

## **GREENOCK CRICKET CLUB EQUALITY POLICY**

Greenock Cricket Club endorses the principle of sports equality and will 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**

Greenock Cricket Club is committed to avoid and eliminate unfair discrimination of any kind within the Club, and will under no circumstances condone unlawful discriminatory practices. The Club takes a zero tolerance approach to harassment. Examples of the relevant legislation and the behaviours in question are given in the Appendix.

### **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.

Greenock Cricket Club will therefore seek to institute, support or contribute to appropriate measures or initiatives that enable access to our Club and participation in associated activities by people from any group that is under-represented in our sports or has difficulty accessing them.

### **Implementation**

The following steps will be taken to publicise this policy and promote sports equality within Greenock Cricket Club:-

- A copy of this document is published on the Greenock Cricket Club website.
- The Club President will take overall responsibility for ensuring that the policy is observed.
- The General Committee of the Club will take full account of the policy in arriving at all decisions in relation to activities of the Club.
- The Club will give due consideration to participation in any surveys or other initiatives designed to assess the level of participation of different sections of the community in our Section's sports. We will take account of the findings where they are feasible to assist the Club in developing measures to promote and enhance sports equality in our sports.
- It will be a condition of Greenock Cricket Club membership that members:
  - Behave in accordance with the policy, and where appropriate, be subject to disciplinary action under the Club's constitution.
  - Agree that membership is open and inclusive
  - Support such measures and initiatives that the General Committee may institute or take part in to advance the aims of this policy.

## **Responsibility, Monitoring and Evaluation**

The General Committee will be responsible for ensuring the implementation of this policy.

The General Committee will review all activities and initiatives against the aims of the policy on an annual basis.

The General Committee will review the policy itself at intervals of no more than three years or when necessary due to changes in legislation.

## **Complaints and Compliance**

Greenock Cricket Club regards all of the forms of discriminatory behaviour, including (but not limited to) behaviour described in the Appendix 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 will be taken against any member who violates the Greenock Cricket 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 Greenock Cricket Club, where the incident occurs within or in connection with the operation of the Club, should make their complaint in writing to the Club Secretary.

The Club President will investigate the complaint personally or appoint General Committee member(s) to do so. The investigation will be conducted impartially, confidentially, and without avoidable delay. Any person against whom a complaint has been made will be informed of what is alleged and given the opportunity to present their side of the matter. The outcome of the investigation will be notified to the parties in writing and reported to General Committee. If the investigation reveals unacceptable discriminatory behaviour on the part of a member, the General Committee may impose sanctions on that person in line with the Club Constitution. Sanctions may range from a written reminder concerning future conduct up to and including temporary or permanent expulsion from Club membership. In deciding what sanction is appropriate in a particular case the General Committee will consider the severity of the matter and take account of any mitigating circumstances.

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

In the event that a member of Greenock Cricket Club is subject to allegations of unlawful discrimination, relating to actions involving the Club, in a court or tribunal, the General Committee will 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.

Greenock Cricket Club General Committee

9 February 2016

## **APPENDIX – 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<sup>1</sup>. This means that individuals will 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 and discriminatory behaviour include 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.

---

<sup>1</sup> 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.