



Inclusion & Diversity Policy

Sandy Cricket club is committed to ensuring that equality is incorporated across all aspects of its development. In doing so it acknowledges that sports equality is about fairness in sport, equality of access, recognising inequalities and taking steps to address them.

It is about changing the culture and structure of sport to ensure it becomes equally accessible to everyone in society. Sandy Cricket Club respects the rights, dignity and worth of every person and will treat everyone equally within the context of their sport, regardless of age, ability, gender, race, ethnicity, religious belief, sexuality or social/economic status.

Sandy Cricket Club is committed to everyone having the right to enjoy their sport in an environment free from threat of intimidation, harassment and abuse.

All club members have a responsibility to oppose discriminatory behaviour and promote equality of opportunity.

- Sandy 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 Sandy Cricket Club, and participating in or watching Sandy Cricket Club's activities are treated fairly and are able to conduct their activities free from discrimination, harassment or intimidation.
- Sandy Cricket Club, in all its activities 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.
- Sandy Cricket Club will not tolerate harassment, bullying, abuse or victimisation of individuals by any person associated with the Club.
- Sandy Cricket Club will endeavour to create access and opportunities for all those individuals who wish to participate, and are lawfully eligible to participate, in its activities.
- Sandy Cricket Club 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.

Sandy 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.