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### **Bucks Cricket Equality, Inclusion and Diversity Policy**

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

- Bucks Cricket, in all its activities will not discriminate against, or in any way treat less favourably, anyone on the grounds of age, gender, disability, race, parental or marital status, pregnancy, religion or belief or sexual orientation.
- Bucks Cricket will not tolerate harassment, bullying, abuse, or victimisation of individuals.
- Bucks Cricket will endeavour to create access and opportunities for all those individuals who wish to participate, and are lawfully eligible to participate, in its activities.
- Bucks Cricket 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 Bucks Cricket's officers and The Trustees who are responsible for the implementation of this policy.

Bucks Cricket 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 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 Richard Hudson (CEO) of the Bucks Cricket.
- 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 CEO and The Trustees will regard the issue as a disciplinary issue and will follow Bucks Cricket's employment disciplinary procedure.
- If the accused individual is a non-employee, a Trustee (or any committee appointed for such purpose):
  - 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) a warning as to future conduct; (b) suspension from membership; (c) removal from



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- membership; (d) exclusion of a non-member from the facility, either temporarily or permanently; and/or (e) rejection of a non-member's current and/or future membership application; and
- will provide both parties with written reasons for its decision.
- If the nature of the complaint is with regard to the CEO or Trustee or committee members of Bucks Cricket, the complainant may report the complaint directly to the England and Wales Cricket Board.

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



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### Amendment Record

Version	Date	Status	Description of Revision
0.a	2022-01-25	Draft	Initial version of document
1.0	2022-05-18	Final	Approved by Richard Hudson
1.0a	2022-09-28	Draft	Added amendment record
2.0	2022-09-28	Final	Approved by Richard Hudson
2.0a	2023-09-28	Draft	Updated to Bucks Cricket CIO
3.0	2023-09-28	Final	Approved by Richard Hudson
3.0a	2024-09-23	Draft	Annual review – no changes
4.0	2024-10-03	Final	Approved by Richard Hudson

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