

Wilmslow Phoenix Sports Club

Anti-Sexual Harassment Policy

Version 1.0



1. Purpose

The purpose of this Anti-Sexual Harassment Policy is to provide a safe, healthy and respectful environment for all members, volunteers, staff, and visitors of the Wilmslow Phoenix Sports Club (the "Club"). This Policy aims to prevent sexual harassment in all its forms and outlines the procedures for reporting and addressing allegations of harassment.

2. Scope

This Policy applies to all members of the Club, (including members of all Provisional Sections and Constituent Sections of the Club), including but not limited to players, coaches, umpires, staff, volunteers, and to all visitors and spectators. It covers all activities and events related to the Club, including matches, competitions, training sessions, meetings, and social gatherings, whether held on or off the premises at Oakwood Farm, Wilmslow.

3. Definition of Sexual Harassment

Sexual Harassment is defined as any unwanted, unwelcome, or offensive behaviour of a sexual nature. This can include, but is not limited to:

- Unwelcome sexual advances or propositions
- Inappropriate touching or physical contact
- Suggestive comments or jokes
- Sharing sexually explicit materials
- Any other behaviour that creates a hostile or intimidating environment.

This Club deems all types of Sexual Harassment as offensive. In many cases it intimidates others and will not be tolerated.

4. Policy Statement

The Club is committed to maintaining an environment free from Sexual Harassment. The Club does not tolerate any form of Sexual Harassment and takes all allegations seriously. Engaging in such behaviour may result in disciplinary action, up to and including expulsion from the Club.

5. Acknowledgment by members

Each Section of the Club shall ensure that their members acknowledge their acceptance of this Anti-Sexual Harassment Policy, when registering or renewing membership of their respective sports club.

6. Reporting Procedures

Any member who believes they have been subjected to Sexual Harassment is encouraged to report the incident. Reports can be made through the following channels:

- **Ask for Angela at the bar:** Angela is a fictional staff member that individuals can ask for at the bar as a way to discreetly signal that they feel unsafe or vulnerable. Our bar staff are trained to recognise the signal and help the individual move to a safer place with minimal fuss.
- **Directly to the Discipline Officer for the relevant sports Section:** Members should speak to or email the designated Discipline Officer for their sports Section (who is responsible for handling harassment complaints).
- **Directly to Phoenix:** Members should speak to or email the Secretary of Phoenix if the Discipline Officer for the relevant sports Section is not known or where the complaint relates to individuals from more than one sports Section or an un-identified individual or sports Section. Email: wpsc.phoenix.secretary@gmail.com.

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7. Investigation Process

7.1 Ask Angela

"Ask Angela" incidents will be recorded to monitor the impact of the scheme and support staff training but will not be investigated unless a complaint is made according to section 6 above.

7.2 Complaints to Phoenix Secretary

Once a formal complaint is received by the Secretary then he/she (or an agreed alternative member of Phoenix Council) shall investigate sufficiently to identify which sports Section the complaint should be referred to. If no sports Section can be identified to refer the complaint to, the Phoenix Council shall conduct the investigation according to the Club Disciplinary Policy and the following principles.

7.3 Complaints to relevant Discipline Officer

Once a formal complaint is received, the Discipline Officer of the relevant sports Section shall conduct the investigation according to their own discipline policy and the following principles.

7.4 Principles to apply to all complaint investigations

The investigation will be conducted in a confidential and discreet manner as far as is possible without hampering the investigation. A complainant will be kept informed at all stages of the investigation and resolution. At all times throughout the investigation, the alleged offender and/or complainant may, if required, have legal counsel as their representative. Upon receiving a report of sexual harassment, the following process will be followed:

- The Discipline Officer will conduct a thorough and impartial investigation.
- All parties involved will be treated with respect and confidentiality will be maintained as much as possible.
- The Discipline Officer will document the findings and recommend appropriate actions to the Committee of the relevant sports Section.

The conclusion of the investigation and any disciplinary action shall be reported by the relevant sports Section to the Club.

8. Disciplinary Action

If allegations of sexual harassment are substantiated, the relevant sport Section will take appropriate disciplinary action, which may include:

- Verbal or written warnings
- Mandatory training or counselling
- Suspension from club activities
- Expulsion from the club

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9. Protection against Retaliation

The Club prohibits retaliation against any member who reports sexual harassment or participates in an investigation. Any form of retaliation will be treated as a serious violation of this Policy. The Club reserves the right to report serious complaints to external authorities such as the relevant National Governing Body or the Police.

10. Training and Awareness

To foster a culture of respect and awareness the Club will provide regular training on Sexual Harassment prevention for bar staff and volunteers, including Ask for Angela training.

11. Policy Review

This Policy will be reviewed annually and updated as necessary to ensure it remains effective and compliant with relevant laws and best practices.

12. Contact Information

For questions or concerns regarding this Policy or to report an incident, please contact the Secretary (wpssc.phoenix.secretary@gmail.com) or any member of the Committee.

12. Version control

Version 0.1 Draft for discussion

Version 0.2 Draft for approval by Phoenix Council.

Version 1.0 Approved by Phoenix Council and confirmed at Phoenix AGM 15th September 2025.