



England and Wales Cricket Board

## Privacy Notice Professional Players

(and their family members, agents, representatives and professional advisers)

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

Under data protection law, 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 by clicking [here](#) or at [www.ecb.co.uk/privacy](http://www.ecb.co.uk/privacy). Specific information that applies to you and others who are connected with you 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>	<b>Mail:</b> England and Wales Cricket Board Lord's Cricket Ground London NW8 8QZ <b>Email:</b> <a href="mailto:privacy@ecb.co.uk">privacy@ecb.co.uk</a> <b>Phone:</b> 020 7432 1200 <b>Website:</b> <a href="http://www.ecb.co.uk">www.ecb.co.uk</a>
<b>Categories of personal data</b>	<b>For Players</b> <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>• Date and place of birth</li><li>• Equality, diversity and inclusion (<b>EDI</b>) information such as ethnicity, gender, race, religion, age, disability and, in limited cases, sexual orientation and details of schooling)</li><li>• Clothing and equipment details and size(s)</li><li>• Squad number</li><li>• Family member details (such as spouse / partner, children, parent / carer) <i>(if applicable)</i></li><li>• Agents / representatives / professional advisers</li><li>• Sponsorships and image rights details <i>(if applicable)</i></li><li>• Nationality, ethnicity and other equality and inclusion questions</li><li>• Immigration status</li><li>• Health and medical Insurance details</li><li>• National insurance number <i>(if applicable)</i></li><li>• Pay and benefits <i>(as applicable)</i> (including bonuses, prize monies, supplements, car provision, holiday entitlement and holiday dates taken, leave periods including compassionate and parental) and payroll information <i>(if applicable)</i></li><li>• Pension details <i>(if applicable)</i></li><li>• Citizenship, passport details, copy of visa and UK date of entry <i>(if applicable)</i></li><li>• Copy of statutory declaration/permission for dual registration <i>(if applicable)</i></li></ul>

- Each cricket organisation or team applied, selected and/or play or played for (such as County Club / team (including any Hundred team) / match / tournament / tour / series) (being a '**Cricket Organisation/Team**' for the purposes of this Privacy Notice)
- Scouting reports
- Match reports
- Disciplinary related details including anti-doping, recreational drug use and anti-corruption and any evidence and any sanctions imposed
- Overseas board registration status *(if applicable)*
- Residential qualification details / right to work in the United Kingdom (or other relevant countries) *(if applicable)*
- Cricket experience/qualification details
- Conduct
- Grievances
- Employing Cricket Organisation / Team) details
- Overseas police vetting check *(if applicable)*
- Payment/registration category details
- Proof of residence
- Confirmation of overseas board of registration status *(if applicable)*
- Medical records and information (including medical, strength and conditioning / fitness, physiotherapy, mental health, psychology, vaccines, drugs testing information, dental, nutritional and injury records – including any test screening arrangements, results, scans and x-rays, diagnoses, treatment and rehabilitation, medication and supplements prescribed and/or used, allergy information, special requirements and medical needs)
- Injury surveillance data *(if applicable)*
- Video footage of training sessions and matches
- Feedback from matches and training sessions
- Performance data (including through use of wearable technology, GPS devices, sensor technology on bats or balls, video-based technology and tracking devices)
- Whereabouts data *(if applicable)*
- Media footage
- Match and other playing and performance statistics
- Travel and accommodation details *(if applicable)*
- Photograph(s)
- Bank details *(if applicable)*
- Emergency contact(s) *(if applicable)*
- Contract(s) of engagement with the ECB and termination and suspension details *(if applicable)*
- Insurance particulars and claim details
- Acknowledgements and Consents given for access to player record
- Details of any other consents given by you or for you

#### **Family members**

- Name
- Relationship to Player and other family members of Player
- Contact details
- Citizenship, passport details, copy of visa and UK date of entry *(if applicable)*
- Evidence in any anti-doping, recreational drug use and anti-corruption matter

Source(s) of personal data

**Agents / representatives / professional advisers**

- Name
- Contact details
- Players / Player family members authorised to act for
- Evidence in any anti-doping, recreational drug use and anti-corruption matter

**Emergency contact(s)**

- Name
- Relationship to Player and other family members of Player
- Contact details

**Player**

- You
- HM Revenue & Customs (*if applicable*)
- Scouts
- Employing Cricket Organisation / Team (*if applicable*)
- Other Cricket Organisation / Teams (including any Hundred teams) (*if applicable*)
- The Hundred TeamCo(s) (*if applicable*)
- The Hundred Medical Committee (*if applicable*)
- The Hundred Technical Committee (*if applicable*)
- Statements/submissions in disciplinary matters
- Disciplinary panels (including Cricket Discipline Panel and The Hundred TeamCo Disciplinary Committee(s)) (*if applicable*)
- Host Team Management (*if applicable*)
- Medical professionals (including those at Cricket Organisation(s) / Team(s) or external specialists and consultants)
- Sports science staff
- Other players
- The media / press / broadcasters
- Data providers and licensors (including those involved in scoring and analysis) (such as Cricket Archive)
- Media agencies
- UK Anti-Doping / World Anti Doping Agency (**WADA**)
- Stakeholders in anti-corruption matters including other sports governing bodies, the Gambling Commission, betting operators and other sports related integrity units and service providers
- Social media
- Professional Cricketers' Association (**PCA**)
- Family members
- Player's agent(s), representative(s) and/or professional adviser(s)
- Umpires and other match officials
- Coaches and the management team
- England team and pathway selectors and scouts
- ECB
- Other cricket organisations such as the International Cricket Council (**ICC**)
- Research partners (*if applicable*)
- Legal and other professional advisers
- Regulators
- Insurers

**Automated decisions**  
**Purposes of processing**

**Family members**

- You
- The Player
- The media
- Social media
- ECB
- Regulators
- Insurers

**Emergency contacts**

- You
- The Player

**Agents / representatives / professional advisers**

- You
- The Player
- The media
- Social media
- ECB
- Regulators

**None**

**Players**

The ECB will process your personal data for the purposes of:

- **Cricket support and delivery.** To enable the ECB to support and deliver the various cricket programmes such as the County, National Counties Association and England Cricket Programme including competitions such as The Hundred
- **Administration of registration.** Administration of the relevant professional player registration process, including verifying your general eligibility and eligibility for the governing body sponsorship/endorsement (if applicable); administering any relevant Release Agreement and/or No Objection Certificate;
- **Remuneration and benefits administration.** Includes payment of remuneration and expenses and to enable the delivery of pension and insurance schemes
- **Internal administration.** Includes obtaining insurance, provision of clothing and equipment, making travel and accommodation arrangements
- **Player record administration.** Administration of access controls for player records
- **Player training and selection.** Includes selection for talent and performance pathways as well as England teams
- **Match and training administration.** Match and training arrangements
- **Education and training purposes.** Including player analysis, performance and development
- **Performance evaluation and analysis.** Evaluation of Player's performance and playing statistics and benchmarking against other players' performance and statistics and making those available to relevant persons including coaches, scouts and selectors
- **Player, coach, officials and team health and welfare.** Dealing with any medical issues, injuries, allergies, special needs and mental health concerns, providing dietary, physical and emotional support
- **ECB Injury Surveillance Programme.** Collation and analysis of injury and illness data to determine the rates and severity of, and potential risk factors for, the most common injuries and illnesses

## Who we will disclose your personal data to

suffered by cricketers

- **Performance, injury, ailment, conditions, mental health and rehabilitation research.** Research into Player performance, injuries, ailments and conditions and mental health any rehabilitation recommended, taken up or declined
- **Anti-doping, recreational drug taking and anti-corruption.** Monitoring, compliance and enforcement
- **Player appraisals and reviews**
- **Disciplinary purposes.** Administration for disciplinary purposes and regulatory enforcement
- **Record keeping.** Includes compiling a register of players and maintaining ECB records for the ECB's cricket management programmes and maintaining cricket statistics
- **Equality, diversity and inclusion (EDI) monitoring and reporting.** EDI monitoring and compliance (such as in respect of ethnicity, gender, race, religion, age, disability and, in limited cases, sexual orientation and schooling) and providing equal opportunities
- **Immigration status monitoring and compliance.** Includes administering Home Office audits (*if applicable*)
- **Quality and improvement monitoring**
- **Contract compliance.** Ensuring compliance with your contract (*if applicable*)
- **Reputation.** ECB, Player, cricket and team reputation management
- **Publicity.** Publicity and media appearance activity
- **Specific commercial activities.** Administration and carrying out activities which have been agreed with you / your family member(s) / agents / representatives / professional advisers / the PCA and/or your County Club or team (including Hundred Team) (*as applicable*)

