



Greenfield Cricket Club Equal Opportunities Policy

2018 version

Statement

Greenfield Cricket Club is committed to equality of opportunity in all aspects of the functions of the Club. We will not accept practices which intentionally or unintentionally discriminate against anyone on the grounds of colour, race, religion, nationality, marital status, gender, sexual orientation, disability, age or language. We recognise that personal relations of respect, trust, honesty and openness underpin equality of opportunity.

Greenfield Cricket Club is open to all children, young people and families who want to take part in our club activities. In publicity for our organisation, language and visual material will be monitored for possible offence to, and stereotyping of, people on the grounds of religion, nationality, marital status, disability, sexual orientation and age.

Membership and staff

There will be clear job descriptions and person specifications for any paid post within the club and a clear role description for any volunteer placement. The Club Committee will interview as appropriate for any paid posts.

Membership application and registration forms will require only information which is relevant for the role (although other information may be requested for monitoring purposes).

Equal Opportunities Policy

Greenfield Cricket Club recognises the fundamental importance of equal opportunities both as club and in our role within our local community. We therefore take every care to treat each individual as a person in their own right. We recognise that everyone has a personal responsibility for the positive application of equal opportunities and that equality of opportunity is fundamentally about fairness and respect. It is achieved by ensuring that discriminatory behaviour, in any form, is not tolerated.

We are totally committed to the principle of equal opportunities and to creating a club environment in which everyone is treated with dignity and respect, and which is free from unlawful discrimination, victimisation or harassment on the ground of:

- colour, race, nationality or ethnic origin
- sex, marital status or gender reassignment
- disability of any kind
- sexual orientation
- age.

Our commitment to all aspects of our club includes:

- Membership
- Recruitment and advertisement of jobs/volunteering opportunities
- Terms and conditions of employment and membership
- Training opportunities
- All other club policies and procedures
- Relationships between members

Such values require a commitment from members to accept a code of conduct which:

- encourages respect for every individual
- encourages collective action to challenge prejudice and the structures that perpetuate it
- challenges stereotyped images internally and externally and, in their place, promotes positive images
- declares as unacceptable any language, action or belief which is prejudiced or which encourages prejudice in others
- does not tolerate any form of behaviour which is derogatory, demeaning or insulting to other persons or groups on the ground of race, gender, reassignment, disability, religion, culture, political beliefs, sex, sexual orientation or age
- creates an environment in which individual differences and the contributions of all our trustees, members and volunteers are recognised and valued.

In addition:

- Everyone is entitled to an environment that provides dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- All will be selected and trained on the basis of the objective criteria.

GCC take this policy very seriously, and therefore a breach of this policy is considered to be gross misconduct and disciplinary action, including cessation of membership without return of fees for serious offences, will be taken against those who do not comply with it.

If you have any queries regarding this policy, please contact a club committee member.

Adopted by GCC Committee for the 2018 season.

Signed:

Date: