# IWCB Logo (New).jpg

# Isle of Wight Cricket Board

# Equity, Diversity Policy

1. **Statement of Intent**

Isle of Wight Cricket Board will take positive steps to mitigate against any form of discrimination. It is fully committed to the principles of equality of opportunity in cricket, and to ensuring that its employees, members and all other individuals working or volunteering for Isle of Wight Cricket and participating in or watching Isle of Wight Cricket’s activities are treated fairly and can conduct their activities free from discrimination, harassment or intimidation.

* + - Isle of Wight Cricket in all its activities will not discriminate, or in any way treat anyone less favourably on the grounds of age, gender, disability, race, ethnic origin, nationality, colour, class or social background, sexual preference or political belief, parental or marital status, pregnancy, religion or belief or sexual orientation. This includes job applicants, employees, participants, volunteers, and spectators.
    - Isle of Wight Cricket will not tolerate harassment, bullying, abuse or victimisation of individuals.
    - Isle of Wight Cricket will endeavour to create access and opportunities to all those who wish to participate in cricket and that they are treated fairly.
    - Isle of Wight Cricket will ensure that it complies with the requirements of the Equality Act 2010 and shall take all reasonable steps to ensure that its employees, members and volunteers adhere to these requirements and this policy.
    - This policy is fully supported by the Isle of Wight Cricket’s officers and management committee who are responsible for the implementation of this policy.

# Purpose of Policy

2.1. Provide equality, fairness and respect for everyone engaged in cricket related activities.

This policy has been produced to prevent/tackle any potential/current discrimination or other unfair treatment, whether intentional or unintentional, direct or indirect, against its employees, players, spectators and volunteers.

This policy is applicable to the game of cricket at all levels and in all role.

# Actions

Isle of Wight Cricket is committed to the investigation of any claims when brought to its attention, of discrimination, harassment, bullying, abuse or victimisation of an individual, and reserves the right to impose such sanction as it considers appropriate and proportionate, where such is found to be the case.

We investigate every report on discrimination we receive and treat each one seriously and fairly.

1. **Legal Requirements**

4.1 Isle of Wight Cricket board recognises its legal obligations under, and will abide by the requirements of, the following:

* Equality Act 2010
* Discrimination and Human Rights Act 1998
* Equal Pay Act 1970
* Rehabilitation of Offenders Act 1974 (and Exemptions Order 1975)
* Sex Discrimination Acts 1975, 1986 & 1999
* Race Relations Act 1976 and the Race Relations Amendment Act 2000
* Children Act 1989
* Disability Discrimination Act 1995
* Data Protection Act 1998
* Human Rights Act 1998
* Employment Equality (Sexual Orientation) Regulations 2003
* Employment Equality (Religion and Belief) Regulations 2003
* Employment Equality (Age) Regulations 2006

This includes any later amendments to the above Acts / Regulations, or future Acts / Regulations that are relevant to Isle of Wight Cricket.

# Protected characteristics

Isle of Wight Cricket Board is committed to the promotion of equality and diversity, eliminating discrimination, eradicating harassment and ensuring access for all. In doing so Isle of Wight Cricket Board ensure that all individuals are treated equally at all times protecting those who share characteristics outlined below.

|  |  |
| --- | --- |
| **Protected Characteristic** | **Guidance as confirmed by the *Human Rights Commission*** |
| **Age** | Refers to a person belonging to a particular age (e.g. 32 year olds) or range of ages (e.g. 18 - 30 year olds). |
| **Disability** | A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities. |
| **Gender reassignment** | The process of transitioning from one gender to another. |
| **Marriage and civil** | In England and Wales marriage is no longer restricted to a union between a man and a woman but now includes a marriage between a same-sex couple1.This is also true in |
|  |  |

