

# England & Wales Cricket Board

## **Disparity Policy**

Version	Issue Date	Comments	Review date
1	1 April 2022	Policy first Issued	1 July 2022

# ECB Disparity Policy

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## PRELIMINARY

### Definitions

For the purpose of this ECB Disparity Policy (the “**Policy**”), save as set out below or as separately defined herein, defined terms shall have the meanings set out in the ECB’s rules, regulations and directives:

**Club** means any cricket club or other team involved in Recreational Cricket that is under the jurisdiction of a League, County Cricket Board and/or the ECB.

**County Cricket Board** means a body designated as such which is responsible for the organisation of Recreational Cricket and the development of cricket generally within a county and such other areas (if any) as may be agreed by the ECB Board.

**County Championship** means the first-class domestic county championship run by the ECB.

**Cricket Organisation** means any League, County Cricket Board or Club.

**Discrimination Legislation** means the Equality Act 2010.

**Disparity** means the difference between one player’s strength, stamina and/or physique when compared to the strength, stamina and/or physique of another player or players playing at the same or equivalent level of the game, in particular any relevant age group or category, which has a significant effect on (i) the safety of the players concerned and their ability to compete or (ii) the safety of player(s) around them.

**ECB** means the England and Wales Cricket Board Limited.

**First-Class County** means any of the clubs and/or companies from time to time listed in schedule B to the ECB’s articles of association and/or any county cricket club from time to time playing in the County Championship.

**HSW Legislation** means the Health and Safety at Work Act 1974.

**Hundred Team** means any of the teams from time to time playing in The Hundred.

**The Hundred** means the ECB’s domestic cricket competition in a “100-ball” format.

**League** means any league or other organisation running cricket competitions that is under the jurisdiction of a County Cricket Board and/or the ECB.

**Pilot** has the meaning in paragraph 2.

**Pilot Participants** means the Cricket Organisations who have agreed with the ECB before the 2022 season that they will participate in the Pilot.

**Recreational Cricket** means all cricket activities carried out under the jurisdiction of the ECB which are not carried out by: (i) the England Men’s or England Women’s teams (ii) a First-Class County in relation to men’s professional cricket; (iii) a Regional Host; or (iv) any Hundred Team.

**Regional Host** means each of the organisations which has entered into an agreement with the ECB to operate as part of the Regional Structure.

**Regional Host Competitions** means the 50-over tournament and the 20-over tournament in the Regional Structure.

**Regional Host Team** means a team playing in the Regional Host Competitions.

**Regional Structure** means the structure of Regional Host Teams and academy programmes administered by the Regional Hosts to provide players with high quality training environments and new, nationwide ECB competitions, with a view to developing the most talented female cricketers and providing the basis for sustained international success.

**Safety Panel** means the panel convened from time to time by the ECB in respect of the Pilot. Following the Pilot, it shall mean the panel convened from time to time by the relevant League or, where necessary, County Cricket Board with jurisdiction over the Cricket Club(s) in question to consider any application brought under this Policy.

**Serious Injury** means any injury that can be sustained during a course of a cricket match or training session that requires urgent medical attention, including but limited to a serious head or neck injury, eye injury, spinal injury, fractured or broken bone(s), the loss of bodily function or internal injury.

## 1. PURPOSE

- 1.1. This Policy is intended to address the Disparity between players in Recreational Cricket where such Disparity cannot be dealt with through the existing safety mechanisms described in paragraph 3.3 below, and there remains a concern regarding the health and safety of players.

## 2. SCOPE

- 2.1. The ECB will implement a pilot programme in respect of this Policy (the “Pilot”) from April to September 2022 (the “Pilot Period”). During the Pilot Period, the Disparity Policy will apply to the Pilot Participants and all players and representatives of the Pilot Participants.
- 2.2. During the Pilot Period, the ECB will convene any Safety Panel required under this Policy. The role of the Safety Panel under this Policy is to make recommendations (where it considers appropriate) to the Pilot Participants to address any Disparity. Any recommendations made by the Safety Panel are advisory and, as such, non-binding.
- 2.3. Following the conclusion of the Pilot Period, the ECB will assess the scope and application of this Policy and its impact on Recreational Cricket and determine whether any changes are required to the Policy before implementation by the Cricket Organisations to which it shall then apply.

