

Wilden Village Cricket Club Equality and Diversity Policy

Aims

Wilden Village Cricket Club is open to the community, who register as members. We aim to help the community to have an atmosphere of friendship, respect and care for each other. In particular, we aim to treat every person equally, regardless of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation

Accessibility

All our meetings and events are held in Wilden Village Cricket Club and we are accessible to wheelchair users. We do not have a disabled toilet as the building was built before the law came into being in 2010.

We are committed to ensuring any member of WVCC is able to attend our activities, so we will always be open to suggests on how to improve our accessibility.

Diversity

Our Club belongs to its members and is run by a committee which comprises of members of the club. We aim to organise a range of events and activities to suit the interests and meet the needs of a wide variety of people.

For example, we hold parties for throughout the year to bring together the local community, who have joined the club. We hold quiz nights, and games nights. There are discos and fetes. Along with the teams that play football, cricket, bowls, there is also crib, darts.

The Club should be open to new ideas, and particularly prioritise opportunities for residents to share their cultural heritage with one another.

Inclusion and respect

Every member of WVCC should be made to feel equally welcome and be allowed to attend meetings and functions held within the Club.

Sexist, racist, homophobic, transphobic or otherwise offensive and inflammatory remarks and behaviour are not acceptable. These constitute harassment, and have no place in the Club.

Dealing with discrimination and harassment

If any member feels they have been discriminated against by the Club or harassed at a Club event they should raise this with the committee.

The committee will investigate the complaint, listening to all members involved. (If the complaint is against a committee member, that member will not be part of conducting the investigation).

If the complaint is against a particular individual, this person will have the opportunity to express their point of view, accompanied by a friend. The person making the complaint will also have this opportunity.

If the complaint is against the Club as a whole, the Committee must work to ensure that such discrimination is not repeated in the future, and must inform the members of how they propose to do this.

Any decision to exclude a person from the Club due to discriminatory or harassing behaviour will be made with reference to the Clubs constitution. The Club will support people who feel they have been harassed or discriminated against, and will not victimise or treat them less well because they have raised this.

This policy was adopted at a meeting of Wilden Village Cricket Club and will be reviewed at least every 2 years.

Chairperson Signed:
Printed name:

Date:

Secretary Signed:
Printed name:

Date:

This policy was prepared by Dawn Hotchkiss, Wilden Village Cricket Club. It takes into account the Equality and Diversity Act of 2010. And any amended items. 16/4/2025