



ECB Club Inclusion & Diversity Policy

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

- Caterham CC, 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.
- Caterham CC will not tolerate harassment, bullying, abuse or victimisation of individuals.
- Caterham CC will endeavour to create access and opportunities for all those individuals who wish to participate, and are lawfully eligible to participate, in its activities.
- Caterham CC 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 the Caterham Cricket Club's officers and [management committee] who are responsible for the implementation of this policy.

Caterham 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 management committee of Caterham CC
- 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 Caterham Cricket Club's employment disciplinary procedure.
- If the accused individual is a non-employee, the [management 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 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 its decision.
- A party may appeal a decision of the [management committee] to the relevant County Cricket board by writing to the relevant County Cricket Board within 3 months of Caterham Cricket Club's decision being notified to that party.
- If the nature of the complaint is with regard to the [management committee] of the Caterham CC, the complainant may report the complaint directly to the relevant County Cricket Board.

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



Inclusion and Diversity Monitoring Form

Please help Caterham Cricket Club by providing information on inclusion and diversity. All the information is strictly private and confidential and will only be used by us in an aggregated, anonymised format. We will use the information to review our activities and to consider what activities we may need to run to encourage people from many different local communities to get involved in the club. While completion of the inclusion and diversity monitoring form is optional we do hope that you will provide us with the information to assist us with our plan to be a club that is accessible to everyone. Thank you.

1. What is your sex? (please mark X in the relevant box)

- Male
- Female
- Prefer not to say

2. What is your ethnic group?

(Please choose one category and mark X in the appropriate box to indicate your ethnic group)

A. White

- English / Welsh / Scottish / Northern Irish / British
- Irish
- Gypsy / Traveller
- Any other white background - please state:

B. Mixed / Multiple ethnic groups

- White and Black Caribbean
- White and Black African
- White and Asian
- Any other mixed / multiple ethnic group – please state:

C. Asian / Asian British

- Indian
- Pakistani
- Bangladeshi
- Sri Lankan

- Any other Asian background – please state:

D. Black / African / Caribbean / Black British

- African
- Caribbean
- Any other Black / African / Caribbean background – please state:

E. Other Ethnic Group

- Arab

Any other ethnic group – please state:

- Prefer not to say

3. What is your religion? (Please mark an X in the appropriate box.)

- No religion
- Christian (including Church of England Catholic, Protestant and all other Christian denominations)
- Jewish
- Muslim
- Sikh
- Buddhist
- Hindu
- Any other religion – please state:

- Prefer not to say

4. Disability

Do you consider yourself to be disabled as defined by the Equality Act 2010 as 'A physical or mental impairment which has a substantial and long-term adverse effect on a person's ability to carry out day-to-day activities'?

- Yes
- No
- Prefer not to say

If yes, please indicate the type of impairment by marking X in the appropriate box:

- Visual impairment

- Hearing impairment
- Physical impairment
- Learning impairment
- Mental health issues
- Any other impairment – please state:

Thank you for completing this form.