### Family members and emergency contacts

The ECB will process your personal data for the purposes of:

- **Internal administration.** Includes contacting you about the Player (including in the event of an emergency), obtaining insurance, making travel and accommodation arrangements (*as applicable*)
- **Player record administration.** Administration of access controls for player records

### Player agents / representatives / professional advisers

The ECB will process your personal data for the purposes of:

- **Internal administration.** Includes contacting you about the Player

### Players

For Players in respect of The Hundred: prior to selection, the ECB may disclose relevant personal data to:

- **Men.** The 8 Team Cos participating in The Hundred (your name, date of birth, current County Club, country (overseas players only), playing statistics and headline medical information)
- **Women.** The 8 Team Cos participating in The Hundred (your name, date of birth, contact details, country (overseas players only), playing statistics and headline medical information)

For all Players: the ECB may disclose relevant personal data where necessary for the purposes described above to:

- HM Revenue and Customs (*if applicable*)
- The Home Office (*if applicable*)
- The PCA
- The International Cricket Council (ICC) if needed for

international purposes

- Selectors
- Relevant The Hundred TeamCo(s) (*if applicable*)
- The Hundred Medical Committee (*if applicable*)
- The Hundred Technical Committee (*if applicable*)
- External medical and welfare practitioners from which you receive treatment or support (*if applicable*)
- Disciplinary panels (including the Cricket Discipline Panel and The Hundred TeamCo Disciplinary Committee(s) (*if applicable*))
- Your Cricket Organisation / Team
- Host team
- Your agent(s) / representative(s) / professional adviser(s)
- Scouts
- Coaches
- Match officials
- Your family members
- Your emergency contacts
- Service providers such as insurance companies, hotel and travel providers
- Legal and other professional advisers
- UK Anti-Doping and, where applicable, World Anti-Doping Agency
- Stakeholders in anti-corruption matters including other sports governing bodies, the Gambling Commission, betting operators and other sports related integrity units and service providers
- Law enforcement officers (*as applicable*)
- The media / press / broadcasters if appropriate (for example, details of allocation of a Central Contract or details of any temporary physical injury or temporary physical illness sustained or suffered by the player which precludes the player from being available for selection for the team or which affects the player's performance for the team)Sponsors, ECB partners and ECB suppliers
- England Women's Player Partnership (EWPP) (*where relevant*)
- Team England Player Partnership (TEPP) (men only) (*where relevant*)
- Regulators (*where relevant*)
- Other cricket governing bodies (*where relevant*)

For those participating in the ECB Injury Surveillance Programme, the ECB may make relevant information available to ECB research partners.

The ECB may also make scoring and analysis information (including that from third party data providers) available to Counties / teams, for their evaluation of the Player's performance and playing statistics and for benchmarking against other players performance and statistics.

Apart from as set out in this privacy notice or as the Player has otherwise agreed or specifically acknowledged, EDI information may be made available in aggregate (and in anonymous form only) with that of other players to Sport England, the cricket network, the media and in ECB materials such as, on our website(s).

#### **Family members**

The ECB may disclose your personal data to:

- The Player
- Your agent(s) / representative(s) / professional adviser(s)
- Your family members

- Service providers such as insurance companies, hotel and travel providers
- Legal and other professional advisers
- Law enforcement officers (*as applicable*)
- Regulators (*where relevant*)
- Stakeholders in anti-corruption matters including other sports governing bodies, the Gambling Commission, betting operators and other sports related integrity units and service providers

#### **Player agents / representatives / professional advisers**

The ECB may disclose your personal data to:

- Players and family members of Players
- Legal and other professional advisers
- Law enforcement officers (*as applicable*)
- Regulators (*where relevant*)
- Stakeholders in anti-corruption matters including other sports governing bodies, the Gambling Commission, betting operators and other sports related integrity units and service providers

#### **Legal basis for processing your personal data**

The legal basis for the collection and processing of your personal data is:

