



St Ives Town & Warboys Cricket Club

Disciplinary Rules & Disciplinary Process

January 2019



Disciplinary Rules

The **Disciplinary Rules** of the Club are,

1. It shall be a disciplinary offence for any player or member of the Club, in the course of or in connection with a cricket match to misconduct him or herself or to act at any time in a manner likely to prejudice the good name or interests of the Club.
2. The Club may of its own volition and without the need for any complaint whether written or not and without any external prompting consider any behaviour that it might consider misconduct that involves any player, member or any other person involved in any incident of play or otherwise on the Club premises.
3. If the Club considers that misconduct has been proved then the Club shall have the power to -
 - i. Terminate the membership
 - ii. Suspend the membership
 - iii. Suspend the right to selection to play of the player/member for a specified number of fixtures

St. Ives Town & Warboys Cricket Club has a zero tolerance policy towards any inappropriate sexual behaviour from any club member.

St Ives and 'Warboys' cricket club take any allegations of any potential criminal behaviour seriously and appropriate action will be taken that will involve the Police where necessary.

A formal disciplinary hearing will also take place that would lead to permanent expulsion from the club.

St. Ives Town Cricket Club takes the nature of this type of issue extremely serious and will not stand for any wrong doing within the club. Any issues brought to light will be dealt with in the correct manner and will mean those involved with be excluded indefinitely.

Disciplinary Process

1. Notification that a report is to be submitted following any alleged breaches must first be advised by the team captain to the player or by the club Chairman to any captain.
2. All reports and complaints must be received by the relevant captain or Chairman within 72 hours of the alleged incident to the committee.
3. All reports and complaints may be made via letter or preferably email in plain text to the committee.
4. On receipt of a report or complaint
5. The Club Secretary will the act as Disciplinary Secretary for that case.
6. The player will reply to the Secretary within seven days of receipt of the letter or email.
7. A disciplinary panel made up of 4 members of the committee will meet and If the Panel decide that the action taken is sufficient, a letter to that effect will be sent to the relevant player within 72 hours of the decision and no further action will be taken. However, the Panel may decide to refer the report to a full Panel Hearing. This will be made up of the 4 same panel members.
8. The Panel will automatically hear offences deemed to be appropriate.
9. Suspensions imposed shall be advised in writing to the relevant player. Match bans will apply to all cricket played under the auspices of ECB.
10. In the case of an incident involving a player under the age of 18 years old, the clubs Welfare Officer will immediately be informed along with any parents or guardians who will be asked to attend any hearing.

Disciplinary Hearings

1. If a hearing is required, then club Secretary will be responsible for arranging the hearing.
2. Each Disciplinary panel shall nominate 4 people to sit on the Disciplinary from the main committee of the club. No other persons will sit on the panel apart from these appointed people.
3. The club Chairman will chair all hearings on a case-by-case basis unless unavailable and then the panel will nominate a chair.
4. Where it is deemed necessary, the club Child Welfare Officer will be present but have no voting rights.
5. No member of the Panel should be related to the player or have a very close connection.
6. The Panel will convene a disciplinary meeting where necessary.
7. The accused player shall be entitled:
 - a. To submit written statements ahead of the hearing.
 - b. To attend the hearing.
 - c. To state their case and to be supported by a colleague and to call witnesses.
8. Standard of proof shall be on the balance of probabilities rather than the criminal standard of beyond reasonable doubt as per the ECB rules and regulations directive.
9. Decisions of the panel shall be by simple majority vote. Where necessary the Disciplinary Panel Chairman will use an extra casting vote.

Appeals Process

1. A notice of appeal setting out the grounds must be given in writing to the hearing Secretary within seven days of the decision of the Disciplinary Panel.
2. If a 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 and in any event within 14 days of receipt of notice of the appeal.
3. The player shall have the same entitlements as set out for the original hearing.
4. None of the original Hearing Panel members bar the Panel Secretary and the Club.
5. The decision of the appeals panel will be final.