

**MILNROW CRICKET CLUB**  
**EQUALITY AND DIVERSITY POLICY STATEMENT**

Milnrow Cricket Club is fully 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 reference or political belief. This includes job applicants, employees, participants, volunteers and spectators.

Milnrow Cricket 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.

Milnrow Cricket Club specifically supports initiatives by other organisations within cricket which recognise the principles of equality of opportunity and treatment such as the International Cricket Council Anti-Racism Policy and the Professional Cricketers Association's Racism Awareness Campaign.

**Purpose of the Policy**

Milnrow Cricket 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.

This policy has been produced to prevent/tackle any potential/current discrimination or other unfair treatment, whether intentional or unintentional, direct or indirect, against employees, members, players and volunteers.

This policy is applicable to the game of cricket at all levels (junior and senior) and in all roles.

**Actions**

Milnrow Cricket Club will produce and maintain an action plan to ensure the intent of this policy is delivered.

All areas of the organisation will be affected by this action plan, which will be incorporated in to the overall business plan.

Milnrow Cricket Club recognises 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.

## **Legal Requirements**

Milnrow Cricket Club recognises its legal obligations under, and will abide by the requirements of, 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
- 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 Milnrow Cricket Club.

Milnrow Cricket Club will consult with our solicitor and members each time the policy is reviewed to ensure it continues to comply with all legislation requirements.

For example:

- **Discrimination, harassment and victimisation**
- **Discrimination** can take the following forms:
  - **Direct Discrimination.** This means treating someone less favourably than you would treat others in the same circumstances.
  - **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, because fewer from that sector can comply with it and the requirement cannot be justified in relation to membership of the Club.

- **Harassment** 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. Milnrow Cricket Club is committed to ensuring that its employees, members, participants and volunteers are able to conduct their activities free from harassment or intimidation.
- **Victimisation** is defined as when someone is treated less favourably than others because he or she has taken action against Milnrow Cricket Club under one of the relevant Acts / Regulations (as previously outlined) or contained in Milnrow Cricket Club's Equality Policy or has provided information about discrimination, harassment or inappropriate behaviour.

Milnrow Cricket Club regards discrimination, harassment or victimisation, as described above, as serious misconduct and any employee, member, volunteer or participant who discriminates against, harasses or victimises any other person will be liable to appropriate disciplinary action.

### **RESPONSIBILITY, IMPLEMENTATION AND COMMUNICATION**

The following responsibilities will apply:

The Committee is responsible for ensuring that this Equity Policy is followed and to deal with any actual or potential breaches.

The Club Secretary has the overall responsibility for the implementation of the Equity Policy with support from the General Committee, the junior Committee and the Child Welfare Officers

All employees, players, volunteers and members have responsibilities to respect, act in accordance with and thereby support and promote the spirit and intentions of the policy.

The new policy will be implemented immediately following approval by the General Committee and will result in the following:

A planned approach will be adopted to eliminate barriers which discriminate.

Milnrow Cricket Club will ensure that best practice is extensively promoted and will expect that members are aware of and act within the Club's policies.