



Maldon Cricket Club

Inclusion & Diversity Policy

Updated March 2026

Maldon Cricket Club is fully committed to promoting equality, diversity, and inclusion across all aspects of its activities. This policy ensures that all employees, volunteers, members, participants, and spectators are treated fairly and can participate free from discrimination, harassment, bullying, abuse, or victimisation.

This policy applies to everyone associated with the club, including children, young people, and adults.

****Children are defined as persons under the age of 18.***

1. Commitment to Equality

- Maldon Cricket Club will not discriminate or treat anyone less favourably on the grounds of:
 - Age, gender, disability, race, parental or marital status, pregnancy, religion or belief, sexual orientation.
- Harassment, bullying, abuse, or victimisation of any individual will not be tolerated.

- The club will provide equal access and opportunities to all who are lawfully eligible to participate in its activities.
- Maldon Cricket Club adheres to the Equality Act 2010 and expects all staff, volunteers, and members to comply with this policy.

2. Responsibilities

- The Management Committee and Club Officers are responsible for implementing this policy.
- All volunteers, and participants are expected to act in accordance with this policy and report any breaches.

3. Reporting a Concern

- Any individual who believes they have experienced discrimination, harassment, bullying, abuse, or victimisation should report the matter in writing to:
 - Ben Gibbons, Chairman
 - Joe Figg, Club Welfare Officer

Reports should include:

- Details of the incident(s)
- Date, time, and location
- Witnesses and any statements

4. Investigation Process

- If the accused is an employee, the club will follow its employment disciplinary procedures.
- If the accused is a non-employee, the Management Committee may:
 - Uphold or dismiss the complaint without a hearing, or
 - Hold a hearing where both parties may attend and present their case.
- The Management Committee has the authority to impose sanctions, including:
 - Warning regarding future conduct
 - Suspension from membership
 - Removal from membership
 - Temporary or permanent exclusion from the club facilities (for non-members)
 - Rejection of current/future membership applications
- Both parties will receive written reasons for decisions.

5. Appeals

- A party may appeal a Management Committee decision to the relevant County Cricket Board within 3 months of being notified.
- Complaints about the Management Committee itself can be reported directly to the relevant County Cricket Board.

6. Promotion of Diversity and Inclusion

Maldon Cricket Club will:

- Promote equality, inclusion, and diversity in all communications, activities, and recruitment
- Encourage participation from underrepresented groups
- Regularly review policies and practices to ensure fair treatment for all participants