



West Chilmington and Thakeham CC Club Inclusion & Diversity Policy

West Chilmington and Thakeham Cricket Club (WCTCC), 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 the Club and participating in or watching the Club's activities are treated fairly and are able to conduct their activities free from discrimination, harassment or intimidation.

West Chilmington and Thakeham Cricket Club in all its activities will not discriminate, or in any way treat anyone less favourably on the grounds of age, gender, disability, race, parental or marital status, pregnancy, religion or belief or sexual orientation.

We will not tolerate harassment, bullying, abuse or victimisation of individuals.

We will endeavor to create access and opportunities for all those individuals who wish to participate, and are lawfully eligible to participate, in its activities.

The club committee will ensure that the club complies with the requirements of the Equality Act 2010 and shall take all reasonable steps to ensure that our employees, members and volunteers adhere to these requirements and this policy.

This policy is fully supported by the Club's officers and committee who are responsible for the implementation of this policy.

West Chilmington and Thakeham CC is committed to the investigation of any claims when brought to its attention, of discrimination, harassment, bullying, abuse or victimization 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.

If any employee, member, volunteer, participant or spectator feels that they have suffered discrimination, harassment, bullying, abuse or victimization, they should report the matter in writing to a member of the committee of West Chilmington and Thakeham Cricket Club as listed in either the fixture card or on the club website

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 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; and (e) turn down a non-member's current and/or future membership application;

The committee- will provide both parties with written reasons for its decision.

- A party may appeal a decision of the committee to the Sussex Cricket board by writing to the Board within 3 months of Club's decision being notified to that party.

- If the nature of the complaint is with regard to the committee of the West Chiltington and Thakeham CC, the complainant may report the complaint directly to the Sussex Cricket Board.

This policy will be reviewed periodically by West Chiltington and Thakeham Cricket Club in consultation with the England and Wales Cricket Board Limited.

Last reviewed April 2018