**Inclusion & Diversity Policy**

**ECB Club Inclusion & Diversity Policy**

**Harpenden Cricket Club**, in all its activities, is fully committed to the principles of equality of opportunity in cricket, and to ensuring that its members and all other individuals working or volunteering for **Harpenden Cricket Club**, and participating in or watching **Harpenden Cricket Club** activities are treated fairly and are able to conduct their activities free from discrimination, harassment or intimidation.

**Harpenden Cricket Club**, in all its activities will not discriminate against, or in any way treat anyone less favourably on the grounds of age, gender, disability, race, parental or marital status, pregnancy, religion or belief or sexual orientation.

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

**Harpenden 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.

**Harpenden 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.

This policy is fully supported by the **Harpenden Cricket Club’s** officers and executive committee who are responsible for the implementation of this policy.