

HORLEY CRICKET & HOCKEY CLUB

EQUITY POLICY

Introduction

The Horley Cricket & Hockey Club (The Club) fully supports the principles and guidelines as incorporated in the ECB Cricket Equity Policy. To avoid any doubt the recital below details the Club's attitude and intent towards the policy

1. Statement of Intent

- 1.1 Horley Cricket & Hockey Club (the Club) is committed to the principles of equality of opportunity and aims to ensure that no individual receives less favourable treatment on the grounds of age, gender, disability, race, ethnic origin, nationality, colour, parental or marital status, pregnancy, religious belief, class or social background, sexual preference or political belief. This includes job applicants, employees, participants, volunteers and spectators.
- 1.2 The Club will ensure that there will be open access to all those who wish to participate in all aspects of cricket and that they are treated fairly.
- 1.3 The Club specifically supports initiatives by other organisations within cricket and elsewhere which recognise the principles of equality of opportunity and treatment .

2. Purpose of the Policy

- 2.1 The Club recognises that certain sections of the community may have been affected by past discrimination and may have felt denied the opportunity to participate equally and fully in sport at all levels.
- 2.2 This policy drawn up by the ECB and supported by The Horley Cricket & Hockey Club, has been produced to prevent/tackle any potential/current discrimination or other unfair treatment, whether intentional or unintentional, direct or indirect, against its employees, members and volunteers.
- 2.3 This policy is applicable to the game of cricket and all sport played in the name or associated with, the Horley Cricket & Hockey Club at all levels and in all roles.

3. Actions

- 3.1 The Management Committee will remain alert to ensure that the intent of this policy is delivered.
- 3.2 All areas of the club will be affected by this action plan, which will be incorporated in to the overall business plan and remain constantly under review..
- 3.3 The Management Committee of the Club recognise that, in some cases, to achieve the principle of equality, unequal effort is required and, if appropriate, will consider positive action to tackle under representation when appropriate.

4. Legal Requirements

- 4.1 The Management Committee of the Club is aware of the many legal obligations as scheduled in the ECB Cricket Equity Policy Paper and will work to comply with their requirements seeking legal advice when in doubt. Legislation which is deemed to potentially impact on this policy is deemed by the ECB to be the following:
 - Equal Pay Act 1970
 - Rehabilitation of Offenders Act 1974 (and Exemptions Order 1975)
 - Sex Discrimination Acts 1975, 1986 & 1999
 - Race Relations Act 1976 and the Race Relations Amendment Act 2000

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4.1 (cont)

- Children Act 1989 and 2004
- Disability Discrimination Act 1995
- Data Protection Act 1998
- Human Rights Act 1998
- Criminal Justice and Court Services Act 2000
- Employment Equality (Sexual Orientation) Regulations 2003
- Employment Equality (Religion and Belief) Regulations 2003
- Employment Equality (Age) Regulations 2006

This includes any later amendments to the above Acts / Regulations, or future Acts / Regulations that are relevant to the Club.

5. Discrimination, harassment and victimisation

Members of the Horley Cricket & Hockey Club are against any form of Discrimination, harassment and victimisation

5.1 The Management Committee are aware that discrimination can take many guises which largely fall under the following headings:

5.1.1 Direct Discrimination. This means treating someone less favourably than you would treat others in the same circumstances.

5.1.2 Indirect Discrimination. This occurs when a job requirement or condition is applied equally to all, which has a disproportionate and detrimental affect on one sector of society, and the requirement itself cannot be justified in relation to the job.

5.2 The Management Committee accept that harassment can take many forms but for the sake of this policy paper is described as inappropriate actions, behaviour, comments or physical contact that is objectionable or causes offence to the recipient. It may be directed towards people because of their gender, appearance, race, colour, ethnic origin, nationality, age, sexual preference, a disability or some other characteristic. Horley Cricket & Hockey Club is committed to ensuring that its employees, members, participants and volunteers are able to conduct their activities free from harassment or intimidation.

5.3 Victimisation can also take many forms but for this paper the Club had adopted the ECB definition as when someone is treated less favourably than others because he or she has taken action against that party under one of the relevant Acts / Regulations (as previously outlined) or provided information about discrimination, harassment or inappropriate behaviour.

5.4 The Management Committee of the Club regards any form of discrimination, harassment or victimisation, as serious misconduct and any employee, volunteer or member who discriminates against, harasses or victimises any other person will be liable to appropriate disciplinary action.

6. Responsibility, implementation and communication

6.1 The following responsibilities will apply:

6.1.1 The Management Committee of the club has ultimate responsibility to ensure that the terms of this Equity Policy are followed by all associated with the Club and to deal with any actual or potential breaches.

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- 6.1.2 It is the responsibility of all employees, volunteers and members to respect, act in accordance with and thereby support and promote the spirit and intentions of the policy.
- 6.2 At the recommendation of the Management Committee this policy will be implemented immediately.
 - 6.2.1 A copy of this document which follows the principals of the ECB Equity Policy will be available to all staff,, members and volunteers.
 - 6.2.2 The Management Committee will take measures to ensure that its employment practices are non-discriminatory.
 - 6.2.3 No job applicant will be placed at a disadvantage by requirements or conditions which are not necessary to the performance of the job or which constitute unfair discrimination.
- 6.3 The new policy will be communicated in the following ways:
 - 6.3.1 It is part of the club constitution through adoption at AGM.

7. Monitoring and Evaluation

- 7.1 The Management Committee will review the policy annually and changes made will be circulated by way of the published minutes and or at AGM should such an amendment deem it so necessary..

8. Disciplinary and Grievance Procedures

- 8.1 To safeguard individual rights under the policy, an employee, volunteer or participant who believes he/she has suffered inequitable treatment within the scope of the policy may raise the matter through the appropriate grievance procedure.
- 8.2 Appropriate disciplinary action will be taken against any employee, volunteer or participant who is deemed to have violated this Policy.
- 8.3 An individual may raise any grievance and no employee, volunteer or participant will be penalised for doing so unless it is without foundation and not made in good faith.

Management Committee