## 3. INTRODUCTION

- 3.1. Cricket Organisations have a duty of care towards relevant participants in Recreational Cricket (which may include, without limitation, members, players (including opposition players playing at their facilities), officials, coaches and attendees of matches).
- 3.2. The ECB considers that ensuring the health, safety and wellbeing of participants is the number one priority for Cricket Organisations. The inclusive nature of Recreational Cricket means that players of differing abilities can play in the same competition, match or training session. Team selection and implementation of different levels of leagues or competitions seek to ensure alignment of development and maturity, ability and skill of players participating in any given level of competition within Recreational Cricket so that players are matched by physical ability. However, there are some instances where it is not possible to maintain this alignment, for example due to social reasons, time constraints, availability of competition and/or teams, or seeking to provide growth opportunities for players.
- 3.3. It is recognised that:
  - 3.3.1. player selection by the relevant Cricket Organisation;
  - 3.3.2. umpire adjudication regarding the safety of the conditions of play, in accordance with Laws 2.7, 2.8 and 8.3.4 of the Laws of Cricket; and/or
  - 3.3.3. the use of protective equipment, including but not limited to helmets, neck guards, arm guards, leg guards or groin protectors,can be utilised to protect the safety, health and wellbeing of players. However, although these mechanisms go some way to addressing Disparity, in certain circumstances there remains a gap in safety given the potential extent of Disparity between players in Recreational Cricket.
- 3.4. As a sport for all, and with a view to improving the performance of players, the ECB encourages Cricket Organisations to allow players to participate in competitions and/or matches above their age category where appropriate. However, the ECB does recognise that in some instances, selection, umpire adjudication and equipment alone may not support the safety, health and wellbeing of players participating in a match (or training session) that is well above or below their ability, placing them, or another player(s) at risk of Serious Injury or in a situation where they may unintentionally cause Serious Injury to other players.
- 3.5. To protect the safety, health and wellbeing of all participants within Recreational Cricket, the ECB has established this Policy to assist participants and Cricket Organisations in considering any Disparity where the Disparity cannot be addressed by strategies of selection, umpire adjudication and/or protective equipment alone. In these circumstances, an application can be made to the

Safety Panel in accordance with this Policy to determine whether the Disparity is likely to place any player at risk of Serious Injury and how such Disparity shall be addressed.

- 3.6. Any consideration of Disparity must take account of the Discrimination Legislation that exists to protect individuals from being treated unfairly based on any protected characteristics. The ECB expects all participants and Cricket Organisations to abide by the ECB's Anti-Discrimination Code and the Safety Panel will act in accordance with that Code when determining Disparity matters.

#### **4. PROCESS**

- 4.1. In circumstances where a participant or official has concerns about the safety, health or wellbeing of any player due to Disparity:
  - 4.1.1. during a match, they should bring this to the attention of the match officials adjudicating the match and/or a representative(s) of the relevant Cricket Organisation; and
  - 4.1.2. during participation in any training, whether on match day or otherwise, they should bring this to the attention of a representative(s) of the relevant Cricket Organisation(s).
- 4.2. The match officials and/or representative(s) from the relevant Cricket Organisation(s) should consider the concern, and determine if the matter requires the implementation of immediate practical steps by the relevant Cricket Organisation(s) and/or match officials to resolve the Disparity (such as requesting that a stronger player exercise caution, requiring protective equipment to be worn or applying the Laws of Cricket if relevant, such as the use of devices under law 8.3.4).
- 4.3. If the concern cannot be resolved to the satisfaction of all relevant parties in accordance with paragraph 4.2 in respect of a match, the match officials may:
  - 4.3.1. delay or stop the match; and/or
  - 4.3.2. allow play to continue without the participation of one or more of the players. Where a match official is determining which players should be permitted to participate, considering any Disparity, priority should be given to the individual(s) whose strength, stamina and/or physique is consistent with the level, age group or category of the game when reasonably judged taking into account the diversity characteristics of the individuals involved.
- 4.4. If the match officials are unable to make such a determination, or if the concern arises in respect of a training environment, the match officials and/or representative from the relevant Cricket Organisation shall make an application to the Safety Panel for further assessment and consideration of the Disparity in issue. To help guide the decision-making process, the application should include all evidence gathered, including (where possible) any conclusions arising from a formal risk assessment conducted by the match official(s) and/or relevant Cricket Organisation.

#### **5. SAFETY PANEL**

- 5.1. Upon receipt of any application made under this Policy, the ECB will select a Safety Panel Chair to consider the application.
- 5.2. The Safety Panel Chair will determine in their absolute discretion whether there is sufficient evidence of a potential Disparity, which has not been adequately addressed by immediate steps and therefore that the matter requires determination by a Safety Panel.
- 5.3. If the Chair determines that the matter requires consideration by a Safety Panel, they will convene a Safety Panel of three members (the Chair and two others) to consider the application.
- 5.4. If a member of the Safety Panel has a perceived, potential, or actual conflict with the application, they must remove themselves from the Safety Panel immediately and the Chair of the Safety Panel may, in their absolute discretion, appoint an alternative member of the Safety Panel.
- 5.5. The Safety Panel will keep confidential all information presented or submitted as part of the

application process and only use such information while considering any application made in accordance with this Policy.

## **6. CONSIDERATIONS**

- 6.1. When considering any application brought under this Policy, the Safety Panel will consider:
- (a) whether the Disparity could, or is likely to, result in Serious Injury;
  - (b) the application, appropriateness and success of any existing strategies put in place in accordance with paragraph 4 above, or otherwise, to address the Disparity;
  - (c) whether any other strategies could be employed to address the Disparity; and/or
  - (d) any other matters it considers appropriate in the circumstances.
- 6.2. The Safety Panel may request access to any evidence or other information from the match officials, representatives from the relevant Cricket Organisation(s) or relevant Player(s), required to consider the application. This may include video footage of any relevant match(es) and/or training sessions, provided the individuals concerned have consented to the filming of the footage in question and/or the sharing of the footage for the purposes of the Safety Panel's consideration.

## **7. DETERMINATIONS OF THE SAFETY PANEL**

- 7.1. The Safety Panel may, acting in its absolute discretion, either following consideration of the papers submitted or by way of a formal hearing, make any of the following findings and/or recommendations to the relevant Cricket Organisation(s):
- (i) There is no Disparity.
  - (ii) There is a Disparity but it is being appropriately managed by the relevant Cricket Organisation(s) and/or match officials, with no further action required.
  - (iii) There is a Disparity that could present a risk of Serious Injury to a participant or participants, and the Disparity is to be addressed. The Safety Panel may suggest strategies to address the Disparity including but not limited to:
    - i. education and awareness of match officials;
    - ii. the eligibility of players to play in particular matches and/or competitions (or in matches and/or competitions against particular players); and/or
    - iii. mandating protective equipment be worn during relevant matches.
- 7.2. The Safety Panel may make any other recommendations to support the inclusion of players where there is a Disparity, providing there is no risk to any participants.
- 7.3. Although the determinations and recommendations of the Safety Panel are non-binding, participants and Cricket Organisations are encouraged to follow such determinations and recommendations in the interests of the safety of players.
- 7.4. The Safety Panel will liaise with the relevant Cricket Organisation(s) to understand how its determinations and recommendations might be implemented (including discussions regarding whether the Cricket Organisation(s) is/are able to accept the recommendation(s) in full, accept the recommendation(s) in part, or are unable to accept the recommendation(s) at all, and reason(s) for the position taken).
- 7.5. The Cricket Organisation(s) should document its adoption and implementation process of the recommendation(s) made by the Safety Panel.
- 7.6. Due to confidentiality requirements (for example in relation to medical confidentiality), there may be circumstances where the Safety Panel is unable to provide details of its recommendations to the applicant. In such circumstances, the Chair of the Safety Panel will notify the applicant once the matter is closed.

## **8. VICTIMISATION**

- 8.1. Victimisation is treating someone badly because they have, or you believe they have, made a claim or complaint

of discrimination, helped someone else to make such a claim, or alleged that you or someone else has acted in a discriminatory manner. By way of example, it would be victimisation to threaten anyone because of that person making an application for determination of a Disparity matter by Safety Panel in accordance with this Policy.

- 8.2. It is also victimisation to threaten anyone who may be involved in an application under this Policy. This includes, but is not limited to, any applicant, witness and/or any other individual who may be involved in an application.
- 8.3. The ECB does not tolerate any form of victimisation and the ECB will revert any allegation of victimisation to the relevant club, team, League or County Cricket Board to deal with under that organisation's relevant conduct and disciplinary regulations.

