



**DERBYSHIRE** Cricket  
Foundation

## ***Derbyshire Recreational Cricket Anti-Discrimination Support Panel***

### **Terms of Reference**

#### **Background**

Cricket is a game for everyone, and there is no place for discrimination of any kind. Unfortunately, cases of discriminatory behaviour across the recreational game in recent years illustrate that cricket has not always been a welcoming place for everybody. It has also highlighted the importance of appropriately managing any complaints of this nature, which can often be very difficult for everybody involved.

We sincerely hope that there are no instances of discrimination in cricket in Derbyshire, but we believe it is important that support is available to any Club or League who may need to manage potential breaches of the ECB Anti-Discrimination Code, which applies to all cricket organisations in Derbyshire. *The Derbyshire Recreational Cricket Anti-Discrimination Support Panel* (the Panel) has been established to provide this support, and this document is intended to clarify the purpose and role of this panel.

#### **Purpose & Scope**

**Purpose** to provide advice, guidance, and support to clubs and leagues in Derbyshire required to investigate any potential breaches of the ECB Anti-Discrimination Code (the Code).

**Scope** Limited to the definition of discrimination as outlined in the Code and defined in the Equality Act 2010.

It is recognised that some Clubs and Leagues may have procedures and appropriate skills and experience to manage complaints of this nature. However, we also recognise that some Clubs and Leagues may only encounter this type of issue on an exceptional basis and may not have access to volunteers within their Club/League with the required skills, experience, or independence to manage these issues (e.g. junior leagues). The Panel is not intended to circumvent established club and league disciplinary procedures. It is intended to provide complimentary skills, experience, and independence, where required, to ensure complaints are managed thoroughly, fairly, and respectfully for all involved. In instances where any club or league does not have the skills and experience to manage the complaint, the Panel may conduct an independent investigation on their behalf. The Panel may also provide advice and guidance to Club/League officials investigating potential breaches of the Code.

#### **The Panel**

- The Panel will be made up of volunteers with experience of managing investigations/grievances, which may have been gained within or outside cricket. Additional training will be made available to Panel members.
- The DCF will be respectful of the time-commitment of any volunteers recruited to the Panel. We will endeavour to recruit sufficient volunteers to the Panel to ensure that any workload is distributed efficiently and proportionately for those volunteers involved.
- The Panel will be bound by a code of confidentiality, which will strictly restrict the sharing of any details of cases or investigation with anybody outside of the Panel or the DCF management team.
- Panel members will be required to register any interests or affiliations they may have to cricket organisations in Derbyshire, and they will only be assigned to investigate complaints in cricket organisations where the Chair of the Panel and the Managing Director of the DCF are satisfied there is no conflict of interest, and they can act independently.

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- The Panel lead will be appointed by the Derbyshire Cricket Foundation. They will have professional experience in managing investigations and grievances and will provide support and guidance to other members of the panel and/or directly to clubs and leagues.
- The Panel lead will also advise the DCF Managing Director of any “lessons learned” from matters investigated, which could inform preventative measures being adopted across the recreational game in Derbyshire. This will be done anonymously, to avoid compromising the confidentiality of any individual investigations.

### The Process

Making a complaint can often be very difficult for those people who feel they have been subject to discrimination. It is important that processes are in place which make it as easy as possible for anybody to register a complaint.

- > Complaints can be reported directly to the ECB or to the Derbyshire Cricket Foundation via the DCF website (add links).
- > Complaints may also be registered with Clubs and Leagues in the first instance, in line with local club/league policy and reporting procedures.
- > If a complaint of discrimination is registered with a Club or League in the first instance, the Club or League is required to also register this complaint with the DCF through a separate on-line process which can be found on the DCF website (add link). This process is required to ensure that a record of all cases is maintained and monitored but does not require any personal information or data to be submitted.
- > Once the complaint has been reported to the DCF, a member of the DCF management team will contact the Club/League official who has reported the case to establish whether any assistance is required from the Panel to manage the complaint.
- > In the event that a matter is reported to the appropriate League in the first instance (e.g. by a match official who considers it to be a breach of conduct regulations), the matter may be subject to the normal disciplinary procedure of that League. In this instance the League should still register the case with the DCF, and the Club is not required to report this separately.
- > If the Investigatory Panel is commissioned to conduct an independent investigation, the DCF Managing Director/ Panel lead will identify panel members to undertake the investigation. The Panel members will be briefed on the case, and meet with the complainant to hear the complaint, determine the scope of the investigation, and progress the investigation.
- > Upon completion of the investigation, the Panel members will share their findings with the appropriate Club/League officials and make recommendations on any appropriate action that should be taken based on those findings. The authority and responsibility for taking any actions will remain with the Club/League, although in line with the Anti-Discrimination Code any cricket organisation that fails “to provide an effective, timely and proportionate response to an alleged breach” could itself be in breach of the Code.
- > The Managing Director of the DCF will monitor case numbers and outcomes of investigations conducted, and will report this information, on an anonymised basis, to the Board of the DCF at Board meetings.

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