



## ECB Club Inclusion & Diversity Policy

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

- **Burridge 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.
- **Burridge Cricket Club** will not tolerate harassment, bullying, abuse or victimisation of individuals.
- **Burridge 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.
- **Burridge 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 **Burridge Cricket Club's** officers and management committee who are responsible for the implementation of this policy.

**Burridge 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 member, volunteer, participant or spectator feels that he has suffered discrimination, harassment, bullying, abuse or victimisation, they should report the matter in any way they feel most comfortable whether verbally, letter, email or text to **Gary Steward** the Club Welfare Officer or any other committee member of **Burridge Cricket Club**. All officers and their contact details are available on the website. [www.burridgecricketclub.co.uk](http://www.burridgecricketclub.co.uk)
- Any such report might include: details of what occurred; when and where the occurrence took place; any witness details and copies of any witness statements. The priority is to report the matter as soon as possible
- If the accused individual is a non-employee, the management 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; and
  - will provide both parties with written reasons for its decision.
- A party may appeal a decision of the management committee to the relevant County Cricket board by writing to the relevant County Cricket Board within 3 months of **Burridge Cricket Club's** decision being notified to that party.
- If the nature of the complaint is with regard to the management committee of the **Burridge Cricket Club** the complainant may report the complaint directly to the relevant County Cricket Board.

This policy will be reviewed periodically by the **Burridge Cricket Club** in consultation with the England and Wales Cricket Board Limited.

**Reviewed November 2021**