CRICKET SCOTLAND

Conduct in Sport Panel
Candidate Pack

CRICKET SCOTLAND

An Introduction to Cricket Scotland

Cricket Scotland is the governing body for the game at both performance and participation levels throughout Scotland. Our vision is to inspire Scotland to choose cricket and we do that by supporting the different forms of the game within communities, schools and at over 130 clubs throughout the country.

Following the publication of the Changing the Boundaries report, and the review into racism in Scottish cricket, it is also vital that we ensure cricket is a welcoming place for all and that no one suffers from any form of discrimination. We want to build a brighter, fairer and more diverse cricketing community at every level of the sport we love.

Panel Overview

In continuing the work Cricket Scotland has been undertaking in conjunction with Sporting Equals and Running Out Racism, Cricket Scotland seeks to invite people with suitable experience to express interest in joining a panel of people from which Conduct in Sport committees can be selected.

The Panel will ideally comprise around twenty volunteer members and will provide three member committees from its membership to hear Disciplinary and Conduct cases, initially those resulting from the investigations into referrals from the Report into Racism in Scottish Cricket. together with any appeals arising from those Disciplinary and Conduct cases.

Key Principles of the Panel

- Panel members are sought who have relevant experience such as: EDI experience, lived experience, equality advisers, sports administration, former cricketers, safeguarding experience, senior legal and HR professionals, so the Panel will have a blend of experience to run a range of different types of cases, ensuring just and fair outcomes

- Appointment to the Panel will be made by the Cricket Scotland Board on merit and will initially be a one-year appointment

- The Panel will be appointed by the Board but will work "independently" of Board in terms of decision-making. It will have full delegated authority to make decisions, applying rules and policy agreed by Board for the sport

- Panel members are volunteers

- The Panel is to be created to deal with referrals that are to be investigated and from which disciplinary cases are to be prosecuted

- Three person committees will be appointed from the Panel; in the first instance a disciplinary committee and an appeal committee

- The Board will appoint a Chair from within the Panel and each committee will be put together by the Chair from the Panel members, taking into account the subject matter and individual panel members' relevant experience to each particular case

- It is anticipated that Panel members will get-together annually or twice a year to consider cases and learnings and be addressed as to policy

- Committees will independently assess the information pack provided by investigators and assess the case against accused individuals

- The Committee determines if rules broken have been broken and if so, what sanction is appropriate

- If no rules have been broken, the committee may review the outcome and recommend learnings

- The Panel will have broad powers for sanctions of suspensions, required training, learning outcomes or fines

Time commitment

There is an initial commitment of three hours for a Panel training session.

Committee hearings are likely to last no more thsn three hours each and require pre-reading and preparation. There is no defined commitment beyond that, but it is hoped Panel members would be available, if required, for one hearing a month.

Recruitment process

Cricket Scotland seeks applications from anyone with an interest in the sport of cricket in Scotland and who is willing to contribute to the activities of the Conduct in Sport panel for the benefit of all in cricket in Scotland.

Suitable experience sought by CS includes:-

- Experience in equalities, diversity and inclusion
- Former or active sports administration
- Former or active cricketer
- Safeguarding experience
- Legal – qualified solicitor, advocate or barrister with 5 or more years PQE, preferably in areas involving disputes and/or regulatory work and/or equalities

Anyone can put an application forward to be considered and applications can be made by sending an expression of interest with a short CV and covering letter outlining relevant experience to applications@cricketscotland.com

The application window will likely remain open for a number of months, but we would encourage interested parties to submit an application by Friday 2nd December 2022.

Cricket Scotland is an equal opportunities employer and welcomes applications for this Panel from all persons from all backgrounds in Scotland, with applications from persons from women particularly welcomed. Applicants will not be screened based on age but applications from persons aged 18 or over will be most suitable, given the nature of the work of the Panel.

We will be happy to discuss any adjustments that may be required from any applicant with a disability following appointment.

If there are any questions about the role, the candidate pack or Cricket Scotland please don't hesitate to email applications@cricketscotland.com