1 Section 1, Marriage (Same Sex Couples) Act 2013.

|  |  |
| --- | --- |
| **partnership** | Scotland2. Same-sex couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must not be treated less favourably than married couples (except where permitted by the Equality Act). |
| **Pregnancy and maternity** | Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding. |
| **Race** | Refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins. |
| **Religion or belief** | Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition |
| **Sex** | A man or a woman. |
| **Sexual orientation** | Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes. |

# Preventing Discrimination

In deploying this statement so we ensure that all stakeholders help to prevent and tackle all types of discrimination. Isle of Wight Cricket Board operates zero tolerance on any acts of discrimination based upon the grounds of the nine protected characteristics outlined within the Equality Act 2010. Where discrimination is alleged and proven, action will be taken in accordance with the Isle of Wight Cricket Board Disciplinary Policy.

|  |  |
| --- | --- |
| **Type of Discrimination** | **Description** |
| **Direct discrimination** | Where someone is treated less favourably than another person because of a protected characteristic. |
| **Associative discrimination** | Direct discrimination against someone because they are associated with another person who possesses a protected characteristic. |
| **Discrimination by perception** | Direct discrimination against someone because others think that they possess a particular protected characteristic. They do not necessarily have to possess the characteristic, just be perceived to. |
| **Indirect discrimination** | Occurs when there is a rule or policy that applies to everyone but disadvantages a person with a particular protected characteristic. |
| **Harassment** | Behaviour that is deemed offensive by the recipient. Harassment is described as inappropriate actions, behaviour, comments or physical contact that is objectionable or causes offence to the recipient. |
| **Harassment by a third party** | Employers are potentially liable for the harassment of their staff or customers by people they don't themselves employ, i.e. a contractor. |
| **Victimisation** | Occurs when someone is treated badly because they have made or supported a complaint or grievance under this legislation. |

2 Marriage and Civil Partnership (Scotland) Act 2014.

# Deployment Activities

Equality and diversity are encouraged through all activities in the operational management of the organisation.

|  |  |
| --- | --- |
| **Area** | **Activity** |
| **Staff recruitment** | All staff are recruited in a fair and equitable manner. Staff selection for employment, volunteering, promotion, training or any other benefit will be on the basis of aptitude and ability. Selection/rejection decisions are communicated and recorded with an appropriate rationale. |
| **Staff management** | All staff are managed equally and subject to appraisals in line with their job description and the CCB code of conduct. It is the responsibility of every member of staff to contribute to creating an open and friendly working, playing and learning environment. |
| **Player profiling and performance monitoring** | All players are profiled in accordance with the profiling criteria; performance is monitored in accordance with standardised rules. |
| **Customer Service** | All feedback, complaints, appeals, allegations, incidents of discrimination or any type of unfair treatment is taken extremely seriously, acknowledged and investigated ensuring a swift response and appropriate action. |
| **Training** | Training is a key component in supporting equality, diversity and inclusion. It helps to raise awareness, providing an understanding of the context and issues across a range of topics |
| **Coach Education** | All learners are treated equally being provided with the same learning and assessment programme (the exception being for those where agreed reasonable adjustments have been applied). Learners are assessed in line with the assessment criteria and only those who have successfully achieved the criteria are eligible to be submitted for certification. |

# Allegations Reporting Procedure

Please report any allegation in relation to the unlawful treatment of any individual on the basis of equality and diversity to the Equality Officer.

Isle of Wight Cricket Board Equality Officer

Name: TBC

Isle of Wight Cricket Board,

Email – TBC

Where required, Isle of Wight Cricket Board will take appropriate action/corrective measures against unauthorised/unlawful treatment of any individual.

Isle of Wight Cricket commits itself to the immediate investigation of any claims brought to their attention, of discrimination on the above grounds and where such is found to be the case, a requirement that the practice stop and / or sanctions imposed as appropriate.

# Monitoring and Review

Isle of Wight Cricket Board has in place a standardised and systematic monitoring process to ensure the relevance of this policy. In addition, any data which is collected with relates to the implementation of this policy will be used to inform the ongoing management of our operation.