



ESTD 1948

SLOUGH CRICKET CLUB

UPTON COURT ROAD, SLOUGH, SL3 7LT

E-MAIL: contact@sloughcc.co.uk

WEBSITE: www.sloughcc.co.uk

PHONE: 01753 520982

FACEBOOK: [sloughcc](https://www.facebook.com/sloughcc) TWITTER: [sloughcc](https://twitter.com/sloughcc)

SLOUGH CRICKET CLUB INCLUSION AND DIVERSITY POLICY

Slough 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 the Club and participating in or watching its activities are treated fairly and are able to conduct their activities free from discrimination, harassment or intimidation.

- In all our activities we 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 endeavour to create access and opportunities for all those individuals who wish to participate, and are lawfully eligible to participate, in its activities.
- We will ensure that we comply 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 our Management Committee who are responsible for the implementation of this policy.

We are committed to the investigation of any claims when brought to our attention, of discrimination, harassment, bullying, abuse or victimisation of an individual, and we reserve the right to impose such sanction as we consider 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 in writing to the Secretary or Chairman of the Club.



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- 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.
- If the accused individual is an employee, the Management Committee will regard the issue as a disciplinary issue and will follow the Club's disciplinary procedure.
- If the accused individual is a non-employee, the Management Committee:
 - may decide (at their sole discretion) to uphold or dismiss the complaint without holding a hearing;
 - may (at their 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 their decision.
- In the case of junior members any incident should be reported immediately to the Club Contact Child Welfare Officer, who will ensure that the incident is investigated fully, taking statements where necessary. In the first instance, the matter will usually be dealt with by speaking to the individual(s) named and warning them of their future conduct. If, however, a further incident is reported the consequences will be the same as listed in the paragraph above

The Management Committee – Dec 2018