

# Inclusion and Diversity Policy

## Long Melford Cricket Club

Meeting Field  
Long Melford  
Suffolk  
CO10 9JZ



<b>POLICY NAME</b>	Inclusion and Diversity Policy		
<b>EFFECTIVE DATE</b>	1/3/2022	<b>DATE OF LAST REVISION</b>	<b>VERSION NO.</b> 1
<b>ADMINISTRATOR RESPONSIBLE</b>	Committee		

VERSION HISTORY				
VERSION	APPROVED BY	REVISION DATE	DESCRIPTION OF CHANGE	AUTHOR

## INTRODUCTION

Long Melford Cricket Club in all its activities, is fully committed to the principles of equality of opportunity in cricket and to ensure that its employees, members and all other individuals working or volunteering for LMCC and participating in or watching LMCC activities are treated fairly and are able to conduct their activities free from discrimination, harassment or intimidation.

In all activities we 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.

LMCC will not tolerate harassment, bullying, abuse or victimisation of individuals. It will endeavor to create access and opportunity for all those who wish to participate and are lawfully eligible to participate in these activities.

In developing and implementing its anti-discrimination policy, the organization is committed to complying with the requirements of the equality act 2010, The ECB's codes of conduct and with all current and any future anti-discrimination legislation and associated codes of practice including, but not limited to:

- Equal Pay Act 1970
- Sex Discrimination Act 1975
- Race Relations Act 1976
- Disability Discrimination Act 1995
- Employment Rights Act 1996
- Age Discrimination Act 2006
- Employment Equality (Sexual Orientation) Regulations 2003

- Employment Equality (Religion or Belief) Regulations 2003

Along with the Following codes of practice:

- The Commission for Racial Equality code of practice for the elimination of racial discrimination and the promotion of equality of opportunity in employment (1985)
- The Equal Opportunities Commission code of practice on Equal Pay (2003)
- The Disability Discrimination Act 1995 code of practice in relation to rights of access to facilities, services and premises in employment.
- The European Community code of practice on the protection of the dignity of men and women at work, and any relevant amendments to or further codes of practice.

Complaints of discrimination Long Melford Cricket Club will treat seriously, and will take action where appropriate concerning, all complaints of discrimination, harassment, bullying, abuse or victimisation of an individual on any of the forbidden grounds made by employees, members, volunteers, trustees or other third parties.

## **BREACH OF POLICY**

If there is a breach of the policy or you feel there has been please contact the club welfare officer -Shelley Davey [jsjdavey27@gmail.com](mailto:jsjdavey27@gmail.com), as soon as possible. All complaints will be investigated in accordance with LMCC grievance or complaints procedure and the complainant will be informed of the outcome.

If you are found to be in breach of this policy this will be investigated by either your clubs welfare officer, county welfare officer, or ECB safeguarding team. You will also be asked not to attend the club until this matter is resolved.