

## Northwood Cricket Club Inclusion & Diversity Policy



Northwood 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 the Club's activities, are treated fairly and are able to conduct their activities free from discrimination, harassment or intimidation. Northwood Cricket Club

- Will not, in any of its activities, discriminate, or in any way treat anyone less favourably on grounds of age, gender, disability, race, parental or marital status, pregnancy, religion or belief or sexual orientation.
- Will not tolerate harassment, bullying, abuse or victimisation of individuals.
- Will endeavour to create access and opportunities for all those individuals who wish to participate, and are lawfully eligible to participate, in its activities.
- 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 every member of Northwood Cricket Club's General Committee who, together, are responsible for the implementation of this policy.

Northwood 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, through its General Committee, 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 they have suffered discrimination, harassment, bullying, abuse or victimisation within Northwood Cricket Club, they should report the matter in writing to the Hon. Secretary of the Club, using the Grievance Report Form available on the Club website, if appropriate.
- 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.
- The General Committee shall appoint a Disciplinary Sub-Committee who will meet to hear the complaint within 21 days of the complaint being lodged following the process set out in section 13 of Northwood Cricket Club's Constitution
- Having analysed the evidence following a hearing at which both parties have been entitled to attend and present their case, the Disciplinary Sub-Committee will either dismiss the complaint or impose any one or more of the following sanctions on any person found to be in breach of any policy and will provide both parties with written reasons for its decision
  - (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
  - (e) turn down a non-member's current and/or future membership application;
  - (f) where the complaint was against an employee, termination of employment
- The complainant may lodge an appeal against a decision of the Disciplinary Sub-Committee to the NCC General Committee as described in paragraph 13 of the NCC Constitution
- If a complainant remains dissatisfied with the General Committee's decision, they are entitled to submit their complaint in writing to the Hertfordshire County Cricket Board within 3 months of the decision being notified to that party.
- If the nature of the complaint is with regard to the General Committee of Northwood Cricket Club itself, the complainant may report the complaint directly to the Hertfordshire County Cricket Board.

*Keith Watson*

Keith Watson, Chairman Northwood Cricket Club

Date 26.01.21