



The Oxfordshire Cricket Board is committed to maintaining the highest standards of behaviour and conduct with all our stakeholders both on and off the field.

### **General Code of Conduct**

- To ensure all behaviours and interactions strive towards the mission of 'Making Cricket the Sport of Choice in Oxfordshire'.
- Fair and ethical treatment of all involved in Cricket
- Create a safe environment for individuals, which allows Oxfordshire Cricket to meet its objectives.
- Take all adequate steps to ensure the good behaviour of their members and supporters towards everyone involved in the game.
- Directors, Employees, Members, Casual Workers, Managers, Coaches, Players (Youth and Adult), Parents/Guardians, Volunteers and Officials shall be mindful of their use of social media or public comments that may show Oxfordshire Cricket in a negative light and/or may undermine the 'Spirit of Cricket'.

### **More Specific guidance for**

#### **Players**

- Remember it is an honour to represent your team in Oxfordshire and always regard it as such.
- To maintain high standards in appearance both for arrival, during and departure from training and matches.
- As a cricketer with Oxfordshire you have a responsibility to set an example in all the games that you play, including club and school matches.
- Respecting your manager and/or coaches, abiding by their decisions during the winter coaching programme and summer match play, the opposition, the facilities, the officials and, above all, the spirit of the game.

- Players must at all times accept the umpire's decision. Players must not show dissent at the umpire's decision or react in a provocative manner towards the umpire at any time.
- Players shall not intimidate assault or attempt to intimidate an umpire, another player or spectator.
- Players shall not use crude and/or abusive language nor make offensive gestures or hand signals nor deliberately distract an opponent.
- Players should be aware that they are representing Oxfordshire Cricket both on and off the field at all times.
- Players shall not make discriminatory abusive comments against fellow players, officials, members and supporters. Players shall not use, or in any way be concerned in the use or distribution, of illegal substances
- Players must support team members at all times during matches. Seek your team manager/coach's permission before going into the nets, going to sit with your family, walking around the ground, etc.
- Always make a point of being polite and thanking everyone who has assisted with making a game possible: the umpires and scorers, the grounds person, the teapersons, your team managers and coaches and parents who have transported and supported you.
- In the event of matches clashing, it is ultimately the decision on the player to choose whom they wish to represent

### **Coaches/Managers**

Effective and motivated Cricket Coaches within Oxfordshire are essential in achieving our mission to 'Make cricket the sport of choice in Oxfordshire'.

- Coaches shall be aware that all players' welfare and safety must be a priority at all times.
- All coaches will strive to enthuse and inspire the Players in their sessions and squads.
- Development and inclusion of Players and Squads a priority over results.
- Coaches to ensure that no gain to outside ventures is achieved through use of contacts or position within their role as coach or manager.
- If unsure on how to deal with a situation, the coach should always consult their chosen Safeguarding Officer before acting, to ensure the matter is dealt with in an appropriate manner.
- Coaches must fully back the decision of a player when choosing to represent their club or county, and not attempt to manipulate their choice

## **Parents, Guardians and Carers**

Parents make an important contribution towards the success of any young player and we welcome them to support and spectate at training and matches wherever possible. For the benefit of everyone, we ask parents to be aware of the following principles

- Teams are selected on current form, availability, commitment during the winter training sessions and behaviour within the group. Teams are not selected on previous involvement alone.
- Players are under the care of the squad manager and coach when playing for their chosen team. Please do not attempt to coach your child at a match unless asked to do so by the manager or coach. In particular, parents are not permitted in changing rooms at any time due to Child Protection procedures.
- Always encourage your son or daughter to play the game in the correct spirit, and accept the decisions of the match officials, support the player without pressure, praise good work and refrain from criticising lapses. The standards of behaviour required from players are also expected from parents.
- Please keep your squad Manager/Coach aware of the availability of your son or daughter, and of any medical or dietary needs, or other issues that may affect their participation in the programme.
- Parents are to assume their son/daughters Manager/Coach as the first point of contact on any issues. Parents must not make representations directly to umpires, grounds person, officials of other Counties or other parents.
- Managers and Coaches are not obliged to enter into discussions with parents on any selection issues, the batting order, bowling order, match tactics and similar matters. The Head of Performance Cricket is the point of escalation if deemed necessary.

## **Volunteers**

Volunteers are essential to Oxfordshire Cricket to allow these volunteers to be most effective and engaged with their role, it is suggested they follow the guidelines below

- Volunteers will link into a side via an appropriate member of the coaching staff or Safeguarding Officer
- The Coach/ Manager/ Safeguarding Officer will champion the wellbeing of the volunteer, make sure they have clear terms of reference and be responsible for rewarding and recognising their contribution.

- Any volunteer support and escalation should be via the nominated Coach or Manager. The escalation route beyond this being the Safeguarding Officer.
- Volunteers should ensure all their activities relating to their chosen side fit within the scope of their role that has been mutually agreed and outlined in their volunteer agreement. All activities must be agreed and fit with the wider program of activity.
- Volunteers to ensure that data protection guidelines are met, storing and using of data to occur through centrally managed channels.
- Volunteers to contribute at all times to 'Making Cricket the Sport of Choice in Oxfordshire'.
- Volunteers to ensure that no personal gain is achieved through use of contacts or position within their role.

### **Failure to Uphold Code of Conduct**

Any failure to comply with this code of conduct will be in the first instance will be initially discussed with the individuals immediate contact, for example

- Employees - line manager
- Player - Manager/Head Coach
- Manager/Coach - Head of Cricket
- Parent, Guardian or Carer - Manager/Coach of Child's Team
- Volunteer - assigned employee or director

Where the matter is unresolved informally or it is of a more serious nature a more formal process will take place. This would involve a disciplinary hearing to further investigate the incident/allegations while potentially under a 'temporary removal from duties'.

This hearing may result in any of the following processes (with the right to appeal).

- Verbal Warning; First Written Warning and Final Written Warning
- Dismissal

The process, including the membership of any disciplinary or appeal panel, will be notified in writing to the person concerned with at least 48 hours notice. This will apply to all steps within the process.

## **Oxfordshire Cricket Disciplinary Procedures in Competitions**

1. Disciplinary proceedings may be invoked against any affiliated club/team, or individual member for any disciplinary breach of the competition rules or any other matters contrary to the Oxfordshire Cricket Code of Conduct and Spirit of Cricket.
2. The Disciplinary process may be initiated by one or both of the umpires officiating in the particular match to a member of the club participating in the match or by any individual member of an affiliated club involved in the match.
3. Any report must be made in writing and to the Secretary of the Oxfordshire Cricket Board (or in his/her absence to another Director of the OCB and within 48 hours of the incident occurring) Containing the following information:
  - a. A version of the event in question
  - b. The nature of the offence reported
  - c. Details of other witnesses to include their names and Contact numbers
4. Where the matter is not resolved informally, or it is of a more serious nature a more formal process will take place. This would involve a disciplinary hearing to further investigate the incident/allegations.
5. This hearing may result in any of the following processes (with the right to appeal). Verbal Warning; First Written Warning and Final Written Warning (for Club/Team/Individual); Removal of right to take part in Oxfordshire Cricket Competition.
6. The process, including the membership of any disciplinary or appeal panel, will be notified in writing to the person concerned with at least 48 hours notice. This will apply to all steps within the process.

Reviewed: **September 2022**