

Calmore Sports Club (the Club) is committed to ensuring everyone participating in cricket does so in a safe, friendly, secure, and enjoyable environment. Everyone at the club, whether as a player, coach, official, administrator, staff member, volunteer, spectator, parent, or carer has a role to play. Individually and collectively, it is our actions, both on and off the field which can help create a positive and inclusive culture.

All disciplinary matters connected with the League shall be dealt with in accordance with the England & Wales Cricket Board's Recreational Conduct Rules (RCR's) which can be found within the following link: <https://www.ecb.co.uk/about/policies/regulations/recreational-cricket>

The RCR's will be used as the framework for dealing with disciplinary issues. They refer to any individual or club who is alleged to have breached the ECB Code of Conduct and Spirit of Cricket.

1. Dealing with the Complaint

This is covered by the RCR first instance process map. This can be accessed at this link: <https://resources.ecb.co.uk/ecb/document/2023/03/01/0deadf06-df2b-49f7-953f-d101ff32cb34/32.-RCR-Process-Map.pdf>

The club will appoint a Disciplinary officer (DO). The DO will acknowledge receipt of the complaint as soon as it is practical. The time to review the complaint and reach a decision will vary and depend in part upon the complexity of the issue.

Notification of any action taken will be advised to the subject of the complaint and their club.

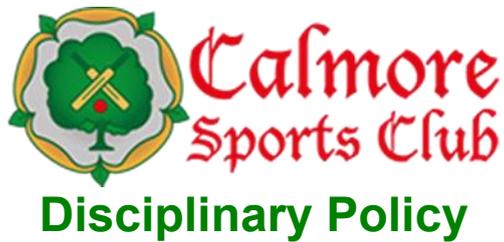
From time to time, Calmore Sports will share information with ECB, HCB, SPCL, HCSL and advisers on disciplinary and safeguarding matters

2. Internal Club enquiry

The purpose of the Internal Club Enquiry shall be to establish the facts and, where appropriate, to take the necessary disciplinary action to ensure that the club acts in a manner designed to protect the good name of the club, its members and of cricket generally.

Any member may be requested to attend the Internal Club Enquiry, or any Appeal. They shall be entitled to be accompanied to any Enquiry by a friend or other representative. They will be given at least seven days' notice of any hearing.

1.1. An Internal Club Enquiry will be led by three committee members whom are deemed the most appropriate and with the least amount of conflict of interest as agreed by the committee. Any concerns from the accused about whom sits on the Internal Club Enquiry will be considered but the committee will ultimately make the final decision.



1.2. The standard of proof shall be on the balance of probabilities rather than the criminal standard of beyond reasonable doubt. The rules of natural justice consist of the following elements:

1.2.1. The right to a fair hearing

1.2.2. The rule against bias.

1.2.3. The decision of the Disciplinary Panel, and if appropriate the penalty, should be communicated to the accused person/club in writing within 21 days.

3. Penalties

The Recreational Conduct Regulation April 2026 details the possible punishments (see Appendix 1)

However the discipline panel if they find the misconduct proved, can:

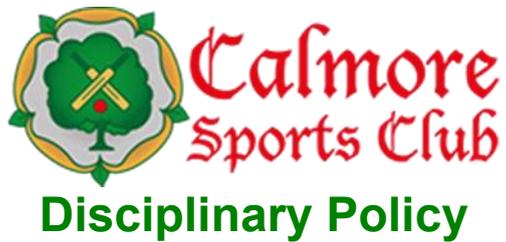
- Ask the member to write letter(s) of apology within a specified time frame
- To record a reprimand and to give a warning as to future conduct
- To impose a fine
- To suspend the member or if a player suspend their right to be considered for selection by the club to play in one or more matches.
- To suspend the member's membership of the club for a period.
- If the conduct constitutes gross misconduct the club shall have the power to terminate the members membership
- The club for the same offence may, if it is thought fit, impose more than one of the above penalties.

4. Appeals Procedure

The member shall have the right to appeal. Any appeal should be sent to the chair.

Decisions may only be appealed on one of the following grounds:

- the decision-maker(s) came to a decision to which no reasonable body could have come;
- there was a serious procedural irregularity, which includes the decision-maker(s) not following the principles set out in Regulation 14, in a way which significantly impacted the Respondent's rights and caused the decision to be unjust;
- there is fresh evidence which could not be presented before the decision was made but is, or would have been, material to the decision; and/or
- the sanction imposed was manifestly excessive.



If deemed appropriate to have a new hearing it must be heard by a different Panel from those who sat on the original Disciplinary Panel.

Date Completed – 10th January 2026

Date of renewal – January 2027

Signed by –

Peter Lavelle

Peter Lavelle
Chairperson

Abbi Finney

Abbi Finney
Club Safeguarding Officer

Our Club Safeguarding Officer's details are:

Name – Abbi Finney

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