



Hythe & Dibden Cricket Club

Equality Policy

Hythe and Dibden Cricket Club, in all its activities, is fully committed to the principles of equality of opportunity in cricket, and to ensuring that all its members and all other individuals working or volunteering, participating in or watching Hythe and Dibden Cricket Club's activities are treated fairly and are able to conduct their activities free from discrimination, harassment or intimidation.

- Hythe and Dibden Cricket Club, in all its activities will not discriminate, or in any way treat anyone less favorably against on the grounds of age, gender, disability, race, parental or marital status, pregnancy, religion or belief or sexual orientation.
- Hythe and Dibden Cricket Club will not tolerate harassment, bullying, abuse or victimisation of individuals.
- Hythe and Dibden Cricket Club will endeavor to create access and opportunities for all those individuals who wish to participate, and are lawfully eligible to participate, in its activities.
- Hythe and Dibden 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.
- This policy is fully supported by the Hythe and Dibden Cricket Club's officers who are responsible for the implementation of this policy.
- Hythe and Dibden 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 member, volunteer, participant or spectator feels that he or she has suffered discrimination, harassment, bullying, abuse or victimisation, they should report the matter in writing to the management committee of Hythe and Dibden Cricket Club.
- 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 a member of the club, the 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
 - (e) Turn down a non-member's current and/or future membership application
 - will provide both parties with written reasons for its decision.

- A party may appeal a decision of the committee to the relevant County Cricket board by writing to the relevant County Cricket Board within 3 months of Hythe and Dibden Cricket Club's decision being notified to that party.

- If the nature of the complaint is with regard to the committee of the Hythe and Dibden Cricket Club, the complainant may report the complaint directly to the relevant County Cricket Board.

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



Hythe and Dibden Cricket Club are committed to honour the Armed Forces Covenant and support the Armed Forces Community. We recognise the value Serving Personnel, both Regular and Reservists, Veterans and military families contribute to our club and our country.

Section 1: Principles of the Armed Forces Covenant

1.1 We Hythe and Dibden Cricket Club will endeavour in our business dealings to uphold the key principles of the Armed Forces Covenant, which are:

- no member of the Armed Forces Community should face disadvantage in the provision of public and commercial services compared to any other citizen

Section 2: Demonstrating our Commitment

2.1 Hythe and Dibden Cricket Club recognises the value serving personnel, reservists, veterans and military families bring to our business. We will seek to uphold the principles of the Armed Forces Covenant, by:

- promoting the fact that we are an armed forces-friendly club.
- striving to support the participation of service children within the club.
- endeavouring to offer activities for Service spouses and partners before, during and after a partner's deployment.
- seeking to support our volunteers who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible.
- aiming to actively participate in Armed Forces Day.
- offering the use of facilities to local military units.

2.2 We will publicise these commitments through our literature and on our website, setting out how we will seek to honour them and inviting feedback from the Service community and our customers on how we are doing.