



WEST BRETTON CRICKET CLUB

Established 1907
Park Lane, West Bretton
Wakefield, WF4 4JT
westbrettoncc.com

Members, Guests & Volunteers Code of Conduct

Approved by: Management Committee

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Status of this Policy

This policy is adopted by the Management Committee pursuant to its powers under the West Bretton Cricket Club Constitution. It must be read consistently with the Constitution and with applicable law, ECB, Cricket Regulator, league and competition requirements.

Where an internal governance conflict arises between this policy and the Club Constitution, the Constitution shall prevail.

Change History

Version	Date	Description of Change	Author	Approved By / Date
1.0	21/08/2026	Initial draft	Tony Rushforth	



Purpose

West Bretton Cricket Club is committed to providing a welcoming, safe, inclusive and enjoyable environment for everyone involved with the Club.

All members have a responsibility to uphold the reputation and values of West Bretton Cricket Club and to behave in a manner that promotes respect, fairness, sportsmanship and enjoyment of the game.

This Code of Conduct sets out the standards of behaviour expected from all Club members.

Scope

This Code applies to all classes of membership defined by the Club Constitution, including Senior, Senior Unwaged, Junior, Life and Social Members.

It also applies, where relevant, to:

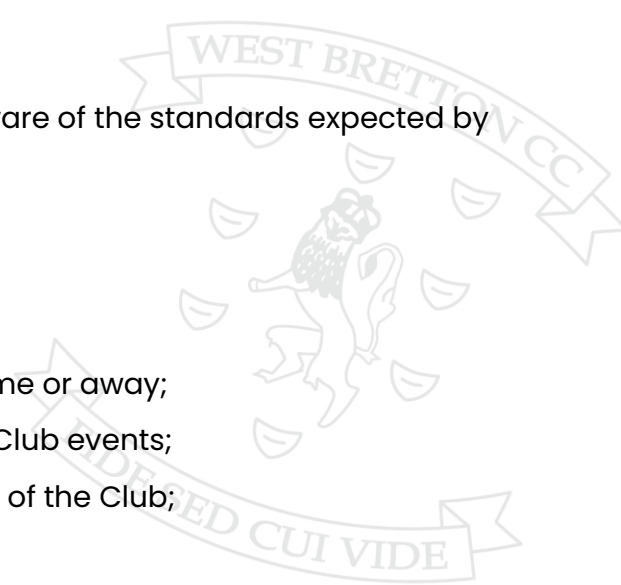
- Committee members and Club officers;
- Coaches and team officials;
- Volunteers;
- Guests and visitors; and
- Non-member volunteers participating in or supporting Club activities.

The behavioural standards within this Code apply to guests, visitors and non-member volunteers while attending Club premises, participating in Club activities or otherwise acting in connection with West Bretton Cricket Club.

Members are responsible for making their guests aware of the standards expected by the Club.

The Code applies when members are:

- At the Club and its grounds;
- Representing West Bretton Cricket Club at home or away;
- Participating in matches, training sessions or Club events;
- Attending functions organised by or on behalf of the Club;



- Travelling as part of a Club activity; and
- Using social media, messaging groups or other communications where their connection with West Bretton Cricket Club is relevant.

General Standards of Behaviour

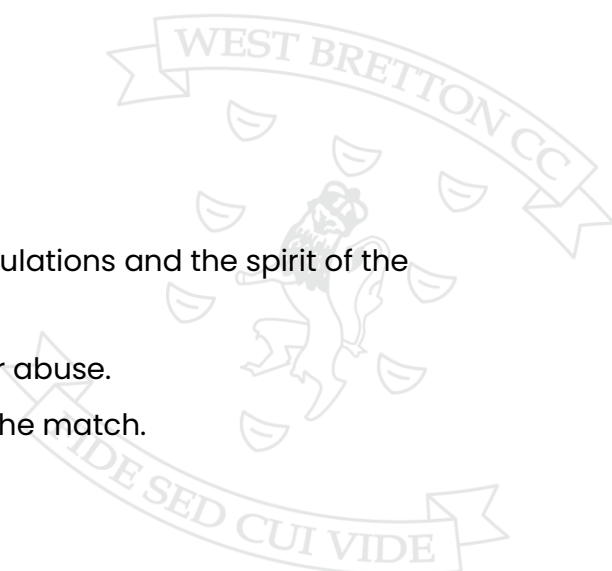
Members are expected to:

