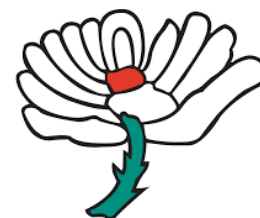


ROLE PROFILE

Yorkshire Cricket Foundation



Role:	Disciplinary Panel Member
Reporting To:	Disciplinary Panel Chair
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 be part of an independent panel conducting disciplinary hearings for Yorkshire Cricket Foundation (YCF), ensuring that cases are heard fairly, consistently and in line with the ECB General Conduct Regulations (GCRs), Recreational Conduct Regulations (RCRs) and Anti-Discrimination Regulations (ADRs). Panel members ensure the fairness and integrity of the disciplinary process which helps maintain confidence in the game across Yorkshire.

Key Responsibilities

Attend disciplinary hearings and appeals, where applicable, to form a hearing panel dealing with alleged breaches of ECB Regulations, including misconduct, 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.

Contribute to the deliberations taking place between disciplinary panel members.

As part of the disciplinary panel, determine proven/not proven outcomes and appropriate sanctions, having regard to ECB sanction guidelines while allowing for aggravating and mitigating factors.

As a panel contribute to the production of clear and reasoned written decisions that explain findings, sanctions and rights of appeal in accessible language for clubs and participants.

As directed by the Disciplinary Panel Chair, 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.

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.

Key Relationships / Stakeholders

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

Cricket Regulator

Disciplinary Panel Chair / Disciplinary Panel Members

England and Wales Cricket Board (ECB)

Head of Safe & Fair Cricket

Person Specification

Essential Criteria	M/C
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"/>
Knowledge of local recreational cricket structures, competitions and club environment within Yorkshire.	<input checked="" type="checkbox"/>
Commitment to upholding ECB and YCF values, Equality, Diversity & Inclusion (EDI) principles, and 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	
Experience of sitting on hearings or panels (e.g. in sport, employment, education, regulatory or quasi-judicial settings).	
Experience of working with safeguarding, anti-discrimination or conduct-related policies in sport or other sectors.	