## **9. DATA PROTECTION**

- 9.1. The UK GDPR and the Data Protection Act 2018 are the primary data protection legislation in the United Kingdom. All Cricket Organisations and Safety Panels must comply with data protection law when processing personal data. Each Cricket Organisation and Safety Panel should obtain independent legal advice to ensure they meet their obligations.
- 9.2. The UK GDPR provides that, where personal data is obtained, the person or organisation receiving the personal data must provide transparency information (usually referred to as a 'privacy notice') to each individual whose personal data is received. If the data is not received directly from the individual (as may be the case following receipt of an application under this Policy), the person or organisation receiving the personal data must provide the privacy notice within a reasonable period following receipt of the data and, in any event, within one month. What amounts to "reasonable" will depend on the circumstances, but as a general principle, the Safety Panel should take all steps to communicate with the data subject (about whom personal data is received in an application) as soon as is reasonably practicable, providing the privacy notice with the communication, to ensure compliance.
- 9.3. All Cricket Organisations will need to include appropriate references to this Policy and its provisions in their respective privacy notices to ensure that they comply with transparency obligations in data protection law when collecting, processing and/or sharing personal data as a result of handling Disparity concerns. Independent legal advice should be sought on this point where necessary.

## **10. RELATED DOCUMENTS, LEGISLATION AND STANDARDS**

- 10.1. This Policy must be read and implemented in conjunction with:
  - 10.1.1. Discrimination Legislation
  - 10.1.2. HSW Legislation (as applicable)
  - 10.1.3. ECB Trans Policy
  - 10.1.4. ECB Head Protector and PPE Policies
  - 10.1.5. The Laws of Cricket
  - 10.1.6. ECB Guidelines for Junior Players in Open Age Cricket
  - 10.1.7. ECB Fielding Regulations
- 10.2. Where relevant, this Policy should also be read in conjunction with other regulations, rules and/or policies of the relevant club, team, League and/or County Cricket Board, in particular as regards eligibility.

**ECB Disparity Policy**  
**Application to the Safety Panel<sup>1</sup>**

Applications to be lodged to [disparity@ecb.co.uk](mailto:disparity@ecb.co.uk).

**Data protection.** Each person whose personal data is to be recorded on this form should see the Safety Panel's Privacy Notice attached to this form.

<b>Applicant</b>	
<b>Contact Number</b>	
<b>Email Address</b>	
<b>Cricket Organisation</b>	
<b>Role within relevant Cricket Organisation</b>	
<b>Description of Disparity concerns (including participant details, background information, incidents, match officials report, report from the relevant Cricket Organisation(s))*</b>	
<b>Who is at risk as a result of the current arrangement (e.g. player, official, spectator) and why?*</b>	
<b>Details of supporting documentation to this application (attach video evidence, notes, risk assessment, relevant data protection paperwork and any other supporting documents).*</b>	
<b>Details of any action taken and/or conclusion reached by a match official and/or a representative from the relevant Cricket Organisation(s)* <i>(NOTE: it is a pre-requisite of this Policy that the matter be considered by a match official and/or relevant Cricket Organisation(s) in the first instance and dealt with by immediate steps where possible. If no immediate steps were sufficient to address the disparity, this should be detailed here together with reasons for that conclusion).</i></b>	

*\*Please continue on separate sheet and attach as necessary.*

In submitting this application, I agree that the Safety Panel may make further enquiries relating to this application, including but not limited to, investigating the matter further and/or requesting a response from any players and/or officials involved.

I agree that the Safety Panel has no jurisdiction to make a binding determination but may make recommendations where it determines appropriate.

I acknowledge that it is ultimately the responsibility of the relevant Cricket Organisation to adopt the recommendations of the Safety Panel.

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<sup>1</sup> For the Pilot Period, when the ECB is collecting this data, the ECB Privacy Notice must also be appended to this form and a signed acknowledgements and consents form should be included with this completed form.

I have read and understand the ECB Privacy Notice and have provided a copy to the following individuals in respect of this application:

(1)

(2)

(3)

(4)

(5)

Applicant name:

Signature:

Date:



England and Wales Cricket Board

GDPR

## Privacy Notice Recreational Game

(including players, officials, coaches and other participants, complainants, personnel, witnesses, representatives and professional advisers)

The England and Wales Cricket Board Limited (ECB) is the national governing body for cricket is the operator of The Hundred, runs We Are England Cricket Supporters and operates numerous programmes to support recreational cricket.

