



Coalpit Heath Cricket Club

Equality, Diversity and Inclusion Policy

Introduction and aims of the policy

Coalpit Heath Cricket Club recognises and values people's differences and will assist them to use their talents to reach their full potential.

The organisation will do all it can to ensure it recruits, trains and promotes people based on qualifications, experience and abilities for all sections of the organisation. This policy is designed to ensure that **Coalpit Heath Cricket Club** complies with its obligations under equality legislation and demonstrates our commitment to treating people equally and fairly.

Coalpit Heath Cricket Club is unreservedly opposed to any form of discrimination on the grounds of Protected Characteristics as defined in the Equalities Act 2010; these are:

1. **age**
2. **disability**
3. **gender reassignment**
4. **marriage or civil partnership**
5. **pregnancy and maternity**
6. **race**
7. **religion or belief**
8. **gender**
9. **sexual orientation**

Using fair and objective employment practices, the organisation aims to ensure that:

- all employees and potential employees are treated fairly and with respect at all stages of their employment
- all players, employees, contractors, volunteers, (including coaches, committee members, trustees), club members and visitors have the right to be free of harassment and bullying of any description, or any other form of unwanted behaviour.
Such behaviour may come from players, employees, contractors, volunteers, (including coaches, committee members, trustees), club members, visitors, or by people (third parties) who are not players, employees, contractors, volunteers, (including coaches, committee members, trustees) club members of **Coalpit Heath Cricket Club**, such as visitors, clients or partners.
- all players, employees, contractors, volunteers, (including coaches, committee members, trustees) and club members have an equal chance to contribute and to achieve their potential, irrespective of any defining feature that may give rise to unfair discrimination
- all players, employees, contractors, volunteers, (including coaches, committee members, trustees), club members and visitors have the right to be free from discrimination because they associate with another person who possesses a Protected Characteristic or because others perceive that they have a particular Protected Characteristic, even if they do not.

Scope of the policy

The policy applies to players, employees, contractors, volunteers, (including coaches, committee members, trustees), club members and visitors.

The policy applies to all stages of 'employment' including recruitment and selection, promotion and training.

Responsibilities

It is the responsibility of the EDI representative to develop and lead the implementation of the equality, diversity and inclusion policy.

Responsibility for approving the policy and monitoring that it is being followed rests with the management committee.

Players, employees, contractors, volunteers, (including coaches, committee members, trustees), club members and visitors of **Coalpit Heath Cricket Club** have a duty to act within this policy, ensure it is followed and to draw attention to any suspected discriminatory acts or practices.

Implementation of the policy

All players, employees, contractors, volunteers, (including coaches, committee members, trustees) and club members will be involved in creating an equal environment and one that values diversity.

Communications

Communication of the policy to job applicants, players, employees, contractors, volunteers, (including coaches, committee members, trustees) and club members will be through email, asking them to read, understand and work within this policy.

Working with partners

In selecting our partners we will consider their commitment to Equality and Diversity by: checking their own equality and diversity policies, either available on their websites, or by requesting an electronic copy from them.

Users of our service

Where possible, and with relevant training provided, (e.g. specific physical disabilities) we will make our services accessible to adults and young people, regardless of any protected characteristics as defined in the Equalities Act 2010.

Our clubhouse and facilities will be used as a base for cricket and non-cricket events to support our local communities, ensuring that the provision is welcoming and inclusive for all, in a safe environment.

In carrying out the policy, the organisation will carry out the following actions: ensure all players, employees, contractors, volunteers, (including coaches, committee members, trustees), club members and visitors are aware of the policy and that it is communicated by email, or is

available for public viewing on our website and noticeboard; ensure that all those concerned, work within the policy: be vigilant in addressing any allegations promptly, recording and passing to the named EDI representative, to decide on appropriate action required. On-going training will address any changes in legislation and our policy will be updated as necessary.

Reporting discrimination/potential discrimination

Players who feel that they have suffered any form of discrimination should raise the issue through the following means: in the first instance report to the Chairman who will record details of the allegations and pass to the EDI representative, to decide on appropriate action required.

Youth Players (or parents/guardians of youth players) who feel that they have suffered any form of discrimination should raise the issue through the following means: in the first instance report to the Chairman and/or Club Safeguarding Officer who will record details of the allegations and pass to the EDI representative, to decide on appropriate action required.

N.B. all instances of EDI involving a youth player, whether towards or by a youth player, automatically becomes a safeguarding matter and may require involvement from the GCF Safeguarding Team.

Employees who feel that they have suffered any form of discrimination should raise the issue through the following means: in the first instance report to the Chairman who will record details of the allegations and pass to the EDI representative, to decide on appropriate action required.

Club Members who feel that they have suffered any form of discrimination should raise the issue through the following means: in the first instance report to the Chairman who will record details of the allegations and pass to the EDI representative, to decide on appropriate action required.

Volunteers (including coaches, committee members, trustees) who feel that they have suffered any form of discrimination should raise the issue through the following means: in the first instance report to the Chairman who will record details of the allegations and pass it to the EDI representative, to decide on appropriate action required.

Contractors and Service Users who feel that they have suffered any form of discrimination should raise their concerns, in the first instance to the Chairman who will record details of the allegations and pass to the EDI representative, to decide on appropriate action required.

Players, employees, contractors, volunteers, (including coaches, committee members, trustees), club members and visitors should also use this approach if they feel that they have been the subject of harassment from someone who is not a representative of **Coalpit Heath Cricket Club. Coalpit Heath Cricket Club** will not tolerate any harassment from third parties towards its players, employees, contractors, volunteers, (including coaches, committee members, trustees) and other service users and will take appropriate action to prevent it happening again.

If players, employees, contractors, volunteers, (including coaches, committee members, trustees), club members and visitors witness behaviour that they find offensive in relation to age, marriage or civil partnership, pregnancy and maternity, disability, gender reassignment, race, religion or belief, gender or sexual orientation, even if it is not directed at them, they should also use this procedure.

Monitoring and review

This policy will be monitored to judge to what extent it is working and identify areas for improvement.

Monitoring will relate to players, employees, contractors, volunteers (including coaches, committee members, trustees) and other service users, and methods used will include:

- Train all employees/volunteers to understand and engage in how they do their jobs and work with colleagues.
- Reflect equality, respect and dignity, for all, in the organisation's values and ensure these are shown in the way the organisation and its players, employees, contractors, volunteers (including coaches, committee members, trustees) operate on a daily basis.
- Describe desirable behaviours to gain positive commitment.
- Make clear that everyone has a personal responsibility to uphold the standards.
- Embed equality and diversity into performance management frameworks to encourage behaving in an inclusive way and contributing to diversity goals.
- Focus on accountability and transparency, ensuring that merit, competence and potential are the basis for all decisions about recruitment and development, and be alert to the influence of conscious and unconscious biases.
- Introduce mechanisms to deal with all forms of harassment and bullying, making clear that such behaviour will not be tolerated and setting out the consequences of such behaviours.
- Use surveys and **marginalised individuals' lived experience** to evaluate initiatives, to find out if policies are working for everyone, and to provide a platform for improvement.
- Benchmark progress against other organisations to adopt and adapt ideas.

This policy will be reviewed every year by the management committee and EDI representative to ensure that it remains up to date and reflects the needs and practices of the organisation.

The policy may also be reviewed if legislation changes or if monitoring information suggests that policy or practices should be altered.

Date of adoption of policy: ??? June 2024

Date of next review: ??? June 2025