



Code of Conduct for Members & Guests

Moorside Cricket & Bowling Club operates a **Code of Conduct** which it expects all members and guests to adhere to. It is a family Club and appropriate standards of behaviour are expected from everyone.

The Club expects all members and guests to:

- Respect the rights, dignity and worth of every person; display high standards of behaviour and refrain from using obscenities and loud or boisterous behaviour;
- Respect the Club and its property and purpose as a charity;
- Treat everyone equally and not discriminate on the grounds of age, gender, disability, race, ethnic origin, nationality, colour, parental or marital status, religious belief, class or social background, sexual preference or political belief and not condone, or allow to go unchallenged, any form of discrimination if witnessed;
- On no account, be in the possession of, or use illegal substances whilst within the boundary of the Club;
- Promote the positive aspects of sport and encourage all participants to learn the Laws and Rules and play within them, respecting the decisions of match officials. Actively discourage unfair play, rule violations and arguing with match officials.
- Recognise good performance, not just match results.
- With specific regard to children and young people:
 - Place the well-being and safety of young people above the development of performance;
 - Ensure that organised activities are appropriate for the age, maturity, experience and ability of the individual;
 - Respect young people's opinions when making decisions about their participation in sport;
 - Not smoke or drink alcohol whilst actively working with young people in the Club and not provide young people with alcohol when they are under the care of the Club;
 - Follow ECB guidelines set out in the "Safe Hands – Cricket's Policy for Safeguarding Children" and any other relevant guidelines issued. Report any concerns in relation to a young person, to one of the three Club Welfare Officers, contact details are on the Club's website.
 - Club officials, coaches and appointed volunteers will: hold relevant qualifications and be covered by appropriate insurance; always work in an open environment (i.e. avoid private or unobserved situations and encourage an open environment); and inform players and parents of the requirements of Cricket.

Please note Club members are responsible for their guests. Any non-member or guest who fails to adhere to this code of conduct will be asked to leave the Club's premises and grounds and will be allowed to return only at the discretion of the trustees.

Disciplinary Procedure for Club Members

The Club operates a Disciplinary Procedure and the Club's officials will deal with all reported incidents perpetrated by **Club Members** as follows:

Misconduct (Level 1)	Outcome
<p>Discourteous, crude, or offensive behaviour</p> <p>Conduct of an unsafe nature</p> <p>Offensive disregard for Club and equipment or property</p> <p>Mistreatment or harassment of an individual or group either in person or via electronic equipment including, but not limited to, mobile phones, email and social networking sites <u>associated with the Club</u></p> <p>The consumption of own alcohol on the Club's grounds or premises without permission</p> <p>Refusal to carry out reasonable instructions issued by Club officials or staff, (including refusal to leave the Club's premises when requested to so)</p>	<p>Official warning regarding future behaviour. No right of appeal</p>

Serious Misconduct (Level 2)	Outcome
<p>"Misconduct" offences listed above if repeated.</p> <p>Any form of abuse or discrimination relating to race, religion, creed or any other nature directed at an individual.</p> <p>Verbal abuse of staff and/or officials of the Club in the carrying out of their duties.</p> <p>Any attempt to achieve gains or advantage over others by unfair or unscrupulous means (specifically cheating at sport).</p> <p>Use of threatening or abusive behaviour within the grounds and premises of the Club.</p> <p>The purchase of alcohol for consumption by young people under the age of 18 years.</p> <p>Participating in sports played at or by the Club whilst under the influence of excessive alcohol consumption.</p> <p>Malicious interference with equipment or property.</p> <p>Disregard for one's own or another person's safety</p>	<p>8 weeks' suspension of membership with the right to appeal</p>

Gross Misconduct (Level 3)	Outcome
<p>“Serious Misconduct” offences listed above if repeated.</p> <p>Serious threatening, intimidating or forceful behaviour.</p> <p>Criminal violence or serious assault towards other persons on the Club’s grounds or premises or at a Club event held elsewhere.</p> <p>Reckless disregard of safety and basic safety rules.</p> <p>Other acts that are considered to be of an extremely serious nature perpetrated against the Club, its members or any other party.</p> <p>The possession, use or distribution of classified drugs on the Club’s grounds or premises. **</p> <p>Theft or misappropriation of the Club’s property or the property of individual members or guests. **</p>	<p>Minimum of 26 weeks’ up to life suspension of membership (depending on the seriousness of the misconduct) with the right to appeal</p> <p>** Automatic Life suspension</p>

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Copies of this document are available to download from the Club website at:

http://www.moorsidecbc.org.uk/d/documents.html?group_id=3725