Under the General Data Protection Regulation, it is important that we provide you with certain details concerning how your personal data will be used and protected.

More details of how we use and protect your personal data, as well as your rights in respect of it and how to exercise them are in our Privacy Policy which you can find or by clicking [here](#) or at [www.ecb.co.uk/privacy](http://www.ecb.co.uk/privacy). Specific information that applies to you and others whose information you provide is shown below.

<b>Name(s) of data controller(s)</b>	The England & Wales Cricket Board Limited
<b>Contact details</b>	<p><b>Mail:</b> England and Wales Cricket Board Lord's Cricket Ground London NW8 8QZ</p> <p><b>Email:</b> <a href="mailto:privacy@ecb.co.uk">privacy@ecb.co.uk</a></p> <p><b>Phone:</b> 020 7432 1200</p> <p><b>Website:</b> <a href="http://www.ecb.co.uk">www.ecb.co.uk</a></p>
<b>Categories of personal data</b>	<p><b>For participants / witnesses / spectators / complainants</b></p> <ul style="list-style-type: none"><li>• Name (and any 'known as' name)</li><li>• Contact details (eg address, telephone number(s), email address(es))</li><li>• Club, team, County Cricket Board, League or other cricket organisation (<i>as applicable</i>)</li><li>• Role at club, team, County Cricket Board, League or other cricket organisation (<i>if applicable</i>)</li><li>• Age or date of birth</li><li>• Gender</li><li>• Nationality, ethnicity and other equity and inclusion questions (<i>if applicable</i>)</li><li>• Cricket skills and experience (<i>if applicable</i>)</li><li>• Fitness and condition (<i>if applicable</i>)</li><li>• Details of injuries (<i>if applicable</i>)</li><li>• Eligibility to play or participate (<i>if applicable</i>)</li><li>• Social media posts</li><li>• Representatives / professional advisers (<i>if applicable</i>)</li><li>• Each club / team / competition played for (<i>if applicable</i>)</li><li>• Match and training dates attended (<i>if applicable</i>)</li><li>• Details of any consents given or withheld (<i>if applicable</i>)</li><li>• Actions required / advised to be taken to protect the individual and others including use of protective equipment and whether the requirements / advice has been implemented (<i>if applicable</i>)</li><li>• Conduct</li><li>• Incidents involving the individual</li><li>• Venue at which any incident occurs</li><li>• Grievances / concerns raised</li></ul>

- Evidence of grievances / concerns / incidents (including any video evidence)
- Comments of or statements given or submissions made by the individual
- Criminal offence(s) (*if applicable*)
- Breaches of General Conduct Regulations
- Breaches of ECB Anti-Discrimination Code
- Actions and decisions taken
- Information in match officials report(s)
- Sanctions and penalties imposed
- Appeal fees other costs paid

**Family members**

- Name
- Relationship to individual
- Contact details

**Representatives / professional advisers**

- Name
- Contact details
- Participant(s) / family members authorised to act for

**Emergency contact(s)**

- Name
- Relationship to Participant(s) and other family members of Participant(s)
- Contact details

**Source(s) of personal data**

**For participants / witnesses / spectators / complainants**

- You
- Club, team, County Cricket Board, League or other cricket organisation (*as applicable*)
- Disciplinary officers / bodies / panels
- Statements/submissions in disciplinary matters
- Disparity Safety Panel
- Appeal bodies / panels
- Other participants, witnesses, spectators, complainants
- Social media
- Family members
- Representative(s) and/or professional adviser(s)
- Umpires and other match officials
- Team captain
- Coaches and the management team
- ECB
- Legal and other professional advisers
- Regulators

**Family members**

- You
- The relevant participant / witness / spectator / complainant
- Social media
- ECB
- Regulators

**Emergency contacts**

- You
- The relevant participant / witness / spectator / complainant

**Representatives / professional advisers**

- You
- The relevant participant / witness / spectator / complainant
- The media
- Social media

