a participant’s social membership (and/or playing membership depending upon the level of seriousness) for an agreed period of time – dependent upon the level of seriousness, and previous disciplinary record
* To notify any appropriate authorities of any unlawful or criminal acts

# **ANNEX III - DISCIPLINARY PROCEDURES TO BE FOLLOWED FOR CHILDREN UNDER 18 YEARS (Junior Members)**

All junior members, whether social or playing should display good standards of behaviour – both on or off the cricket field – and should abide by the Club’s Code of Conduct.

* Play within the rules and respect officials and their decisions. This means you accept decisions without question. You may not agree with the decision, but it is important to behave properly when being given a decision you do not agree with.
* Attend training sessions and matches regularly. This is important if you want to be considered for selection. You should be there on time. You should let your coach know if you are going to be late. You should not leave the sessions without permission.
* You should wear suitable kit – both for training and for matches – be smart. The coach will let you know if you need to wear protective clothing.
* You should not take any food or drinks into the nets.
* You should pay any fees on time.
* You should not smoke, drink any alcohol or take drugs whilst at Anston Cricket Club or when representing the Club at matches or events.
* Your behaviour towards others should always be positive. Do not use threatening behaviour towards others. Do not use abusive gestures or language towards others.
* Be very careful when using social media. Do not criticize the Club or others on social media.
* Remember – when you play cricket for Anston Cricket Club you should remember you are representing the Club – be a good ambassador.

Junior members may well find themselves involved in disciplinary matters – and the following sets out the steps the Club will take in all instances involving a Junior Member Under 18 years (in line with the ECB Guidance on Disciplinary Proceedings that Involve Under 18’s).

Proceedings where an Under 18 is a witness, alleged victim or alleged offender:

This guidance applies to all settings where an Under 18 is involved in disciplinary matters as witness, victim, offender or any other way. The processes that are followed must pay due consideration to safeguarding and welfare issues. No part of the process should be oppressive or intimidating for the young person.

As soon as it becomes apparent that the process involves an Under 18 – the County Welfare Officer must be informed.

Any Panel should consider whether they need the child to attend in person, and may discuss this with the County Welfare Officer. When making this decision consideration should be given to:

* The age of the child
* The seriousness of the offence
* The evidence likely to be given
* The possible effect on the child

Parents should be included in any invitation.

The County Welfare Officer will ensure that the child is properly supported and will either act as or appoint a suitable Welfare Chaperone for the investigative/disciplinary process, in consultation with the child’s parents. The Welfare Chaperone is likely to be the child’s Club Welfare Officer unless there is potential conflict of interest (The Club WO is the parent, or the Club WO is also involved in the incident). If this is the case then a Club WO from another club may be asked to assist, or a League WO or County WO will undertake this role.

The WO should have no role in the proceedings – their involvement is purely in regard to the welfare of the child. The Welfare Chaperone should liaise with the child and their family to ensure they fully understand the procedure. The Welfare Chaperone should ensure that the child and the family is kept fully informed, and can act for more than one child at the same hearing if this is thought appropriate.

If a child does not wish to attend, they cannot be compelled to do so.

If the child wishes to give a statement to the panel, then ordinarily that statement should be prepared in advance in a written format. This can be written by the child or another person. It is important that this statement is the child’s views and words.