



## **Club Inclusion & Diversity Policy**

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

- Pinner CC, 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.
- Pinner CC will not tolerate harassment, bullying, abuse or victimisation of individuals.
- Pinner CC will endeavour to create access and opportunities for all those individuals who wish to participate, and are lawfully eligible to participate, in its activities.
- Pinner CC 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.
- Pinner CC 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.
- This policy is fully supported by the Pinner CC's management committee who are responsible for the implementation of this policy. This policy will be reviewed periodically by Pinner CC management committee.