

WADDES DON CRICKET CLUB



Equality and ECB Club Inclusion and Diversity

Policy statement

Waddesdon Cricket Club seeks to gain a membership which reflects the diverse community at large because Waddesdon Cricket Club values the individual contributions of all people. Waddesdon Cricket Club will treat all members with respect and dignity and provide an environment free from unlawful and disrespectful discrimination. To this end, within the framework of the law and best personnel practice, Waddesdon Cricket Club will seek, wherever practicable, to achieve and maintain a membership which broadly reflects the local community.

Waddesdon 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 Waddesdon Cricket Club, and participating in or watching Waddesdon Cricket Club's activities are treated fairly and are able to conduct their activities free from discrimination, harassment or intimidation.

Waddesdon Cricket Club will not tolerate any form of behaviour or activity that unlawfully discriminates.

No member or applicant for a voluntary position, member or visitor should be disadvantaged or treated less favourably because of conditions or requirements which cannot be justified and Waddesdon Cricket Club will seek to make reasonable adjustments to its arrangements and premises with a view to avoiding any disadvantages for disabled people. Action will be taken to ensure that individuals are treated equally and fairly and that decisions on selection, pay, training, promotion, and club management and on the termination of membership are based solely on objective and membership related criteria.

Commitments to this policy:

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

Action to implement policy

It is the aim of Waddesdon Cricket Club to set an action plan containing explicit, measurable and achievable objectives and targets.

Investigations and procedure

Waddesdon 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 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 Welfare Officer.
- 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.
- An accusation will be regarded as a disciplinary issue, the Welfare Officer and committee will follow Waddesdon Cricket Clubs disciplinary procedures.

Responsibilities

All members have personal responsibility for the practical application of the policy, which extends to the treatment of all members, and through Waddesdon Cricket Club's contractual agreements with contractors. This policy also extends to the visitors of Waddesdon Cricket Club.

Waddesdon Cricket Club Officers, and more specifically the Welfare Officer have overall responsibility for the operation of this policy.

The Welfare Officer will be responsible for ensuring that fair and adequate arrangements exist for both effectively handling and recording all aspects of the member's relationships with Waddesdon Cricket Club and each other

All Officers, Captains, Coaches and Committee Members have a responsibility to ensure the policy is carried through effectively, by giving active support to the policy and ensuring employees under their control understand and implement the policy. They should encourage employees to inform them of any instances of discrimination, and ensure that all allegations are investigated with the assistance of the Operations Manager. Other Managers will be responsible to the Directors for these activities.

Disciplinary action will be taken against any member who does not comply with these requirements.

Monitoring

The effectiveness of the policies and practices of Waddesdon Cricket Club will be monitored by quantitative and qualitative analysis. In particular, records of the sex, marital status, age, nationality, ethnic origin and disablement of employees and job applicants will be kept.

A summary of the quantitative analysis will be presented to the committee on an annual basis.

If the monitoring process indicates possible areas where discrimination may be occurring, appropriate action will be taken.

If under representation of certain groups occurs then in the first instance an investigation will be taken to identify the causes. Where necessary, positive action will be taken to improve membership diversity.

This policy is binding even after separation of membership.