

# LOW MOOR HOLY TRINITY CRICKET CLUB

MEMBERS OF THE SPENSER WILSON HALIFAX CRICKET LEAGUE

MEMBERS OF THE BRAMLEYS HALIFAX JUNIOR CRICKET LEAGUE

Registered Community Amateur Sports Club (CASC 00606)

Chairman: Mr A Hubbert



Secretary: Mr M Jenkins



Treasurer: Mr S Howard



President: Rev I Jennings



## CLUB INCLUSION AND DIVERSITY POLICY

Low Moor Holy Trinity Cricket Club (hereafter referred to as 'LMHTCC') in all its activities on and off the field, is fully committed to the principles of equality of opportunity in cricket. The Club will ensure that its members, spectators, volunteers, children and all other individuals involved with the Club will be treated fairly and are able to conduct their activities free from discrimination, harassment or intimidation.

LMHTCC will:

- ***not allow any form of discrimination, 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.***
- ***not tolerate harassment, bullying, abuse or victimisation of individuals.***
- ***endeavour to create access and opportunities for all those individuals who wish to participate, and are lawfully eligible to participate, in its activities.***
- ***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 LMHTCC's Trustees and Management Committee who are responsible for the implementation of this policy.

LMHTCC 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.

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## **HOW TO REPORT A CONCERN:**

In the event that any individual feeling that they have suffered discrimination, harassment, bullying, abuse or victimisation, they should, in the first instances, report the matter verbally to Secretary and/or Club Welfare Officer. Any such verbal report should include: details of what occurred; when and where the occurrence took place; any witness details and copies of any witness statements. The Secretary/CWO will be responsible for documenting all communication with the individual.

If the accused individual is known to the Club through membership or a known follower of the Club, the Management Committee of LMHTCC will regard the issue as a disciplinary issue and will follow appropriate disciplinary procedures.

If the accused individual is not known to the Club, the Management Committee will undertake all reasonable efforts to ascertain the identification of the individual and his/her involvement in this issue.

Where the offence is deemed to be of a more serious nature, it may be prevalent to include the Halifax Cricket League and/or the Yorkshire Cricket Board.

If the nature of any complaint is with regard to a member of the Management Committee at LMHTCC, the complainant may report the complaint directly to the Yorkshire County Cricket Board.

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

*The Management Committee*

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