



Creating a Safe, Welcoming, and Inclusive Environment

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

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

**Welcome Meeting**

* **At the beginning of each season the age grade coach and/or team manager will hold a welcome meeting outlining the plans for the year. You and your child will be introduced to the Club’s Safeguarding Officer/s and given information on how they can be contacted.**
* **You will be introduced to the facilities available and the expectations surrounding those.**
* **As a recap, your attention will be drawn to the club’s key policies, such as the code of conduct that should have been read before membership was agreed.**
* **Newer members, whether children or their parents/carers, can ask questions and start to feel part of the club straight away.**
* **On receipt of membership, you/your child will receive an Anston CC welcome letter that contains key information about training, matches and contact details**

**Policies and Procedures**

* **Anston CC have clear and visible policies and procedures in place to ensure everyone understands expected behaviours.**
* **All of our current policies can be found at** [**www.anstoncc.co.uk**](http://www.anstoncc.co.uk) **and essential safeguarding information is displayedon the noticeboards in the porchway**

**Role Modelling**

* **Adults at the club should act as role models for younger members by using inclusive and appropriate language, and demonstrating positive and respectful behaviour, especially if they are in a position of responsibility.**
* **Parents/carers and any other guest visiting Anston CC are expected to behave in this way.**

**Support Needs**

* **Anston CC encourages inclusivity to any person with additional support needs. To ensure everyone’s needs are catered for, please include as much detail when completing the membership form and speak to the Club’s Honorary Secretary, Sam Baird or the Club’s Safeguarding Officer, Clare Walshaw to ensure their needs can be considered and the environment is as inclusive as possible.**

**Cultural and Religious Considerations**

* **Cricket is a diverse sport, and proud to welcome individuals and families from a variety of backgrounds and cultures. Embracing the diversity of our membership is an excellent way to create an inclusive culture.**

**Responding to Concerns**

* **Anston Cricket Club will respond to concerns and issues swiftly and proactively.**
* **In the event of  of discrimination, harassment, bullying, abuse or victimisation of an individual, Anston CC 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 employee, member, volunteer, participant or spectator feels that they have suffered discrimination, harassment, bullying, abuse or victimisation, they should report the matter in writing to the Secretary of Anston 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 an employee, the Disciplinary Committee will regard the issue as a disciplinary issue and will follow Anston Cricket Club’s disciplinary procedure.**
* **If the accused individual is a non-employee, the management 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; and (e) turn down a non-member’s current and/or future membership application; and**
	+ **will provide both parties with written reasons for its decision.**