



Equality and Diversity Policy

1. Policy Statement

The Bognor Regis Baseball Club is fully committed to the principles of **equality, diversity, and inclusion**. We aim to ensure that all participants—players, coaches, officials, volunteers, and spectators—are treated fairly and with respect, and that no one is denied access to our activities on the grounds of age, gender, gender identity, race, ethnic origin, nationality, religion or belief, disability, sexual orientation, or socio-economic background.

We believe that baseball should be open and welcoming to everyone in our community.

2. Purpose of the Policy

The purpose of this policy is to:

- Promote equality and eliminate discrimination in all areas of the club's activities.
- Create an inclusive and welcoming environment where everyone can participate safely and confidently.
- Ensure compliance with the **Equality Act 2010** and the principles of **UK Sport and Sport England's Code for Sports Governance**.

3. Scope

This policy applies to:

- All members of the club, including players, coaches, officials, volunteers, and committee members.
- All activities organised, sponsored, or associated with [Club Name] Baseball Club, both on and off the field.

4. Responsibilities

- **The Committee** is responsible for ensuring that this policy is implemented and reviewed regularly.
- **Coaches and volunteers** are expected to promote fairness, challenge discrimination, and act as role models for inclusive behaviour.
- **Members** are expected to treat others with respect and uphold the club's values of equality and diversity at all times.



5. Recruitment and Membership

- Membership is open to anyone who supports the aims of the club.
- No applicant will be refused membership on discriminatory grounds.
- Reasonable adjustments will be made, where possible, to ensure that people with disabilities or additional needs can participate fully.

6. Discrimination, Harassment, and Bullying

The club will not tolerate any form of discrimination, harassment, or bullying. Any incidents will be taken seriously and dealt with promptly under the club's **disciplinary and complaints procedures**.

7. Monitoring and Review

- The Committee will monitor the effectiveness of this policy annually.
- Data on participation and membership will be reviewed to identify and address any barriers to inclusion.
- The policy will be updated as needed to reflect best practice and legal requirements.

8. Complaints Procedure

Anyone who believes they have been discriminated against or unfairly treated may raise the matter confidentially with a club official or the Committee. All complaints will be investigated fairly and without prejudice.

Approved by: The Board of Trustees

Date: 10/10/2025

Review Date: Annually