1. Treat fellow members, opposition players, officials, volunteers, spectators, visitors and members of the wider community with courtesy, dignity and respect.
2. Promote the spirit of cricket and demonstrate good sportsmanship at all times.
3. Behave in a manner that supports the positive reputation of West Bretton Cricket Club.
4. Respect the decisions of umpires, match officials, captains, coaches and Club officials.
5. Avoid abusive, threatening, intimidating, aggressive or violent behaviour.
6. Refrain from bullying, harassment or behaviour designed to humiliate, intimidate or exclude another person.
7. Not discriminate against any individual on the grounds of age, disability, sex, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, nationality, religion or belief, sexual orientation or any other characteristic protected by law.
8. Respect the rights, dignity and worth of every person involved in the Club regardless of their ability, background or role.
9. Act responsibly around children, young people and adults at risk and comply with the Club's safeguarding policies and procedures.
10. Raise concerns appropriately rather than engaging in confrontation, abuse or public criticism.

Cricket and Match Conduct

Playing members are expected to:

- Play within the Laws of Cricket, competition regulations and the spirit of the game.
- Accept the umpire's decision without dissent or abuse.
- Respect opponents regardless of the result of the match.



- Avoid excessive appealing, intimidation or deliberate attempts to distract an opponent.
- Follow reasonable instructions from captains and team officials.
- Shake hands with opponents and officials where appropriate and promote good relations between clubs.
- Show appropriate respect when representing West Bretton Cricket Club at another ground.
- Leave changing rooms, playing areas and facilities in an appropriate condition.
- Avoid behaviour that may bring West Bretton Cricket Club or the game of cricket into disrepute.

Competitive cricket and friendly banter are welcomed, but members must recognise when behaviour crosses the line into abuse, intimidation, discrimination or personal attack.

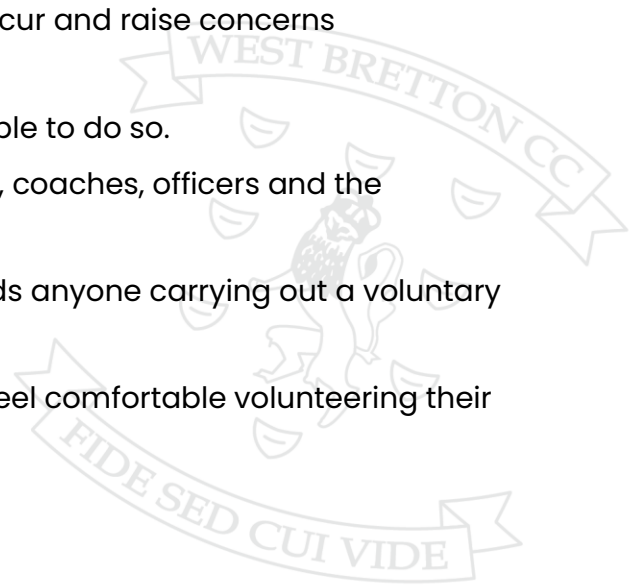
All playing and non-playing members must also comply with the ECB Code of Conduct, incorporating the Spirit of Cricket, and the Laws of Cricket, as required by clause 2.2 of the Club Constitution.

Respect for Club Members and Volunteers

West Bretton Cricket Club depends heavily upon the time and commitment of volunteers.

Members should:

- Treat volunteers and Club officials with respect.
- Recognise that mistakes may occasionally occur and raise concerns constructively.
- Assist with Club activities where reasonably able to do so.
- Respect decisions made properly by captains, coaches, officers and the Management Committee.
- Avoid abusive or aggressive behaviour towards anyone carrying out a voluntary role.
- Help create an environment in which people feel comfortable volunteering their time.



Disagreement with a decision does not justify abusive, insulting or threatening behaviour.

Clubhouse, Ground and Facilities

Members must:

- Treat Club property, equipment and facilities with care.
- Report damage or safety concerns to a Committee member as soon as practicable.
- Keep the clubhouse, changing facilities and surrounding areas reasonably clean and tidy.
- Follow Club rules concerning access to restricted areas and use of equipment.
- Respect neighbouring properties and the wider West Bretton community.
- Avoid excessive noise, anti-social behaviour or inappropriate conduct that may adversely affect the Club's neighbours.
- Not deliberately damage, remove or misuse Club property.

