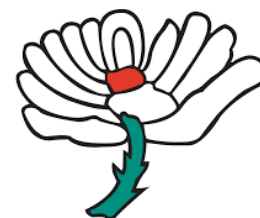


ROLE PROFILE

Yorkshire Cricket Foundation



Role:	Disciplinary Panel Chair
Reporting To:	Yorkshire Cricket Foundation
Tenure:	3-year term (renewable)
Selection:	Expression of Interest submitted to Safe & Fair Cricket Team (followed by interview if required)
Location:	Headingley Stadium, Leeds (with remote hearings as required)
Status:	Volunteer, as required. Reasonable expenses will be reimbursed
Time Commitment:	<ul style="list-style-type: none">• Preparation and reading for cases as allocated (case bundles, regulations, written submissions)• Attendance at disciplinary and appeal hearings (evenings and some weekends, in person or online)• Attendance at an induction session and at least one annual update or training event

Role Purpose

To provide independent leadership and oversight of disciplinary hearings for the Yorkshire Cricket Foundation, ensuring that cases are managed fairly, consistently and in line with the ECB General Conduct Regulations (GCRs), Recreational Cricket Regulations (RCR's) and the Anti-Discrimination Regulations (ADRs). The Chair safeguards the integrity of the disciplinary process and helps maintain confidence in the game across Yorkshire.

Key Responsibilities

Lead and chair disciplinary hearings (and appeals, where applicable) concerning alleged breaches of ECB Regulations, including conduct, discrimination, and bringing the game into disrepute.

Ensure hearings follow natural justice and procedural fairness: ensuring a clear notification of charges, the opportunity to respond, access to evidence and an impartial consideration of all material.

Manage the panel during hearings, setting out the process, keeping discussion focused on relevant issues and ensuring all panel members contribute to deliberations.

Lead the panel in determining proven/not proven outcomes and appropriate sanctions, having regard to ECB sanction guidelines while allowing for aggravating and mitigating factors.

Oversee the production of clear and reasoned written decisions that explain findings, sanctions and rights of appeal in accessible language for clubs and participants.

Work with YCF's appointed Disciplinary Officer (Anti-Discrimination & Discipline Manager) to ensure cases are listed promptly, paperwork is complete and conflicts of interest are identified and managed.

Maintain independence from league administration of fixtures, selection and disciplinary functions to protect the perceived and actual impartiality of the panel, providing totally separate and impartial decision making from club executives and leagues.

Contribute to periodic reviews of local disciplinary procedures, sanctions guidance and template communications, aligning them with updated ECB regulations.

Participate in initial and ongoing training on ECB Regulations, Anti-Discrimination Regulations, EDI principles and safeguarding-relevant issues, and contribute lessons learned from recent cases.

Please note: This is not an exhaustive list and the role may be required to undertake additional responsibilities as identified from time to time in order to meet the ongoing requirements of the Cricket Regulator.

Key Working Principles

Act at all times in the best interests of cricket within Yorkshire rather than of any individual club or stakeholder.

Treat all parties with courtesy, respect and impartiality, including complainants, respondents, witnesses and match officials.

Maintain confidentiality of case material and panel deliberations and do not discuss cases outside the formal process.

The Panel Chair will be indemnified from claims, losses and legal costs arising from decisions, directions or case-management acts done honestly and in good faith while performing panel duties.

Key Relationships / Stakeholders

Anti-Discrimination & Discipline Manager / YCF's Disciplinary Officer

Cricket Regulator

Disciplinary Panel Members

England and Wales Cricket Board (ECB)

Head of Safe & Fair Cricket

Person Specification

Essential Criteria	M/C
Legal, regulatory or disciplinary background (e.g. solicitor, barrister, HR/ER specialist, police/professional standards, education discipline) or experience chairing sports disciplinary tribunals.	<input checked="" type="checkbox"/>
Experience of chairing formal meetings, hearings or panels (e.g. in sport, employment, education, regulatory or quasi-judicial settings).	<input checked="" type="checkbox"/>
Demonstrable independence, integrity and ability to manage actual and perceived conflicts of interest.	<input checked="" type="checkbox"/>
Strong analytical skills and the ability to weigh evidence, apply regulations and reach balanced and proportionate outcomes.	<input checked="" type="checkbox"/>

Confident, calm and assertive communicator who can manage challenging behaviour and keep hearings orderly, respectful and inclusive.	<input checked="" type="checkbox"/>
Excellent written skills, including drafting or approving clear reasons for decisions that can be understood by those without legal training.	<input checked="" type="checkbox"/>
Commitment to upholding ECB and YCF values, Equality, Diversity & Inclusion (EDI) principles, and a creating safe and welcoming environments across recreational cricket.	<input checked="" type="checkbox"/>
Understanding of the ECB General Conduct Regulations and how county and league disciplinary systems operate in practice.	<input checked="" type="checkbox"/>
Desirable Criteria	
Knowledge of local recreational cricket structures, competitions and club environment within Yorkshire.	
Experience of working with safeguarding, anti-discrimination or conduct-related policies in sport or other sectors.	