Grittleton Cricket Club

Village cricket since at least 1868

Inclusion and Diversity Policy

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

- GCC 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.
- GCC will not tolerate harassment, bullying, abuse or victimisation of individuals.
- GCC will endeavour to create access and opportunities for all those individuals who wish to participate, and are lawfully eligible to participate, in the club's activities.
- GCC will ensure that it complies with the requirements of the Equality Act 2010 and will take all reasonable steps to ensure that its members and volunteers adhere to these requirements and to this policy.

GCC 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 member, volunteer, participant or spectator feels that they have suffered discrimination, harassment, bullying, abuse or victimisation, they should report the matter in writing to Mark Webb, Chairman of GCC.
- 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.

GCC's Committee

- may decide (at its sole discretion) to uphold or dismiss the complaint without holding a hearing.
- may (at 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 club's pavilion, either temporarily or permanently; and (e) turn down a non-member's current and/or future membership application; and
- will provide the parties with written reasons for its decision.

A party may appeal a decision of the GCC Committee to the Wiltshire County Cricket board by writing to the Wiltshire County Cricket Board within 3 months of the decision being notified to that party.

- If the nature of the complaint is in relation to the GCC Committee the complainant may report the complaint directly to the Wiltshire County Cricket Board.

This policy will be reviewed periodically by the GCC in consultation with the England and Wales Cricket Board Limited.