

Rankin’s Cricket Club

Broomhills, Stambridge Road, Rochford, Essex SS4 2AF

Equity Policy 2020

Rankin's Cricket Club is committed to ensuring that equity is incorporated across all aspects of its development. In doing so it adopts and implements the ECB Cricket Equity Policy and any future versions of the policy and acknowledges the following Sport England definition of sports equity:

***Sports equity is about fairness in sport, equality of access, recognising inequalities and taking steps to address them. It is about changing the culture and structure of sport to ensure it becomes equally accessible to everyone in society.***

The Club respects the rights, dignity and worth of every person and will treat everyone equally within the context of their sport, regardless of age, ability, gender, race, ethnicity, religious belief, sexuality or social/economic status.

The Club is committed to everyone having the right to enjoy their sport in an environment free from threat of intimidation, harassment and abuse.

All Club members have a responsibility to oppose discriminatory behaviour and promote equality of opportunity.

The Club will deal with any incidence of discriminatory behaviour seriously, according to club disciplinary procedures.

It is essential that everyone fully understands the principle and operation of the policy and that we all accept responsibility for its overall effectiveness. The policy will be given to all staff, management and parents as part of an induction procedure.

 ***Aims of the Policy***

The Policy aims to challenge discrimination in all areas of our organisation. We aim to ensure that the club reflects and meets the needs of the local community and incorporates equal opportunities into all areas of work.

The Club aims to:

* Ensure that the make-up of the management committee and staff team at all levels reflects the make-up of the local community.
* Establish good links with organisations or groups of people facing discrimination.
* Ensure that the premises are accessible for all members of the community. This may mean adaptation or conversion work.
* Increase awareness within the club of the needs of those who face discrimination and the effects of discrimination in society in general.
* Consider equal opportunities in all areas of the club's services and work.
* Consider establishing specific projects to promote equality of opportunity.

 ***Statement of Intent***

The club recognises that certain groups of individuals in society are discriminated against because of their race, colour, ethnic or national origin, gender, physical sensory or mental disability, marital status, whether they are lesbian or gay, age, social class, religious belief, employment status or if they are HIV positive.

Accordingly, the club is strongly committed to positive action to remove and/or counter discrimination in all aspects of the club work; in the practice as employers, in the way the club works with other organisations, and in all work with children, families and others.

 ***Methods of Implementation***

Equal opportunities will be considered in all aspects of the service the club provides. This will be reviewed regularly and monitored for effectiveness.

Language or behaviour designed to be offensive to any of the groups outlined in the statement is unacceptable and will not be tolerated in the club.

Membership rules and notices to users explicitly state that discriminatory language or behaviour is not acceptable.