	<ul style="list-style-type: none"> <li>• ECB</li> <li>• Regulators</li> </ul>
<b>Automated decisions</b>	None
<b>Purposes of processing</b>	<ul style="list-style-type: none"> <li>• <b>Compliance.</b> Ensuring compliance with ECB regulations and policies including General Conduct Regulations, Disparity Policy and, where relevant, Anti-Corruption Code</li> <li>• <b>Participant and spectator welfare.</b> Dealing with any safety concerns, incidents and complaints</li> <li>• <b>Disciplinary purposes.</b> Administration for disciplinary purposes and regulatory enforcement</li> <li>• <b>Safeguarding</b></li> <li>• <b>Research.</b> Research into participant performance and safety requirements recommended, taken up or declined</li> <li>• <b>Record keeping.</b> Includes maintaining ECB records for the ECB's cricket management programmes and maintaining statistics</li> <li>• <b>Diversity monitoring.</b> Diversity monitoring and compliance (such as in respect of ethnicity, gender, race, age and disability) and providing equal opportunities</li> <li>• <b>Quality and improvement monitoring</b></li> <li>• <b>Reputation.</b> ECB reputation management</li> </ul>
<b>Who we will disclose your personal data to</b>	<p><b>For participants / witnesses / spectators / complainants</b></p> <ul style="list-style-type: none"> <li>• Selectors</li> <li>• Disciplinary panels (<i>if applicable</i>)</li> <li>• Safety Panel(s) (<i>if applicable</i>)</li> <li>• Club, team, County Cricket Board, League or other cricket organisation (<i>as applicable</i>)</li> <li>• Organisers of other cricket competitions involving you (<i>as applicable</i>)</li> <li>• Your representative(s) / professional adviser(s)</li> <li>• Coaches</li> <li>• Match officials</li> <li>• Your family</li> <li>• Your emergency contact(s)</li> <li>• Legal and other professional advisers</li> <li>• Stakeholders in anti-corruption matters including other sports governing bodies and other sports related integrity units (<i>where relevant</i>)</li> <li>• Law enforcement officers (<i>as applicable</i>)</li> <li>• Those involved in safeguarding (<i>in respect of children / young persons / individuals at risk</i>)</li> <li>• The media / press / broadcasters (<i>if appropriate</i>)</li> <li>• Regulators (<i>where relevant</i>)</li> <li>• Organisers of other cricket competitions involving the individual</li> </ul> <p><b>Family members</b></p> <p>The ECB may disclose your personal data to:</p> <ul style="list-style-type: none"> <li>• Your representative(s) / professional adviser(s)</li> <li>• The relevant participant</li> <li>• Legal and other professional advisers</li> <li>• Law enforcement officers (<i>as applicable</i>)</li> <li>• Regulators (<i>where relevant</i>)</li> <li>• Stakeholders in anti-corruption matters including other sports governing bodies and other sports related integrity units (<i>where relevant</i>)</li> </ul> <p><b>Emergency contacts</b></p> <ul style="list-style-type: none"> <li>• You</li> <li>• The relevant participant / witness / spectator / complainant</li> <li>• Legal and other professional advisers</li> <li>• Law enforcement officers (<i>as applicable</i>)</li> <li>• Regulators (<i>where relevant</i>)</li> </ul> <p><b>Representatives / professional advisers</b></p> <p>The ECB may disclose your personal data to:</p> <ul style="list-style-type: none"> <li>• Participants and family members of participants</li> </ul>

