



## Berkswell CC – Equality, Diversity and Inclusion Policy

### Equality, Diversity and Inclusion Policy

Berkswell Cricket Club is fully committed to the principles of equality of opportunity so that everyone has the chance to participate in cricket, and that no individual faces discrimination, harassment, or intimidation.

Our commitment is as follows:

- The Club, in all its activities, will not discriminate against, 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.
- The Club will ensure that it complies with the requirements of the Equality Act 2010 and shall take all reasonable steps to ensure that club officials, members and volunteers adhere to these requirements and this policy.
- This policy is fully supported by the Club's committees (adult men, adult women and juniors) who are responsible for the implementation of this policy.

The 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 sanctions as it considers appropriate and proportionate, where such is found to be the case.

In the event that any official, member, volunteer, participant or spectator feels that they have suffered discrimination, harassment, bullying, abuse or victimisation, they should report the matter to the Safeguarding Officer or Committee Chairperson (see contact details below).

Please note the following:

- Any such report should include details of what occurred, when and where the occurrence took place and any witness details.
- The club will investigate the incident and consider what action to take
- The disciplinary procedure to be followed by the club and the possible sanctions are set out in the Club's Rules.
- The individual may appeal against the decision of the club by writing to the club
- If the nature of the complaint is with regard to one of the committee members, the individual may report the complaint directly to Warwickshire Cricket Board.

Safeguarding Officer – Dean Wragg – 07812 346688

Men's Chairman – Matt Nightingale – 07798 652006

Women's Chairwoman – Sarah Ginn – 07801 627921

Junior Chairman – Matt Ginn – 07717 420511