

Bledlow Ridge Cricket Club

Discipline policy & procedure

Introduction

To allow the club to deal effectively with alleged undesirable actions committed by members, that are likely to bring the club, its members, its reputation into disrepute or otherwise cause others to be inconvenienced.

The Cherwell Cricket League has its own disciplinary policy. In the event that a Bledlow Ridge CC player contravenes that code, the club should be able to demonstrate a sound process for dealing with any related charges in-house.

Any decision about disciplinary action will only be taken following a full investigation and consideration of all relevant facts.

Minor disciplinary matters will normally be dealt with informally by the Captain who may, if thought fit, administer a verbal reprimand. In cases of repetition of minor breaches of discipline, or case of a more serious disciplinary matter, the formal disciplinary procedure will be used.

Policy

- In the event of a formal complaint (in writing or via an authenticated email account) being received by the club Chairman about a Ridge CC member, or a disciplinary offence committed by a Ridge CC member during a match run under the auspices of another body, a Disciplinary Panel will be convened.
- It shall be the decision of the Chairman, in consultation with others if necessary, as to whether there is a case to be answered.
- The accused shall be entitled to a fair hearing before a panel of 3 members of the club's management committee.
- Unless there are unavoidable circumstances (as determined by the Chairman), the initial hearing should take place within the specified time period.
- The member has the right to decline to attend the hearing. A written submission from the member will be allowed and taken into account in this case.
- The accused shall be entitled to be accompanied by another club member or parent not involved in the complaint or incident.
- There will be the right of a single appeal to an Appeal Panel not comprising members of the original Disciplinary Panel, but still drawn from the club's management committee. Any such appeal must be made within 3 days and heard within the subsequent 7-day period.
- The initial panel will be entitled to determine the outcome of such hearings in terms of any possible sanctions.
- The appeal panel shall have the right to overturn, uphold or modify the original panel's decision.
- Sanctions include, but are not limited to: verbal warning, written reprimand, suspension or expulsion.

Procedure

- A hearing shall be convened within 72 hours (3 days) of the complaint or misdemeanour being reported. For example, if an incident occurs during a Saturday match, the hearing shall take place by the end of the next Tuesday.
- The initial hearing panel shall include the club Chairman (or the Vice-Chairman should the Chairman be unavailable on the date convened).
- The initial hearing panel shall nominate the members of the appeal panel at the outset. The members of the appeal panel shall not be party to, or have any role in the deliberations and discussions of the initial hearing panel. They should remain demonstrably and wholly impartial.
- All hearings shall be held at the Bledlow Ridge Cricket Club pavillion
- The accused shall be informed of the text of the complaint and invited to give his/her account of events. The panel shall then be expected to discuss the matter with him/her. At the end of discussions, when the accused has had full opportunity to express his/her position, the panel shall *in camera* consider their verdict. This shall be conveyed to the miscreant directly (if he/she has opted to remain in the locality) or via telephone alternatively as soon as is practicable after the verdict has been agreed. Simple majority voting shall be applied. The chairman of the panel shall have the casting vote if required.
- Notes shall be taken and recorded that allow the key elements of the discussions to be shared with the wider Management committee after the conclusion of this process. In this way the process might be reviewed and refined if necessary and consistency of treatment of future cases be assisted.
- If an appeal is lodged with the club's Chairman within the 3-day period, then an Appeal Panel will be formed. This will meet within the next 7 days, together with the accused, to review the evidence and hear any further submissions from the accused. The final decision will be reached and conveyed as per the original Disciplinary Panel.

Club rules

- All members must play within the rules and respect officials and their decisions.
- All members must respect opponents.
- Members should keep to agreed timings for training and competitions or inform their coach or team manager if they are going to be late.
- Members must wear suitable kit for training and match sessions, as agreed with the coach/team manager.
- Members must pay any fees for membership, matches, training or events promptly.
- Junior members are not allowed to smoke on club premises or whilst representing the club at competitions.
- Junior members are not allowed to consume alcohol of any kind on the club premises or whilst representing the club.
- Members are not allowed to consume illegal drugs of any kind on the club premises or whilst representing the club.
- Members playing in League or cup competitions must abide by the rules and playing ethos required by the ruling body.