

# Clydesdale Cricket Club - Equality and Diversity Statement

## April 2021

### FOREWORD

Clydesdale CC promotes equality and diversity in our Club and is committed promoting “equity” in all of the Club’s activities.

The Club acknowledges SportScotland’s 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 that it becomes equally accessible to everyone in society”.*

*Definition from Making Sport Inclusive: Equity Guidelines for Governing Bodies, Sport England 2000*

### Policy Statement

The CLYDESDALE CRICKET CLUB (CCC), incorporating Clydesdale Hockey and Clydesdale Western Ladies, endorses the principle of sports equality and will strive to ensure that everyone who wishes to be involved in our Club, in any capacity :

- has a genuine and equal opportunity to participate to the full extent of their own ambitions and abilities, without regard to their age, sex, gender identity, disability, marital or civil partnership status, pregnancy or maternity, religion, race, ethnic origin, socioeconomic status or sexual orientation; and
- can be assured of an environment in which their rights, dignity and individual worth are respected, and in particular that they are able to enjoy their sport without the threat of intimidation, victimisation, harassment or abuse.

### Legal obligations

CCC is committed to avoid and eliminate unfair discrimination of any kind in our sports, and will under no circumstances condone unlawful discriminatory practices. The organisation takes a zero tolerance approach to harassment. Examples of the relevant legislation and the behaviours in question are given in the Appendix.

### Positive action

The principle of sports equality goes further than simply complying with legislation. It entails taking positive steps to counteract the effects of physical or cultural barriers – whether real or perceived – that restrict the opportunity for all sections of the community to participate equally and fully.

CCC will therefore seek to institute, support or contribute to appropriate measures or initiatives that enable access to our sports and participation in associated activities by people from any group that is under-represented in the sport or has difficulty accessing it.

### Implementation

The following steps will be taken to publicise this policy and promote equality in our sports:-

- A copy of this document will be published on the CCC Websites.
- The CCC President will take overall responsibility for ensuring that the policy is observed.
- The Executive and Sports’ Committees will take full account of the policy in arriving at all decisions in relation to activities of the CCC.
- The CCC will collaborate fully with any surveys or other initiatives designed to assess the level of participation of different sections of the community in our sports and will take account of the findings in developing measures to promote and enhance sports equality in our sports.

- The CCC will provide access to training for all of its Executive Committee Members to raise awareness of both collective and individual responsibilities. All CCC coaches will be equality and diversity trained.
- It will be a condition of CCC membership that members
  - commit to act in accordance with this policy; and
  - support such measures and initiatives that CCC may institute or take part in to advance the aims of this policy.

### **Responsibility, Monitoring and Evaluation**

The Executive Committee will be responsible for ensuring the implementation of this policy.

The Executive Committee will review all activities and initiatives against the aims of the policy on an annual basis.

The Executive Committee will review the policy itself at intervals of no more than three years, (or when necessary due to changes in legislation) and will report with recommendations to the AGM.

### **Complaints and compliance**

CCC regards all of the forms of discriminatory behaviour, including (but not limited to) behaviour described in the Appendix as unacceptable, and is concerned to ensure that individuals feel able to raise any bona fide grievance or complaint related to such behaviour without fear of being penalised for doing so.

Appropriate disciplinary action will be taken against any employee, member or volunteer who violates the Club's Equality and Diversity Policy.

Any person who believes that he or she has been treated in a way that they consider to be in breach of this policy by a member or employee of the Club, should report to the Club Secretary or Disciplinary Chair

The Disciplinary Chair will investigate the complaint as per the procedures laid out in the Club's disciplinary procedures.

The outcome of the investigation will be notified to the parties in writing and reported to the CCC Executive Committee. If the investigation reveals unacceptable discriminatory behaviour on the part of an individual member, corporate member, or member Club the Committee may impose sanctions on that person or organisation in line with the Club's Constitution.

Where the violation of the Equality and Diversity Policy is by way of harassment, victimisation or discrimination amount to a criminal offence, the appropriate authority will be informed.

In the event that an individual or organisation associated with CCC is subject to allegations of unlawful discrimination in a court or tribunal, the CCC Executive Committee will co-operate fully with any investigation carried out by the relevant lawful authorities and, subject to the outcome, may consider taking action as above in relation to the matter concerned.

*Craig Madden*

Chairman

CCC Executive Committee

DATE 24 April 2021

## **APPENDIX – Relevant legislation and forms of unacceptable discrimination**

### **Legal rights**

Discrimination has been legally defined through a series of legislative acts, including the Race Relations Act, the Sex Discrimination Act, the Disability Discrimination Act and the Equality Act 2006.

In April 2010, the Equality Act 2010 received Royal Assent. The Equality Act 2010 is a new law which harmonises where possible, and in some cases extends, protection from discrimination. It applies throughout the UK and came into force in October 2010.

Discrimination refers to unfavourable treatment on the basis of particular characteristics, which are known as the 'protected characteristics'. Under the Equality Act 2010, the protected characteristics are defined as age, disability, gender reassignment, marital or civil partnership status, pregnancy and maternity, race, religion or belief, sex (gender) and sexual orientation.

Under the Equality Act 2010, individuals are protected from discrimination 'on grounds of' a protected characteristic<sup>1</sup>. This means that individuals will be protected if they have a characteristic, are assumed to have it, associate with someone who has it or with someone who is assumed to have it.

### **Forms of discrimination and discriminatory behaviour include the following:**

#### **Direct discrimination**

Direct discrimination can be described as less favourable treatment on the grounds of one of the protected characteristics.

#### **Indirect discrimination**

Indirect discrimination occurs when a provision, criterion or practice is applied to an individual or group that would put persons of a particular characteristic at a particular disadvantage compared with other persons.

#### **Discrimination arising from disability**

When a disabled person is treated unfavourably because of something connected with their disability and this unfavourable treatment cannot be justified, this is unlawful. This type of discrimination only relates to disability.

#### **Harassment**

Harassment is defined as unwanted conduct relating to a protected characteristic that has the purpose or effect of violating a person's dignity, or which creates an intimidating or hostile, degrading, humiliating or offensive environment for that person.

#### **Victimisation**

It is unlawful to treat a person less favourably because he or she has made allegations or brought proceedings under the anti-discrimination legislation, or because they have helped another person to do so. To do so would constitute victimisation.

#### **Bullying**

Bullying is defined as a form of personal harassment involving the misuse of power, influence or position to persistently criticise, humiliate or undermine an individual.

---

<sup>1</sup> The exception to this is pregnancy and maternity, which does not include protection by association or assumption – a woman is only protected from discrimination on grounds of her own pregnancy.