

Code of Conduct for Volunteers

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'.

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 well-being of the volunteer, make sure they have clear terms of reference and be responsible for rewarding and recognising their contribution.

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: **November 2022**