



Middleton Sports Club

CLUB INCLUSION & DIVERSITY POLICY



Middleton Sports Club (“The Club”) in all its activities, is fully committed to the principles of equality of opportunity in sport, and to ensuring that its employees, members and all other individuals working or volunteering for “The Club” and participating in or watching “The Club’s” activities are treated fairly and are able to conduct their activities free from discrimination, harassment or intimidation.

- “The 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.
- “The Club” will not tolerate harassment, bullying, abuse or victimisation of individuals.
- “The 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.
- “The 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 “The Club’s” officers and Board of Directors who are responsible for the implementation of this policy.

Middleton Sports Club 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 he has suffered discrimination, harassment, bullying, abuse or victimisation, they should report the matter in writing or verbally to the Board of Directors of “The 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 Board of Directors will regard the issue as a disciplinary issue and will follow “The Club’s” employment disciplinary procedure.
- If the accused individual is a non-employee, the Board of Directors:
 - may decide to uphold or dismiss the complaint without holding a hearing;
 - may hold a hearing at which both parties (if relevant) will be entitled to attend and present their case; the member concerned may be accompanied by another MSC member for support
 - 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) verbally warn as to future conduct. This may be followed or superseded by a written warning;
 - 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.
- In the case of an exclusion from The Club, a party may appeal a decision of the Board of Directors by writing to them within 1 month of "The Club's" decision being notified to that party. An appeal may then be heard by alternative Directors not involved in the initial hearing. The member concerned may again be accompanied by another MSC member. In the unlikely even that all Directors have already been involved in these proceedings, the Board may request two alternative members to reside over the appeal. These members would be independent and appointed by the Chair of two sports committees not involved in the proceedings.
 - If the nature of the complaint is with regard to the Board of Directors of the "The Club", the complainant may report the complaint directly to the Board for the matter to be heard by two alternative Directors.

This policy will be reviewed periodically by the "The Club" in consultation with the relevant sporting authorities and the Child Protection Sport Unit (CPSU).

