



Saffron Walden Cricket Club (the “Club”) - Inclusion and Diversity Policy



Saffron Walden 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 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.

The 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.

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

The 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.

This policy is fully supported by the Club’s officers and Executive Committee who are responsible for the implementation of this policy.

The Club is committed to the investigation of any claim, 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 a complaint is proved.

If any member, volunteer, participant or spectator feels that (s)he has suffered discrimination, harassment, bullying, abuse or victimisation, (s)he should report the matter in writing to the Executive Committee of the 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.

Upon receipt of such a report, the Executive Committee:

- may decide (in its sole discretion) to uphold or dismiss the complaint without holding a hearing;
- may (in 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 Executive Committee to the Essex County Cricket Board by writing to it within three months of the Club's decision being notified to that party.

If the complaint relates to the Executive Committee of the Club, the complainant may report the complaint directly to the Essex County Cricket Board.

Reviewed March 2017