

Buckworth Cricket Club (BCC) Equal Opportunities Policy

Statement on Equal Opportunities

BCC is committed to implementing and promoting equal opportunities in its activities, services and practice. It realises that discrimination exists in society (whether protected by law or not), and believes that this prevents potential and ability from being realised in young people and others.

BCC will not tolerate discrimination on the basis of race; colour; gender; sexual orientation or identity; ethnic or national origin; disability; partnership status or home responsibility; HIV or AIDS status; age; political or religious belief; socio-economic background; refugee or asylum seeker status.

BCC recognises that some members may, for one reason or another, say or do things which would otherwise be unacceptable and incompatible with BCC's Equal Opportunities Policy. BCC will do all it can to challenge such behaviour. In cases where intervention is possible a gentle approach will be adopted which aims to alter attitudes and behaviour while maintaining support for the distressed person.

BCC offers membership to anyone who supports these aims and objectives and will exclude from membership anyone who actively works against the development of an equal opportunities policy over time, despite encouragement from BCC.

BCC realises that a genuine commitment to equal opportunities must operate on all levels:

- BCC will endeavour to prevent unfavourable treatment, directly or indirectly, upon individuals from any group facing discrimination. Where discrimination does occur, it will be dealt with through the agreed procedures. This will be achieved by following the BCC Equal Opportunities Policy.

Responsibility

- The committee of BCC has overall responsibility for the effective operation of this policy. However, all members have a duty as part of their involvement with BCC to do everything they can to ensure that the policy works in practice.
- BCC will bring to the attention of members the existence of this policy.
- If any member feels that they have been, or are being, discriminated against in any way, they are entitled to pursue the matter with the committee.
- All instances or complaints of discriminatory behaviour will be treated seriously.
- Complaints or allegations of an unfounded or malicious nature will also be treated as serious.

Disabled Access

BCC will endeavour to ensure, as far as is practicable, that the Clubhouse has disabled access.

Use of Language

Members should avoid and challenge the use of discriminatory language which, in any way, belittles anyone.

Where the language used has a personal impact on others, and it has been made clear to the person concerned that their use of such language is unwelcome and/or offensive, disciplinary action may be taken if they persist with it.

Sexual Harassment

No member should be subject to sexual harassment.

This is interpreted as unwanted behaviour of a sexual nature including:

- verbal sexual abuse
- physical contact
- repeated remarks which an individual finds offensive

If it has been made clear to the person concerned that their behaviour is unwelcome and they persist with it, then the person who is the recipient of the behaviour will be entitled to make a formal complaint.

Monitoring and Review

The Policy will be constantly reviewed by the management committee to ensure that no member is put to a disadvantage, either directly or indirectly, through discrimination of any kind. This monitoring will apply to the composition of the committee, the membership and the provision of services.

It is the responsibility of every individual to eliminate discrimination and to ensure the practical application of this Policy.

The committee of BCC will review this policy every 5 years.

Signed (Chairman):

Adopted on:

Review Date: