

ECB Club Inclusion and Diversity Policy

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

- **Stafford Cricket Club** 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.

- **Stafford Cricket Club** will not tolerate harassment, bullying, abuse or victimisation of individuals.

- **Stafford Cricket Club** will endeavour to create access and opportunity for all those who wish to participate and are lawfully eligible to participate in these activities.

- **Stafford 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 Stafford Cricket Club's officers and management committee who are responsible for the implementation of this policy.

Stafford 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.