Members may be held responsible for the cost of deliberate or reckless damage caused by them.

Alcohol, Drugs and Responsible Behaviour

Members consuming alcohol at the Club or at Club events are expected to do so responsibly.

Members must not:

- Supply alcohol to anyone where doing so would be unlawful.
- Use illegal drugs on Club premises or during Club activities.
- Behave aggressively, dangerously or inappropriately as a result of alcohol or substance use.
- Drive or operate equipment while impaired.
- Place themselves or others at unnecessary risk.

The Club reserves the right to refuse service or require an individual to leave Club premises where their behaviour creates a safety or conduct concern.

Safeguarding

Safeguarding is the responsibility of everyone involved with West Bretton Cricket Club.

Members must:

- Follow the Club's safeguarding policies and procedures.
- Maintain appropriate boundaries when interacting with children and young people.
- Never engage in inappropriate, abusive, exploitative or sexualised behaviour towards a child or young person.
- Report safeguarding concerns promptly to the Club Safeguarding Officer or through the appropriate safeguarding process.
- Not attempt to investigate safeguarding allegations themselves.
- Cooperate with any safeguarding measures reasonably implemented by the Club.

Where an allegation or concern relates to safeguarding, the Club's safeguarding procedures will take precedence over the ordinary disciplinary provisions within this Code.

Equality, Inclusion and Respect

West Bretton Cricket Club welcomes people from all backgrounds.

There is no place within the Club for:

- Racism;
- Sexism;
- Homophobia;
- Transphobia;
- Religious intolerance;
- Disability discrimination;
- Harassment;
- Bullying; or
- Other discriminatory or degrading behaviour.



This applies whether behaviour is intended seriously, presented as humour or described as "banter".

Members should consider how their words and actions may reasonably affect others.

Social Media and Electronic Communication

Members should remember that comments made online can affect individuals and the reputation of the Club in the same way as comments made in person.

Members must not use social media, messaging services or other electronic communications to:

- Bully, threaten, harass or abuse another person.
- Publish discriminatory, offensive or defamatory material connected with the Club or its members.
- Target umpires, opponents or officials with abusive comments.
- Disclose confidential Club information without authority.
- Publish personal information about another member without an appropriate reason or permission.
- Share inappropriate photographs, videos or other material relating to children or young people.
- Impersonate the Club or make official statements on its behalf without authority.

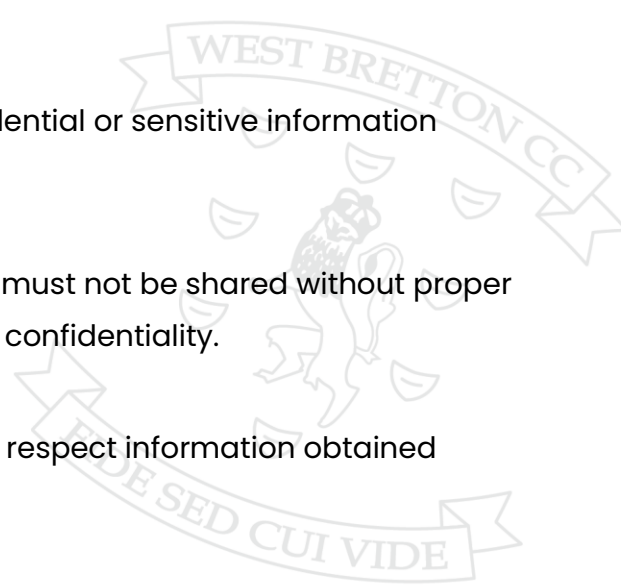
Members are encouraged to resolve Club disagreements through the appropriate Club channels rather than through public social media disputes.

Confidentiality and Privacy

Members may occasionally become aware of confidential or sensitive information relating to other members or Club business.

Such information should be treated responsibly and must not be shared without proper authority where there is a reasonable expectation of confidentiality.

Committee members and officers in particular must respect information obtained through their Club responsibilities.