	<ul style="list-style-type: none"> <li>• Legal and other professional advisers</li> <li>• Law enforcement officers (<i>as applicable</i>)</li> <li>• Regulators (<i>where relevant</i>)</li> <li>• Stakeholders in anti-corruption matters including other sports governing bodies and other sports related integrity units (<i>where relevant</i>)</li> </ul>
<b>Legal basis for processing your personal data</b>	<p>The legal basis for the collection and processing of your personal data is:</p> <ul style="list-style-type: none"> <li>• <b>compliance:</b> that it is necessary to comply with the law, that it is necessary for our legitimate interests (and the legitimate interests of other cricket organisations) which are to regulate the sport of cricket, to uphold standards and safety for all involved in or watching cricket and ensure the reputation of cricket is enhanced and this does not prejudice or harm your rights and freedom and/or that it relates to personal data that are manifestly made public by you and/or that it is necessary for the establishment, exercise or defence of legal claims</li> <li>• <b>diversity monitoring:</b> that it is necessary for us to comply with the law or that it is necessary for the purposes of quality of opportunity</li> <li>• <b>participant and spectator welfare:</b> that you have given your consent / explicit consent, that it is necessary to comply with the law, that it is necessary for our legitimate interests (and the legitimate interests of other cricket organisations) which are to regulate the sport of cricket, to uphold standards and safety for all involved in or watching cricket and ensure the reputation of cricket is enhanced and this does not prejudice or harm your rights and freedom or that it is in your vital interests or the vital interests of another person; or that it is necessary for the purposes of preventative or occupational medicine or the provision of health care; and/or that it relates to personal data that are manifestly made public by you; and/or that it is necessary for the establishment, exercise or defence of legal claims</li> <li>• <b>research and analysis:</b> that it is in our legitimate interests and those of other sports to understand the impact of the human condition in cricket and that it is necessary for scientific or historical research or statistical purposes; and/or that it relates to personal data that are manifestly made public by you; and/or that it is necessary for the establishment, exercise or defence of legal claims</li> <li>• <b>anti-corruption:</b> that it is in our legitimate interests and those of other sports to preserve standards in sport; and/or that it relates to personal data that are manifestly made public by you; and/or that it is necessary for the establishment, exercise or defence of legal claims</li> <li>• <b>in all other cases:</b> that it is necessary for our legitimate interests which are to regulate the sport of cricket, to uphold standards and ensure the reputation of cricket is enhanced and this does not prejudice or harm your rights and freedom and/or that it relates to personal data that are manifestly made public by you and/or that it is necessary for the establishment, exercise or defence of legal claims</li> </ul>
<b>Your right to withdraw consent</b>	<p>Where you have given your consent to any processing of personal data you have the right to withdraw that consent at any time. If you do, it will not affect the lawfulness of any processing for which we had consent prior to your withdrawing it.</p>
<b>Location of your personal data</b>	<p>We will normally keep your personal data within the United Kingdom or the European Economic Area.</p>
<b>How long we will keep your personal data</b>	<p><b>For participants / witnesses / spectators / complainants</b></p> <p>We will normally keep your personal data for the duration of your involvement in recreational cricket or a particular concern plus 2 years. There are some exceptions to this such as:</p> <ul style="list-style-type: none"> <li>• <b>Performance data and statistics.</b> Performance data and statistics (including any analysis) will be kept indefinitely as part of the ECB's historical and statistics records.</li> <li>• <b>Anti-corruption.</b> In line with the Anti Corruption Code.</li> <li>• <b>Sanctions and penalty data.</b> Sanctions, penalties and personal data in case files may be kept, potentially indefinitely.</li> <li>• <b>Disciplinary matters.</b> Disciplinary records will be retained until the matter is concluded plus 2 years after sanctions / penalties are completed unless there is a legitimate interest in regulating the sport to retain it for longer.</li> </ul> <p>After this time period it will be anonymised and used for research and/or statistical analysis unless we are obligated to keep it by law.</p> <p><b>Family members   representatives / professional advisers   emergency contacts</b></p> <p>We will normally keep your personal data for 2 years after our last engagement with you</p>

	<p>or the relevant participant / witness / spectator / complainant. There are some exceptions to this such as:</p> <ul style="list-style-type: none"> <li>• <b>Anti corruption (agents – classed in the Anti corruption Code as ‘participants’).</b> In line with the Anti Corruption Code, which is for at least 2 years after you cease to be an agent. Personal data in case files (including any sanctions) may be kept, potentially indefinitely, where the intelligence shows a continued risk.</li> <li>• <b>In all other cases.</b> Personal data in case files (including any sanctions) may be kept, potentially indefinitely, where the intelligence shows a continued risk.</li> </ul> <p>After this time period, we will securely delete your personal data or anonymise / pseudonymise it unless we have a legal basis for keeping it.</p>
<p><b>Your rights in respect of your personal data</b></p>	<p>You have the right of access to your personal data and, in some cases, to require us to restrict, erase or rectify it or to object to our processing it, and the right of data portability.</p>
<p><b>Complaints</b></p>	<p>If you have any concerns or complaints about how we are handling your data please do not hesitate to get in touch by emailing us at <a href="mailto:privacy@ecb.co.uk">privacy@ecb.co.uk</a> or by calling 020 7432 1200. You can also contact the Information Commissioner’s Office.</p>