

PROPOSED RULE CHANGE TO CURRENT RULE 9

Membership

Membership of the club shall be open to everyone on application regardless of age, disability, ethnicity, nationality, sexual orientation, religion or other beliefs. The club has adopted the ECB Inclusion and Diversity Policy and any future versions of this policy.

The club may have different classes of membership and subscription on a non discriminatory and fair basis.

The Committee of Management shall have the power to refuse membership, or remove it, only for good cause such as conduct or character likely to bring the club or sport into disrepute. Members or prospective members have a right to appeal against non renewal or refusal of membership.

All new club members, members and visiting guests are expected to abide by Club rules, club policies or club codes of conduct and behave in an acceptable manor whilst on Club premises and grounds. Failure to do so by a Club Member may result in disciplinary action being taken. Any visiting guest not behaving in an acceptable manor will be asked to leave the Club immediately.

Members are reminded that most disciplinary matters can and should be resolved informally without resulting to a formal process.

If a playing member's behaviour is inconsistent with the rules, policies and codes of conduct, the cricket committee can independently take disciplinary action against that member as detailed in the Cricket Committee's Discipline, Grievance and Appeals Procedure. Unacceptable conduct, whilst involved in cricket related activities, which are considered to warrant formal disciplinary action must be dealt with through this procedure. If a playing member's disciplinary issue occurs in the clubhouse or main ground it may also be dealt with by the Committee of Management, under the procedure outlined below.

In the event that an Officer of the Committee of Management is made aware of a Club member behaving in an unacceptable manner, or is found to be in breach of Club rules, then the following procedure will take place.

Suspension

The Committee of Management will have the authority, where necessary, to suspend a member whilst investigation is carried out into the offence. The investigation will take a maximum of 14 days. The suspension will be advised to the member involved verbally and/or in writing.

Disciplinary Procedure

The Committee of Management will appoint 1 Officer of the Committee and 1 Executive of the Committee to form a disciplinary panel. The disciplinary panel will carry out the

investigation. The suspended member will have the opportunity to attend a disciplinary hearing and will have the right to be accompanied by an independent observer or supporter. A supporter is not a legal representative. At the hearing the disciplinary panel will put to the member the allegations that have been made and the suspended member will have their opportunity to present their defence.

The disciplinary panel will report their recommendation for any sanctions they feel necessary back to the Committee of Management. The suspended member will be informed of the decision in writing within 7 days.

Appeals Procedure

The Club member and /or the complainant may appeal against the decision by serving notice of appeal in writing within 7 days of receiving the decision. The notice must state the grounds on which the outcome of the disciplinary panel is challenged. The Committee of Management shall acknowledge a notice of appeal within 7 days of its receipt and will decide if there sufficient grounds/evidence to support the challenge. If they feel there is then an appeals panel will be formed which will be 1 Officer of the Committee and 1 Executive of the Committee (not previously involved in the discipline procedure).

The Club member will be advised of a date for the appeal within 14 days.

The appeals panel will report back to the Committee of Management with their recommendation as to whether the sanctions already agreed should stand or be altered.

In the event that no agreement can be reached by the Committee of Management then the Club Chairman shall make a final decision on the sanctions. The Club Chairman will have no involvement in either the disciplinary procedure or the appeals procedure.

The Executives of the Club have the power to instantly terminate a membership, where circumstances are deemed to be exceptional for example theft, gross misconduct or any other extreme circumstance.