

Highfield Cricket Club

Constitution and Policies

Updated and approved at AGM November 2011

Updated and approved Safeguarding Policy Statement November 2011

Updated and approved Club Code of Conduct November 2011

Updated and approved minor modification to Selection Policy in March 2012

Updated and approved changes to members of 'Executive Management Committee 2018

Updated and approved changes to election of captains 2020

Updated and approved ECB Anti Discrimination Code – April 22

1. The Club will be known as Highfield Cricket Club. ("The Club")

The Clubs key values are:

- "Community focus"; committed to the continuance of Highfield as a family club with strong links with the church and local community
- "Equality"; committed to providing opportunities for all
- "Forward looking"; committed to continuous development and improvement, particularly junior cricket
- "Excellence"; committed to encouraging achievement of full potential
- "Decency"; committed to ensuring first class attitudes and behaviour on and off the field

1. It shall be a condition of membership of the Club that the constitution and policies are unconditionally accepted and binding. The constitution and policies are available for inspection by arrangement with the Secretary. Members are responsible for ensuring that they are familiar with them and shall be deemed to have knowledge of them whether they have inspected them or not.
2. Notwithstanding the constitution and policies, the Club will comply with the constitution and policies and regulations governing the Cricket Leagues in which it has representative teams.
3. Dissolution
If at any General Meeting of the club, a resolution be passed calling for the dissolution of the club, the Secretary shall immediately convene a Special General Meeting of the club to be held not less than one month thereafter to discuss and vote on the resolution. If at that Special Meeting, the resolution is carried by at least two-thirds (three quarters) of the Full Voting Membership present at the meeting, the Committee shall thereupon, or at such date as shall have been specified in the resolution, proceed to realise the assets of the club and discharge all debts and liabilities of the club. The Committee will then be responsible for the orderly winding up of the club's affairs. After settling all liabilities of the club, the Committee shall dispose of the net assets remaining to one or more of the following:
 - i) to another club with similar sports purposes which is a registered charity and/or
 - ii) to another club with similar sports purposes which is a registered Community Amateur Sports Club and/or
 - iii) to the club's governing body for use by them for related community sports.
4. All bona fide members of visiting Clubs and Organisations using the Club premises in connection with games being played by the Club or by virtue of special arrangements with the Club, and all persons invited by the Executive Committee on special occasions, shall be guests of the Club and shall enjoy the privileges of membership during their presence on Club property.

5. Any proposals for additions, alterations or amendments to the Club constitution and policies must be given in writing to the Secretary at least two weeks prior to the AGM.
6. This constitution and policies may be added to, repealed or amended by resolution of any Annual or Extraordinary General Meeting, provided that no such resolution shall be deemed to have been passed unless it be carried by a majority of at least two thirds of the Members voting thereof.
7. All funds raised will be utilised to maintain and improve existing facilities for the benefit of the membership. Any surplus will be held in a reserve for future contingencies and cricket related developments, including playing resources, at the discretion of the Executive Committee.
8. The Financial Year shall commence on 1st October and end on 30th September. The Treasurer must present a Statement of Accounts duly audited by two appointed officers at the Annual General Meeting (AGM). The books of Account must also be produced for inspection at any Executive Committee Meeting at the request of a member of the Executive Committee having given the Treasurer seven days notice.
9. Minutes shall be taken of all proceedings of the Executive Committee, the Annual General Meeting and any Extraordinary General Meeting and shall be open to the inspection of any Member of the Club by arrangement with the Secretary.

Membership

10. The categories of membership are as follows: -
 - a) Officers: namely Chairman, Secretary, Treasurer, Director of Senior Cricket, Director of Junior Cricket, Ground and Facilities Manager, Marketing and Commercial Manager and Club Safeguarding Officer
 - b) Health and Safety Officer
 - c) Honorary Officials: namely Club President.
 - d) Honorary Life Members
 - e) Cricket Members
 - f) Social Members (non playing members)
 - g) Junior Members
11. Only members in categories A to F inclusive shall be allowed to hold Executive Committee positions and to vote at meetings (see below for election of captains).
12. Honorary Life membership is awarded at the absolute discretion of the Executive Committee. An individual can be nominated by any member in categories A to F above. The basis of the nomination is not intended to be overly prescriptive; however, this most prestigious award would tend to be directed towards individuals who have made a significant contribution to the Club. In general, the award of Honorary Life Membership will be made very selectively.
13. The Officers elected to the posts of Chairman, Treasurer and Secretary will not be expected to pay annual membership fees during their period of office.
14. Annual membership fees shall become due on 1st October each year.
15. All members, other than Honorary Life Members, Honorary Officials and certain named Officers (see Rule 15), will pay annual membership fees to be fixed by Club Members at the Annual General Meeting.
16. Any member who has not paid their membership fee by the following AGM will be deemed to have ceased their membership.

17. Any cricket members who have not paid their membership fee by 1st April will be subjected to a % increase in their subs (late payment fee), determined each year by the Executive Committee, and if payment has not been made by the 1st May they are not to be considered for team selection until such time as they have paid all outstanding monies.
18. Any person on ceasing to be a member of the Club shall forfeit all right to any claim upon the Club, its property and funds.

Annual General Meeting

19. The Annual General Meeting will be held on a date to be decided by the Executive Committee but which shall be no later than November 30th each year. The principal business of the AGM will be:
 - to receive reports from the Chairman and Treasurer,
 - review the audited Financial Statements,
 - set annual membership fees and match levies and
 - to elect Officials, Officers, Executive Committee members and Captains.
20. All Honorary Officials & Officers will be elected at the AGM and require a nomination and seconder from members entitled to vote. People who wish to seek election to become Club Safeguarding Officer must have the necessary qualifications and be willing to undertake refresher training as and when required. In the case of two people standing for one position then the Secretary (or another member of the executive management committee) will oversee a ballot prior to the AGM with agreed protocols being agreed by the Executive Management Committee. The Executive Committee have the right to co-opt any member of the club onto the Committee at any time.
21. Captains for all senior teams will be elected at the AGM and require a nomination and seconder from eligible voters which include Cricket members (defined as a person who has played at least one game of senior cricket in the previous 12 months with the intention of playing in the forthcoming season), Officers who have served on the Executive Committee and members of the Selection Committee. The Secretary will oversee a ballot prior to the AGM with agreed protocols being agreed by the Executive Management Committee.
22. Prominent notice of the AGM and the requirement for nominations should be given at the Club premises and where practicable on the Club web site at least four weeks prior to the meeting, although it is the members' duty to establish when and where the meeting is taking place. Written nominations from proposers and seconders must be submitted to the Secretary at least two weeks prior to the AGM.
23. Voting at the AGM (not including the election of captains) and Executive Committee meetings shall be conducted on the basis of a show of hands from those entitled to vote, unless a simple majority of members present, and entitled to vote, demand a poll. Proxy votes will not be allowed.

Extraordinary General Meeting

24. An Extraordinary General Meeting may be convened by the Executive Committee at any time and shall be convened within fourteen days of a request in writing signed by at least ten members entitled to vote, specifying the objective of the Meeting.
25. A Notice convening an Extraordinary General Meeting must be displayed prominently at the Club premises by the Secretary no less than seven days before the EGM and shall specify the matters to be dealt with.

Executive Committee

26. The Club will be governed by an Executive Committee comprising of the Officers.

27. The Executive Committee may from time to time appoint from their number such Sub-Committees as they may deem necessary or expedient and may depute or refer to them such of the powers of the Executive Committee as the Executive Committee may determine. Such Sub-Committees shall periodically report their proceedings to the Executive Committee and shall conduct their business in accordance with the direction of the Executive Committee.
28. The Executive Committee may from time to time co-opt members to the Executive Committee and any sub Committee. Co-opted members of the Executive Committee will have the same powers and responsibilities as those elected at the AGM.
29. A minimum of half of the elected and co-opted members of the Executive Committee is required to form a Quorum at an Executive Committee Meeting and in the event that there is an equality of votes on any matter then the Chairman shall have the right to a second or casting vote.
30. Any Executive Committee Member having a financial or other beneficial interest in any matter to be decided/voted upon by the Executive Committee, must declare his or her interest in the same and may be required to retire from the Meeting whilst the matter is discussed and shall not be entitled to vote on the matter.
31. The Executive Committee shall have power to adjudicate on all contingencies not covered by the constitution and policies and to refuse, suspend and terminate membership. Their decisions can only be reversed by the membership at an Extraordinary or Annual General Meeting.
32. The Executive Committee shall have power to make byelaws for regulating the conduct and affairs of the Club provided the same are not inconsistent with this constitution and policies. Such byelaws shall be posted prominently at the Club premises and shall be binding on all the Members.
33. As soon as is practicable after the AGM, the Executive Committee shall approve and adopt a Budget/Operating Plan for the year.
34. As soon as is practicable after the AGM and no later than March immediately preceding the cricket season, the Executive Committee shall elect a Selection Sub Committee. A policy governing team selection and the operation of the Selection Committee has been approved and adopted by the Executive Committee and is attached as Appendix B to the Club constitution and policies.

Club Policies

35. The Club has approved and adopted a Health and Safety Policy which is attached as Appendix A. Overall and final responsibility for Health and Safety issues is that of the Executive Committee. Day to day responsibility for ensuring this policy is put into practice will be delegated to a Health and Safety Coordinator appointed by the Executive Committee. The Club will ensure that relevant insurance policies are put into place and maintained.
36. The Club has approved and adopted an Equity Policy which is attached as Appendix C.
37. The Club will comply with relevant Child Protection regulations and Child Protection guidelines as laid down by the England & Wales Cricket Board (ECB). To ensure a duty of care to all members of the club we have adopted and implemented the ECB 'Safe Hands – Cricket's Policy for Safeguarding Children' and will do so regarding any future versions of the Policy. The full policy document has been distributed to all Executive Committee members and is available to all club members on request or via the Club Notice board or ECB web site.

38. Overall and final responsibility for Child Protection issues is that of the Executive Committee. Day to day responsibility for ensuring this policy is put into practice will be delegated to a Club Welfare Officer (CWO), supported by a deputy, both of which will be appointed by the Executive Committee. The CWO will report regularly to the Executive Committee.
39. A Code of Conduct governing Cricket Club Members and Guests has been approved and adopted by the Executive Committee and is attached as Appendix D to the Club constitution and policies.
40. A Code of Conduct governing Junior members, has been approved and adopted by the Executive Committee and is attached as Appendix E to the Club constitution and policies.
41. Policy and procedures governing disciplinary matters have been approved and adopted by the Executive Committee and are attached as Appendix F to the Club constitution and policies. The Policy covers all Club members and officials and covers possible misconduct occurring on the field of play, on the Club premises or when representing the club on other premises.

Club Batting and Bowling Awards

42. Annual Club batting and bowling awards will be made to players in each team, including Hawks teams. The awards will be ratified by an Executive Sub Committee, before being presented to the players. Other awards will be given at the discretion of the Executive Sub Committee. Qualification guidelines for the batting and bowling awards are set out in Appendix G of the Club Constitution and policies.

Appendix A

Health and Safety Policy Statement

This is the Health and Safety Policy Statement of Highfield Cricket Club.

Our statement of general policy is to:

1. provide adequate control of the health and safety risks arising from our activities;
2. consult with our employees and members on matters affecting their health and safety;
3. provide and maintain safe facilities and equipment;
4. ensure safe handling and use of substances;
5. provide information, instruction and supervision for employees and members;
6. ensure all employees and volunteers are competent to do their tasks, and to give them adequate training;
7. prevent accidents and cases of ill-health arising from our activities;
8. maintain safe and healthy conditions for our activities; and
9. review and revise this policy as necessary at regular intervals.

Responsibilities

Overall and final responsibility for health and safety is that of the Executive Committee, Highfield Cricket Club.

Day to day responsibility for ensuring this policy is put into practice will be delegated to a Health and Safety Coordinator appointed by the Executive Committee.

This policy will be reviewed at least once a year or when the work activity changes, whichever is soonest.

All employees and members **MUST**:

1. Co-operate with those individuals with specific health and safety responsibilities on health and safety matters;
2. Not interfere with anything provided to safeguard their health and safety;
3. Take reasonable care of their own health and safety and that of other employees/members and members of the public; and
4. Report all health and safety concerns to the Health and Safety Coordinator or a member of the Executive Committee.