- **administration of registration | remuneration and benefits administration | internal administration | education and, training | training and selection | appraisals | contract compliance | match and training administration and selection | commercial activities** : that it is necessary to fulfil the contract that a Player (or you if you are not the Player) are going to enter into or have entered into with us or another cricket organisation; 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
- **immigration status monitoring | diversity monitoring**: that it is necessary for us to comply with the law or that it is necessary for the purposes of equality of opportunity
- **Player, coach, officials and team health and welfare** that you have given your explicit consent; 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 assessment of your working capacity, medical diagnosis 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
- **ECB Injury Surveillance Programme**: that we have your explicit consent
- **performance, injury, ailment, conditions, mental health and rehabilitation research**: that it is in our legitimate interests and those of other sports to understand the impact of professional sport on the human condition 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
- **statistical analysis and benchmarking**: that it is in our legitimate interests and those of other cricket organisations to analyse and assess performance and playing statistics to understand and improve standards of play and that it is necessary for scientific or historical research or statistical purposes
- **anti-doping, recreational drug taking and anti-corruption**: 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

## Your right to withdraw consent

- **in all other cases:** that it is necessary for our legitimate interests which are to regulate the sport of cricket, to uphold standards and ensure fair play and that the reputation of cricket is enhanced and this does not prejudice or harm your rights and freedoms 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

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.

## Location of your personal data

We will normally keep your personal data within the United Kingdom. However we may transfer relevant personal data:

- to other cricket national governing bodies or for activity relevant to any tour you will be involved with in their country
- to the media / press / broadcasters based in countries outside the UK
- to coaches and other tour team staff (including medical, strength and conditioning, physiotherapy, psychology, dental, nutritional and injury records – including any test results, scans and x-rays) when you are on tour outside the UK
- (including your medical history and other relevant records) to medical specialists that are engaged to diagnose or provide treatment to or for you and which are based outside of the United Kingdom
- (including data relating to family members) (where applicable) to other organisations such as insurance companies and hotel and travel providers within countries outside of the United Kingdom
- to the International Cricket Council (ICC) which is based in Dubai in respect of any matches under their jurisdiction or for anti-corruption matters

In each case, we will ensure that the appropriate safeguards are in place to protect your personal data.

Some limited personal data may, in specific situations (such as protecting vital interests of players or to perform a contract in the Player's interests or ad hoc need), be transferred to or accessed by coaching, medical or other relevant personnel from countries around the world. This is essential to ensure player and team welfare and opportunity and data protection law allows us to make the transfer / allow access.

## How long we will keep your personal data

### Players

We will normally keep your personal data for the duration of your employment. There are some exceptions to this such as:

- **Medical records.** Any Player medical records and related medical information will be kept for 30 years after the Player retires from cricket, or 10 years after the death of the Player or for the duration of any legal proceedings (whichever is longer).
- **Match and playing records.** Match statistics and playing records, including match video footage will be kept indefinitely as part of ECB's record of the game.
- **Performance data and statistics.** Performance data and statistics (including any analysis) will be kept indefinitely as part of the ECB's historical and statistics records.
- **Team registration details.** The record of the Team(s) you are registered with will be held for the duration that you are a Player. It will also be used for any player development compensation payment calculations (if applicable), which may be up to 14 years.
- **Anti-doping.** In line with the World Anti-Doping Code requirements, any information relating to an anti-doping rule violation will be held for 10 years

- **Recreational drugs.** In line with the ECB's Recreational Drugs Policy, results will be held for 5 years.
- **Anti-corruption.** In line with the Anti-Corruption Code, which is for at least 2 years after the Player's employment ends. Sanctions and personal data in case files may be kept, potentially indefinitely, where the intelligence shows a continued risk.
- **Disciplinary matters.** Disciplinary records will be held for 10 years unless there is a legitimate interest in regulating the sport to retain it for longer such as a unique precedent.
- **ECB Injury Surveillance Programme data.** Will be kept indefinitely to help inform welfare and safety decisions.
- **Publicity.** Media releases and interview footage will be kept indefinitely as a part of the ECB's record of publicity

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 or have an alternative legal basis for keeping it.

#### **Family members | Player agents / representatives / professional advisers | emergency contacts**

We will normally keep your personal data for the duration the Player is involved in cricket or for 2 years after our last engagement with you (whichever is longer). There are some exceptions to this such as:

- **Anti-corruption (agents – classed in the Anti-corruption Code as 'participants').** 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.
- **Anti-corruption in all other cases.** Personal data in case files (including any sanctions) may be kept, potentially indefinitely, where the intelligence shows a continued risk.

After this time period, we will securely delete your personal data or anonymise / pseudonymise it unless we have a legal basis for keeping it.

#### **Your rights in respect of your personal data**

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.

#### **Complaints**

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 [privacy@ecb.co.uk](mailto:privacy@ecb.co.uk) or by calling 020 7432 1200. You can also contact the Information Commissioner's Office.