



INCLUSION & DIVERSITY POLICY & EQUITY STATEMENT

Winchcombe Cricket Club, in all its activities, is fully committed to the principles of equality of opportunity in cricket, and to ensuring that its employees, members and all other individuals working or volunteering for Winchcombe Cricket Club, and participating in or watching Winchcombe Cricket Club's activities are treated fairly and are able to conduct their activities free from discrimination, harassment or intimidation.

- Winchcombe Cricket Club, in all its activities will not discriminate, or in any way treat anyone less favourably against on the grounds of age, gender, disability, race, parental or marital status, pregnancy, religion or belief or sexual orientation.
- Winchcombe Cricket Club will not tolerate harassment, bullying, abuse or victimisation of individuals.
- Winchcombe Cricket Club will endeavour to create access and opportunities for all those individuals who wish to participate, and are lawfully eligible to participate, in its activities.
- Winchcombe Cricket Club will ensure that it complies with the requirements of the Equality Act 2010 and shall take all reasonable steps to ensure that its employees, members and volunteers adhere to these requirements and this policy.
- This policy is fully supported by the Winchcombe Cricket Club's officers and management committee who are responsible for the implementation of this policy.
- Winchcombe Cricket Club is committed to the investigation of any claims when brought to its attention, of discrimination, harassment, bullying, abuse or victimisation of an individual, and reserves the right to impose such sanction as it considers appropriate and proportionate, where such is found to be the case.

In the event that any employee, member, volunteer, participant or spectator feels that he has suffered discrimination, harassment, bullying, abuse or victimisation, they should report the matter to the Welfare Officer (s) of Winchcombe Cricket Club.

Any such report should include:

- details of what occurred
- when and where the occurrence took place
- any witness details and copies of any witness statements.

The General Committee:

- may decide (at its sole discretion) to uphold or dismiss the complaint without holding a hearing;
- may (at its sole discretion) hold a hearing at which both parties will be entitled to attend and present their case;
- will have the power to impose any one or more of the following sanctions on any person found to be in breach of any policy:
 - (a) warn as to future conduct
 - (b) suspend from membership
 - (c) remove from membership
 - (d) exclude a non-member from the facility, either temporarily or permanently
 - (e) turn down a non-member's current and/or future membership application
 - (f) will provide both parties with written reasons for its decision.

A party may appeal a decision of the General Committee to the relevant County Cricket board by writing to the relevant County Cricket Board within 3 months of Winchcombe Cricket Club's decision being notified to that party.

If the nature of the complaint is with regard to the General Committee of the Winchcombe Cricket Club, the complainant may report the complaint directly to the relevant County Cricket Board.

This policy will be reviewed periodically by Winchcombe Cricket Club

EQUITY STATEMENT

This club is committed to ensuring that equity is incorporated across all aspects of its development. In doing so it acknowledges and adopts the following Sport England definition of sports equity:

- Sports equity is about fairness in sport, equality of access, recognising inequalities and taking steps to address them. It is about changing the culture and structure of sport to ensure it becomes equally accessible to everyone in society.
- The club respects the rights, dignity and worth of every person and will treat everyone equally within the context of their sport, regardless of age, ability, gender, race, ethnicity, religious belief, sexuality or social / economic status.
- The club is committed to everyone having the right to enjoy their sport in an environment free from threat of intimidation, harassment and abuse.
- All club members have a responsibility to oppose discriminatory behaviour and promote equality of opportunity.
- The club will deal with any incidence of discriminatory behaviour seriously, according to club disciplinary procedures.