Appendix B

Policy Governing the Selection Sub Committee

1. This Selection Policy outlines how the senior teams will be picked throughout the season and is intended to provide useful information to all players within the Club.
2. Selection of senior teams shall be carried out weekly (usually Tuesday) during the season by the Cricket Club Selection Committee. Selections will be posted at the ground. Team sheets will also be posted on the Highfield CC web site and e-mailed to players. You must register as a member on the web site in order to see the team sheets or to receive an e-mail. The web site also allows players to enter their availability.
3. The Selection Committee will be elected by the Executive Committee as soon as is practicable after the AGM and no later than March immediately preceding the cricket season.
4. The Selection Committee (S/C) will be made up of a Chairman of Selectors, 1st XI Captain, 2nd XI Captain, 3rd XI Captain, 4th XI Captain, the Cricket Manager and one other senior member.
5. It is the responsibility of the S/C, via the S/C Chairman, to ensure the eligibility and availability of the players selected. This includes league restrictions and league registrations.
6. The 1st XI league team will be the best team available in the opinion of the committee, based on the broad criteria set out in section 11 of this Policy document.
7. The 2nd XI league team will be the best available remaining team, in the opinion of the committee, after selection of the 1st XI.
8. The 3rd XI league team will be the best available remaining team, in the opinion of the committee, after selection of the 1st and 2nd XI.
9. The 4th XI league team will be the best available remaining team, in the opinion of the committee, after selection of the other teams.
10. Responsibilities of players:
 - It is the responsibility of the player to confirm their availability to the committee as early as possible for as far ahead as possible, at the very latest the Saturday before the next game. If a player is unable to play in a particular team due to having to work late but could play in, for example, a home fixture, the player must advise the committee as soon as possible.
 - It is the responsibility of the player to confirm if they are playing in any game by i) looking at the sheet at the club, ii) looking at the web-site iii) talking to/contacting the team captains. (N.B. often a captain will contact a player anyway but it is not the captains' responsibility to do this).
 - It is the responsibility of the player to arrive at the meeting point in good time or inform the captain of alternative travel arrangements.
 - Players are encouraged to keep fit and in touch by regular practice.
 - Players should pay subs in a timely fashion and bring sufficient funds for match fees.
 - Players are required to carry out tasks as requested by the captain on match days (e.g. sweep wicket, bar duty, collect subs, put covers on etc) and throughout the week when required.
11. Key factors taken into account in selection of the league sides include; performance, ability, balance of the side, attitude and approach and potential. The Cricket Coach Coordinator has particular responsibility for identifying individual players with high potential. Other factors which may be considered by the S/C, are attendance at practice and work at the ground.

12. Players who are selected for a particular team are expected to play for that team. If a player subsequently makes themselves unavailable for the team they have been selected in, the player will be deemed to be unavailable for all senior teams that weekend, at the discretion of the S/C.
13. Players will not be selected if they have not paid their annual membership (after the 31st May deadline) and if the Executive Committee has informed the S/C that the player has not paid outstanding monies (such as bonus ball, tickets for social events etc).
14. The S/C will give a personal (verbal) explanation to any player about their selection situation if required. This requirement would be agreed by the S/C and would normally be carried out by the relevant Captain and reported back to S/C.

Appendix C

Equity Policy Statement

Highfield Cricket Club is committed to ensuring that equity is incorporated across all aspects of its development. In doing so it acknowledges and adopts the ECB Equity Policy. The statement of intent of the policy is as follows:

- The ECB is fully committed to the principles of equality of opportunity and aims to ensure that no individual receives less favourable treatment on the grounds of age, gender, disability, race, ethnic origin, nationality, colour, parental or marital status, pregnancy, religious belief, class or social background, sexual preference or political belief. This includes job applicants, employees, participants, volunteers and spectators.
- The ECB will ensure that there will be open access to all those who wish to participate in all aspects of cricket and that they are treated fairly.
- The ECB specifically supports initiatives by other organisations within cricket which recognise the principles of equality of opportunity and treatment such as the International Cricket Council Anti-Racism Policy and the Professional Cricketers Association's Racism Awareness Campaign.

In line with the ECB policy:

- All club members have a responsibility to oppose discriminatory behaviour and promote equality of opportunity.
- The club will deal with any incidence of discriminatory behaviour seriously, according to club disciplinary procedures.

Appendix D

Code of Conduct for Cricket Club Members and Guests

All Members and Guests of Highfield 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 condone, or allow to go unchallenged, any form of discrimination if witnessed
- Display high standards of behaviour
- Promote the positive aspects of Cricket e.g. fair play
- Encourage all participants to learn the Laws and rules and play within them, respecting the decisions of match officials
- Actively discourage unfair play, rule violations and arguing with match officials
- 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 Young People's opinions 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. avoid private or unobserved situations and encourage an open environment)
- Inform Players and Parents of the requirements of Cricket
- Know and understand the ECB's 'Safe Hands – Cricket's Policy for Safeguarding Children'

* Members and Guests include all members and officers of the Cricket 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

Appendix E

Dos and Don'ts for Juniors

Highfield Cricket Club is fully committed to safeguarding and promoting the wellbeing of all its members. The club believes that it is important that members, coaches, administrators and parents/carers or guardians associated with the club should, at all times, show respect and understanding for the safety and welfare of others. Therefore, members are encouraged to be open at all times and to share any concerns or complaints that they may have about any aspect of the club with either the appropriate team manager or Mike Gregory, our Club Welfare Officer.

