



PYRFORD CRICKET CLUB EQUAL OPPORTUNITIES POLICY

Introduction

Pyrford Cricket Club endorses the principle of sports equality and shall strive to ensure that everyone who wishes to be involved in the club:

- has a genuine and equal opportunity to participate to the full extent of their own ambitions and abilities, without regard to their age, sex, gender identity, disability, marital or civil partnership status, pregnancy or maternity, religion, race, ethnic origin, socio-economic status or sexual orientation; and
- can be assured of an environment in which their rights, dignity and individual worth are respected, and in particular that they are able to enjoy membership and sport without the threat of intimidation, victimisation, harassment or abuse.

Legal Obligations

Pyrford Cricket Club is committed to avoid and eliminate unfair discrimination of any kind within the club and shall under no circumstances condone unlawful discriminatory practices. The club takes a zero-tolerance approach to harassment.

Positive Action

The principle of Sports Equality goes further than simply complying with legislation. It entails taking positive steps to counteract the effects of physical or cultural barriers – whether real or perceived – that restrict the opportunity for all sections of the community to participate equally and fully. Pyrford Cricket Club shall therefore seek to institute, support and contribute to appropriate measures or initiatives that enable access to our club and participation in associated activities by people from any group that is underrepresented in our sports or has difficulty accessing them.

Implementation

The following steps shall be taken to publicise this policy and promote sports equality within Pyrford Cricket Club:

- The Club Welfare Officer shall take overall responsibility for ensuring that the policy is observed.
- The club shall give due consideration to participation in any surveys or other initiatives designed to assess the level of participation of different sections of the community. We shall take account of the findings where they are feasible to assist the club in developing measures to promote and enhance sports equality within the club and beyond.
- Club members shall support any measures and initiatives that the Club committee may institute or take part in to advance the aims of this policy.

Responsibility, Monitoring and Evaluation

The Club committee shall be responsible for ensuring the implementation of this policy, shall review all activities and initiatives against the aims of the policy and shall review this policy when necessary due to changes in legislation.

Complaints and Compliance

Pyrford Cricket Club regards all of the forms of discriminatory behaviour as unacceptable and is concerned to ensure that individuals feel able to raise any bona fide grievance or complaint related to such behaviour without fear of being penalised for doing so.

Appropriate disciplinary action shall be taken against any member who violates the club equality policy.

Any person who believes that he or she has been treated in a way that they consider to be in breach of this policy by a member of the club, where the incident occurs within or in connection with the operation of the club, should make their complaint in writing to the Club Welfare Officer.

Where the violation of the Equality Policy by way of harassment, victimisation or discrimination amount to a criminal offence, the appropriate authority shall be informed.

In the event that a member of Pyrford Cricket Club is subject to allegations of unlawful discrimination, relating to actions involving the club, in a court or tribunal, the Club committee shall co-operate fully with any investigation carried out by the relevant lawful authorities and, subject to the outcome, may consider taking action as above in relation to the matter concerned.

Relevant legislation and forms of unacceptable discrimination

Legal rights

Discrimination has been legally defined through a series of legislative acts, including the Race Relations Act, the Sex Discrimination Act, the Disability Discrimination Act and the Equality Act 2006.

In April 2010, the Equality Act 2010 received Royal Assent. The Equality Act 2010 is a new law which harmonises where possible, and in some cases extends, protection from discrimination. It applies throughout the UK and came into force in October 2010.

Discrimination refers to unfavourable treatment on the basis of particular characteristics, which are known as the 'protected characteristics'.

Under the Equality Act 2010, the protected characteristics are defined as age, disability, gender reassignment, marital or civil partnership status, pregnancy and maternity, race, religion or belief, sex (gender) and sexual orientation. Under the Equality Act 2010, individuals are protected from discrimination 'on grounds of' a protected characteristic (see footnote). This means that individuals shall be protected if they have a characteristic, are assumed to have it, associate with someone who has it or with someone who is assumed to have it.

Forms of Discrimination

Forms of discrimination and discriminatory behaviour include, but are not limited to the following:

- **Direct discrimination.** Direct discrimination can be described as less favourable treatment on the grounds of one of the protected characteristics.
- **Indirect discrimination.** Indirect discrimination occurs when a provision, criterion or practice is applied to an individual or group that would put persons of a particular characteristic at a particular disadvantage compared with other persons.
- **Discrimination arising from disability.** When a disabled person is treated unfavourably because of something connected with their disability and this unfavourable treatment cannot be justified, this is unlawful. This type of discrimination only relates to disability.
- **Harassment.** Harassment is defined as unwanted conduct relating to a protected characteristic that has the purpose or effect of violating a person's dignity, or which creates an intimidating or hostile, degrading, humiliating or offensive environment for that person.
- **Victimisation.** It is unlawful to treat a person less favourably because he or she has made allegations or brought proceedings under the anti-discrimination legislation, or because they have helped another person to do so. To do so would constitute victimisation.
- **Bullying.** Bullying is defined as a form of personal harassment involving the misuse of power, influence or position to persistently criticise, humiliate or undermine an individual.

Footnote

The exception to this is pregnancy and maternity, which does not include protection by association or assumption – a woman is only protected from discrimination on grounds of her own pregnancy.