



## Rainhill Cricket Club Equity, Diversity, and Inclusion Policy

Rainhill Cricket Club, in all its activities, is fully committed to the principles of equality of opportunity in cricket. We ensure that our employees, members, volunteers, participants, and spectators are treated fairly and can engage in club activities free from discrimination, harassment, or intimidation.

- Rainhill Cricket Club will not discriminate or treat anyone less favourably on the basis of age, gender, disability, race, parental or marital status, pregnancy, religion or belief, or sexual orientation in any of its activities.
- We maintain a strict policy against harassment, bullying, abuse, or victimisation of individuals.
- Our club endeavours to create accessible opportunities for all individuals who are lawfully eligible to participate in its activities.
- We are committed to complying with the Equality Act 2010 and take all reasonable steps to ensure our employees, members, and volunteers adhere to these requirements and this policy.
- This policy is fully supported by the officers and committee of Rainhill Cricket Club, who are responsible for its implementation.
- Rainhill Cricket Club is dedicated to investigating any claims of discrimination, harassment, bullying, abuse, or victimisation and reserves the right to impose appropriate and proportionate sanctions where necessary.

### In the event of a grievance:

- Any individual who feels they have suffered discrimination, harassment, bullying, abuse or victimisation should report the matter in writing to the Committee of Rainhill Cricket Club.
- Reports should include details of the incident, including the time and location, any witnesses, and copies of witness statements.
- If the accused individual is an employee, the matter will be treated as a disciplinary issue following Rainhill Cricket Club's employment disciplinary procedure.
- If the accused is a non-employee, the Committee may:
  - Uphold or dismiss the complaint without a hearing, at its sole discretion.
  - Optionally hold a hearing where both parties may present their case.
  - Impose sanctions on those found in breach of policy, such as warnings, suspension, removal from membership, temporary or permanent exclusion from the facility, or rejection of membership applications.
  - Provide written reasons for its decisions.



- Appeals against the Junior Foundation Committee's decisions can be made to the relevant County Cricket Board within 3 months.
- Complaints regarding the Committee should be directed to the relevant County Cricket Board.

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

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