As a member of *Highfield Cricket Club* you are expected to abide by the following junior code of conduct:

- All members must play within the rules and respect officials and their decisions.
- All members must respect the rights, dignity and worth of all participants regardless of age, gender, ability, race, cultural background or religion.
- Members should keep to agreed timings for training and competitions or inform their coach or team manager if they are going to be late.
- 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 or drugs of any kind on the club premises or whilst representing the club.
- Members must pay any fees for training or events promptly.
- Members must wear suitable kit for training and match sessions, as agreed with the coach/team manager.

Compulsory items of kit

When using a normal cricket ball (a 'hard ball'):

1. helmets must be worn at all times when batting and when standing up to the wicket when wicket keeping
2. Boys must always wear a box when batting or wicket keeping
3. Batting gloves and pads must always be worn when batting.

The club provides all compulsory items of equipment

Desirable items

- Every effort should be made to wear predominantly white clothing for matches. Players will be provided with a club shirt for every competitive Hawks match.

Members must complete and return a Junior Club Membership Form to be eligible to play in a match.

Appendix F

Disciplinary Policy and Procedures

1. This Policy covers all Club members and officials and covers possible misconduct occurring on the field of play, on the Club premises or when representing the club on other premises.
2. It shall be a disciplinary offence:
 - for any player in the course or in connection with a match to misconduct themselves or to act in any manner likely to bring the game into disrepute.
 - for any member or official to act at any time in a manner calculated to prejudice the good name of the Club.
3. All complaints must be made in writing to the Secretary within seven days of the alleged offence.
4. Before any penalty is imposed there shall be a hearing before a Disciplinary Sub Committee comprising of not less than a Chairman and two members of the Executive Committee at the discretion of the Chairman.
5. The date and time of the hearing and of the alleged offence shall be given in writing to the member. At least seven days notice of the hearing shall be given other than with the prior agreement of the member.
6. The member shall be entitled to attend the hearing, to be represented and to call witnesses. The hearing should be held within twenty-one days of the alleged offence.
7. If at the hearing the Disciplinary Sub-Committee find the alleged offence proved, it shall have the power to impose one or more of the following penalties:-
 - expulsion/suspension from the club
 - suspension for one or more matches in the case of a player
 - a reprimand
 - a fine, which would be based on any costs incurred during the disciplinary process.
8. A member found to have committed an offence or upon whom the Executive Committee has imposed a penalty shall have the right to appeal to an Appeals Sub-Committee of the Executive Committee.
9. The constitution of the Appeals Sub-Committee will be at the discretion of the Executive Committee, although wherever practicable it should have a Chairman and a minimum of two Committee members who did not attend the original Disciplinary hearing.
10. A member found to have committed an offence must set out the grounds for appeal in writing to the Secretary of the Club within seven days of the decision made at the Disciplinary hearing. Upon giving Notice of Appeal the penalty shall not take effect pending the hearing of the Appeal. Within three days of receiving Notice of Appeal the member shall be given no less than seven days notice in writing of the date and time of the Appeal Hearing.
11. The Appeals Sub-Committee may confirm, vary or reverse the decision of the Disciplinary Sub-Committee, which includes the power to increase the penalty. The decision of the Appeals Sub-Committee shall be final and binding.

Appendix G

Guidelines for Club Batting and Bowling Awards

Team	Minimum Bowling Qualification	Minimum Batting Qualification
1XI – highest average	Lowest average. 30 wickets and played in 10 matches	Highest average. 250 runs and taken part in 10 innings
2XI – highest average	Lowest average. 30 wickets and played in 10 matches	Highest average. 250 runs and taken part in 10 innings
3XI – highest average	Lowest average. 20 wickets and played in 7 matches	Highest average. 200 runs and taken part in 7 innings
4XI – highest average	Lowest average. 20 wickets and played in 7 matches	Highest average. 200 runs and taken part in 7 innings
U17 – highest average	Lowest average. 10 wickets and bowled 25 overs	Highest average. 100 runs and taken part in 5 innings
U15 – highest average	Lowest average. 10 wickets and bowled 25 overs	Highest average. 75 runs and taken part in 5 innings
U13 – highest average	Lowest average. 10 wickets and bowled 25 overs	Highest average. 75 runs and taken part in 5 innings
U11	Highest aggregate wickets	Highest aggregate runs
U9	Discretion of coach	Discretion of coach

1. There shall be no transfer of runs, wickets, innings or matches between any team
2. Only league games and cup games associated with the league apply (e.g. no friendlies or 20 over type games)
3. If minimum qualifications are not met a revised qualification will be determined at the discretion of the junior team coach or the Executive Committee.

ENGLAND AND WALES CRICKET BOARD

ANTI-DISCRIMINATION CODE

Introduction

The England and Wales Cricket Board (the **ECB**) is responsible for the governance of cricket in England and Wales. This ECB Anti-Discrimination Code (the **Code**) is part of the ECB's continuing efforts to maintain the integrity, diversity and inclusivity of cricket.

The ECB aims to create an environment within cricket in England and Wales in which no individual, group or organisation experiences discrimination or acts in a discriminatory manner on the basis of a Protected Characteristic (as defined in the Equality Act 2010 from time to time – which at the time of writing are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation).

This Code therefore sets out discriminatory behaviour which, when carried out by a participant who is required to comply with it, will be a breach of the Code and may be sanctioned accordingly.

All Participants (as defined below) agree by virtue of their involvement in cricket in England and Wales to be bound by this Code and submit to the disciplinary jurisdiction of the relevant body which applies to them.

All County Cricket Boards, First Class Counties, Regional Hosts, the National Counties, leagues, clubs and other organisations under the jurisdiction of the ECB or its Members must adopt and enforce the Code.

Participants who are party to an ECB agreement and/or in receipt of ECB funding may be obliged, as a condition of those agreements or funding, to comply with or adopt the Code and/or enforce the provisions of the Code through their own processes.

The Code may be amended from time to time by the ECB in its sole discretion, with such amendments coming into effect on the date specified by the ECB.

BREACHES UNDER THE ANTI-DISCRIMINATION CODE

Cricket Organisation means

- (a) County Cricket Boards, First Class Counties, Regional Hosts, National Counties, the Marylebone Cricket Club and other organisations under the jurisdiction of the ECB or its Members;
- (b) clubs and leagues which are affiliated to or under the jurisdiction of either the ECB or any of its Members; and
- (c) any other organisations which adopt this Code.

Participant means

- (a) Cricket Organisations;
- (b) employees, directors, officers, committee members, contractors and volunteers, in each case, of the ECB or any Cricket Organisation;
- (c) match officials including members of the Association of Cricket Officials;
- (d) members of the ECB Coaches Association;
- (e) an individual taking part in a cricket match or event under the jurisdiction of the ECB and/or any ECB Member; and



(f) any other individual who becomes bound by this Code.

Example

Paragraph (f) above is intended to cover other individuals which a cricket organisation chooses to have bound by the Code. For example, a cricket venue may require spectators to abide by the Code by making it a provision of the ticket terms and conditions which a spectator agrees to.

- I. It will be a breach of this Code for any Participant to:
 - I.1 discriminate against any person or persons based upon any relevant Protected Characteristic, whether by act or omission, directly or indirectly, unless permitted by law; and/or
 - I.2 engage in conduct related to a relevant Protected Characteristic which has the purpose or effect of violating another's dignity, or creating an intimidating, hostile, degrading, humiliating or offensive environment for that person or persons.
 2. In deciding whether the conduct has the effect referred to in paragraph 1.2 above, the following shall be taken into account, namely –
 - (a) the perception of the relevant person or persons,
 - (b) the circumstances of the case, and
 - (c) whether it is reasonable for the conduct to have that effect.
 3. In instances where the Participant is an organisation, it will be a breach of this Code to fail to provide an effective, timely and proportionate response to an alleged breach under paragraph 1 above, carried out by any individual or organisation under the jurisdiction of the Participant.
 4. The breaches referenced in paragraph 1 shall apply regardless of whether the Protected Characteristic(s) around which the breach is based applies to the person or people to whom the offending conduct is directed.
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Example

If a player makes a homophobic comment directed at another player during a match, regardless of whether that other player belongs to the group referred to, this would amount to a breach of the Anti- Discrimination Code.

5. Any breach of this Code may also constitute an offence or breach of other applicable laws, rules and/or regulations. This Code is intended to supplement such other laws, rules and regulations and is not intended, and may not be interpreted, construed or applied, to prejudice or undermine in any way the application of such other laws, rules and/or regulations. Participants therefore acknowledge and agree that this Code does not limit their responsibilities or obligations under other laws, rules and/or regulations.