This does not prevent a member from reporting safeguarding concerns, criminal activity, misconduct or other legitimate concerns to an appropriate person or authority.

Raising Concerns

Members who believe this Code has been breached should normally raise the matter with:

- A member of the Management Committee;
- The Club Chair; or
- The Club Safeguarding Officer where the issue involves safeguarding.

Concerns should wherever possible include:

- What happened;
- When and where it happened;
- Who was involved; and
- Details of any witnesses or supporting information.

Members raising genuine concerns in good faith should be treated respectfully and must not be subjected to retaliation or intimidation.

Where a matter is to proceed as a **formal disciplinary complaint concerning the behaviour of a member, guest or volunteer**, it must be lodged in writing with the Club Secretary in accordance with clause 8.1 of the Club Constitution and the Club's Complaints and Disciplinary Procedure.

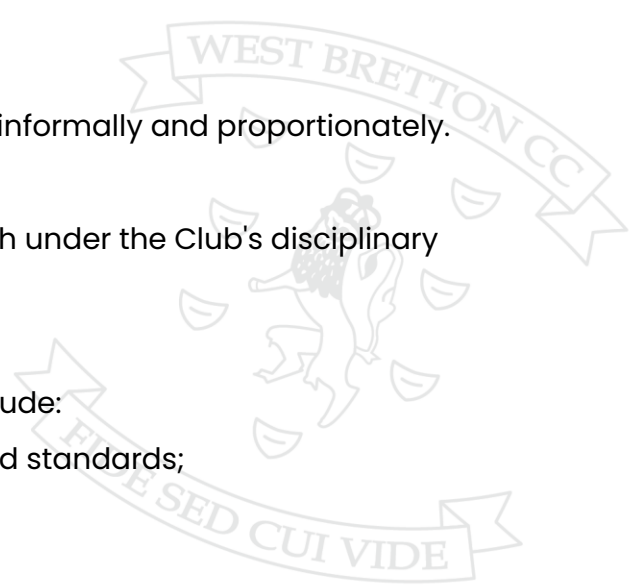
Breaches of the Code

Minor issues should, where appropriate, be resolved informally and proportionately.

More serious or repeated breaches may be dealt with under the Club's disciplinary procedure.

Depending upon the circumstances, action may include:

- An informal discussion or reminder of expected standards;
- A formal written warning;



- A requirement to apologise or take reasonable remedial action;
- Removal from a particular Club activity, team or event;
- Temporary suspension from Club facilities or activities;
- Suspension of membership; or
- Termination of membership.

Any formal sanction affecting membership, including suspension or termination, will only be imposed through a process consistent with section 8 of the Club Constitution.

Serious incidents may be referred to the relevant cricket league, Yorkshire Cricket Board, the ECB/Cricket Regulator, police, local authority or another appropriate organisation where required.

Any disciplinary action should be fair, proportionate and consistent with the Club's Constitution and disciplinary procedures.

Right to Respond and Appeal

Where formal disciplinary action is being considered, the member concerned should normally:

- Be informed of the nature of the complaint;
- Be given a reasonable opportunity to respond;
- Have the matter considered impartially; and
- Be informed of the outcome.

Where the Club's Constitution or disciplinary procedure provides a right of appeal, the member will be informed of how and within what period an appeal may be submitted.

Safeguarding matters may require different procedures in accordance with ECB and Cricket Regulator requirements.

Responsibilities of Members

Membership of West Bretton Cricket Club carries both privileges and responsibilities.

By becoming or remaining a member of the Club, members agree to:

- Observe this Code of Conduct;

- Follow the Club's Constitution, policies and rules;
- Respect fellow members and visitors;
- Support the Club in providing a safe and welcoming environment; and
- Act in the best interests of West Bretton Cricket Club and the game of cricket.

Related Club Policies

This Code should be read alongside, where applicable:

- West Bretton Cricket Club Constitution;
- Safeguarding Policy;
- Anti-Bullying Policy;
- Equality, Diversity and Inclusion Policy;
- Social Media Policy;
- Disciplinary and Complaints Procedure;
- Alcohol and Licensing Rules; and
- Relevant ECB, Cricket Regulator and league regulations.

Where a safeguarding requirement conflicts with this Code, the applicable safeguarding policy or regulation will take precedence.

