



## SOUTHOWRAM CRICKET CLUB

Ashday Lane, Southowram, Halifax, HX3 9TR  
Tel 01422 322569

Chairman: Ian Uttley

# Equal Opportunities Policy

## 1. Aims and Objectives

Southowram Cricket Club does not discriminate against anyone on the grounds of their sex, race, colour, religion, nationality, ethnic or national origins. This is in line with the 1976 Race Relations Act and covers both direct and indirect discrimination.

- We promote the principles of fairness and justice for all we provide in our Cricket Club.
- We ensure that all players / members have equal access to the full range of cricket and social opportunities provided by the Cricket Club.
- We constantly strive to remove any forms of indirect discrimination that may form barriers to playing cricket and non-playing membership of the Club.
- We ensure that all recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone to play and socialize.
- We challenge stereotyping and prejudice whenever it occurs.
- We incorporate the cultural diversity for our community and show respect for all minority groups.
- We are aware that prejudice and stereotyping is caused by low self-image and ignorance.
- Through positive educational experiences and support for each individual's point of view, we aim to promote positive social attitudes and respect for all.

## 2. Anti-Racism

It is the right of all players / members to receive the best provision that Southowram Cricket Club can provide, with access to all sporting and cultural activities organised by the Cricket Club. We do not tolerate any forms of racism or racist behaviour. Should a racist incident occur, we will act immediately to prevent any repetition of the incident.

We endeavour to make our Cricket Club welcoming to all minority groups. So, for example, we will immediately remove any offensive graffiti that we may find in the Cricket Club.

The club fixtures, social calendar and policies reflect the attitudes, values and respect that we have for minority ethnic groups.

Should anyone at Southowram Cricket Club be a victim of racism, we will do all we can to support that person in overcoming any difficulties they may have. All incidents are recorded and reported according to the Commission of Racial Equality.

### **3. The Role of the General Committee**

The General Committee has set out its commitment to equal opportunities in this policy statement and it will continue to do all it can to ensure that all members of Southowram Cricket Club community are treated fairly and with equality.

The General Committee seeks to ensure that people with disabilities are not discriminated against when applying for membership of Southowram Cricket Club. The General Committee will take all reasonable steps to ensure that Southowram Cricket Club environment and ethos supports access to people with disabilities.

The General Committee welcomes all applications to join Southowram Cricket Club, whatever background or disability a person may have.

The General Committee ensures that no member is discriminated against whilst in the Cricket Club on account of their sex, religion or race. So, for example, all members have access to the full range of the playing and social opportunities. If a member's religion affects the Cricket Club uniform (e.g. the wearing of a helmet), then the Cricket Club will deal with each case sensitively and with respect for the member's cultural traditions.

It is the General Committee's role to implement Southowram Cricket Club's Equal Opportunities and Equity Policy.

It is the General Committee's role to ensure that all members are aware of Southowram Cricket Club's policy on equal opportunities and that players and members apply these guidelines fairly in all situations.

The General Committee ensures that all appointments give due regard to this policy, so that no-one is discriminated against when it comes to employment or training opportunities.

The General Committee promotes the principle of equal opportunity when providing cricket opportunities and promotes respect for other people in all aspects of Cricket Club life, e.g. tour matches.

The General Committee treats all incidents of unfair treatment and any racist incidents with due seriousness.

### **4. The role of the Captains**

The Team Captains ensure that all players / members are treated fairly, equally and with respect. We do not discriminate against any player.

All our members challenge any incidents of prejudice or racism. We record any serious incidents in the Cricket Club Racist Incident Log and draw them to the attention of the General Committee.

### **5. Monitoring and Review**

It is the responsibility of the General Committee to monitor the effectiveness of this Equal Opportunities Policy. The General Committee does this by:

- Monitoring the membership of players / members of minority;
- Taking into serious consideration any complaints regarding equal opportunity issues from parents, staff or players / members;
- Monitoring the Cricket Club behaviour and code of conduct, so those players / members from minority groups are not unfairly treated.