



## **Berkshire Cricket**

# **EQUALITY POLICY**

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## DEFINITIONS

In this Policy the following terms/expressions shall mean:

- CEO – Chief Executive Officer

## POLICY STATEMENT

Berkshire Cricket and its Board will promote equal opportunities in both the employment and in the delivery of its services.

Berkshire Cricket is committed to improving the diversity of its workforce. We welcome applicants from all walks of life and backgrounds who can bring a diversity of thought, skills, and experience to the organisation.

Berkshire Cricket is committed to ensuring that all applicants do not receive less favourable treatment or are discriminated against, on the grounds of their age; disability; gender; marriage and civil partnership; pregnancy or maternity; race; religion or belief; sex or sexual orientation.

## INTRODUCTION

This policy has been produced to;

- Ensure that all sectors of the community can participate in cricket, sport, and physical activity in any role and at any level.
- Ensure no employee, job applicant or person using or seeking to use the services and activities of Berkshire Cricket is unfairly discriminated against either directly or indirectly, on any grounds.
- This includes on the grounds of their race, colour, ethnic or national origin, religious belief, political opinion or affiliation, sex, marital status, sexual orientation, gender reassignment, age, or disability

The equality policy is based upon the following principles:

- All persons have the right to participate in and enjoy cricket, sport and physical activity in any role and at any level.
- All personnel involved in Berkshire Cricket activities are responsible for creating an open and friendly environment for everyone wishing to participate.
- Discriminatory behaviour will not be tolerated and any allegations and incidents of discrimination or other such unfair treatment will be taken seriously and responded to swiftly in accordance with Berkshire Cricket policies and procedures.

All staff employed by Berkshire Cricket (including its Board) will be expected to:

- Comply with this policy and other policies that relate to equality of opportunity.
- Avoid any form of discrimination or encourage others to discriminate against any other member of staff, service user or others connected with Berkshire Cricket.

- Positively refrain from the harassment, victimisation, abuse or intimidation of any member of staff, service user or others connected with the organisation.
- Inform the Berkshire Cricket Board or the Staff of Berkshire Cricket or partner organization, if they witness any form of discrimination in the normal course of their work either involving staff or service users, or others connected with the organisation.

## OBJECTIVES

To demonstrate Berkshire Cricket's commitment to sports equality, stopping discrimination, promoting the fair treatment of people with dignity and respect, actively providing equal opportunities in both the employment and in the delivery of our services. Berkshire Cricket and its Board will:

- Ensure that equality is given due regard from the outset of development of all policies and programmes, and will ensure that the principles of equality and inclusion are understood by all its staff and board members.
- Seek to continuously improve its work in this area including achieving the various levels of the 'Equality Standard'.
- Take appropriate action to ensure that its partners adopt the equality standards (where appropriate).
- Update this policy (minimum every 3 years) to deliver progressive best practice and comply with new legislation and guidance.
- Monitor implementation of this policy using the Equality Standard and other corporate monitoring systems and improvement tools.
- Aim to confront and eliminate discrimination in all its activities and encourage the involvement of everyone in the community.
- Not discriminate, or in any way treat anyone less favourably, on grounds such as age, religion, gender, gender re-assignment, sexual orientation, colour, disability or ethnic minority.
- Continue to work with and develop relationships with its key partners.

## MANAGEMENT PRACTICE

It is recognised that whilst much can be achieved by legislative measures real progress in improving equality of opportunity can only be achieved with a continuing commitment from all managers and staff to equality of opportunity. Berkshire Cricket will:

- Nominate the CEO as the Lead Equality Officer to reflect a senior commitment to the implementation of this policy.
- Appoint a Board Member as an Equality champion representative for the promotion of equality at the highest level.
- Ensure that the Board reviews its Equal Opportunities Policy at every 3 years.
- Ensure that all staff have a responsibility for ensuring that this equal opportunity policy is implemented within their sphere of operation.
- Continue to be an equal opportunities employer and operate transparent, open, and equitable recruitment and selection practices that safeguard against unfair or unlawful discrimination.

## PRODUCTS, SERVICES & PROGRAMMES

Berkshire Cricket is committed to providing services that meet the individual needs and wishes of its staff and users. It recognises the importance of areas such as religious beliefs, cultural traditions, gender and sexuality in the planning and delivery of its services.

Berkshire Cricket will:

- Support and encourage the development of specific programmes to engage people with disabilities in sport and physical activity and where appropriate to mainstream their involvement.
- Ensure that equality, inclusion, and diversity are considered at the outset of all the products, services and programmes that it develops and funds.
- Identify specific sectors of the community that may be under-represented and take positive action to target these specific sectors.

## COMMUNICATION

To ensure effective communication of this policy and action plan and the importance of equality in sport. Berkshire Cricket and its Board will:

- Ensure that this policy and the commitment to equality are communicated to all staff, volunteers, board members and partners.
- Provide clear information on the work of the organisation, including diverse communication methods for different users.
- Give due regard to equality when publishing documents and images, and will strive to ensure that the images reflect the demographics of the user population.
- Work closely with key partners to promote the importance of equality and disseminate information on relevant developments and good practice.
- Establish a library of information and images that promote positive role models.
- Ensure that all staff, board members and volunteers are given a copy of this policy as part of their induction.

## RECRUITMENT & SELECTION

It is recognised that recruitment and selection is a crucial part of managing equal opportunities and a separate policy (05 Safer Recruitment Policy) and procedure has been produced to support this equality policy to ensure high standards of recruitment practices are operated.

All job packs sent out by Berkshire Cricket will contain the following policy statement:

*Berkshire Cricket is committed to improving the diversity of its workforce. We welcome applicants from all walks of life and backgrounds who can bring a diversity of thought, skills, and experience to the organisation.*

*Berkshire Cricket is committed to ensuring that all applicants do not receive less favourable treatment or are discriminated against, on the grounds of their age; disability; gender; marriage and civil partnership; pregnancy or maternity; race; religion or belief; sex or sexual orientation.*

Berkshire Cricket will include regular updates for the Board or the relevant committee of the Board on the implication of The Equality Act 2010.

## TRAINING & DEVELOPMENT

Training and development of staff is a key part of Berkshire Cricket's commitment to staff and in the effective provision of a high-quality service. This policy recognises the importance of a fair application of training and development provision based on individual needs of staff. Some key equal opportunity issues are:

- Equal opportunities and the management of diversity will be included as important components of business plans.
- Training provision will be evaluated to ensure its effectiveness and suitability.
- Equal opportunities in employment and in working with users will be considered an integral part of all induction programmes.
- Berkshire Cricket will ensure that all staff receive training in the management of equal opportunities and managing diversity.

## GRIEVANCE, HARASSMENT & DISCIPLINE ISSUES

Concerns and complaints about equal opportunities on an individual or group basis can already be addressed through the Complaints Policy (External) and Grievance Procedure (Employees). However, it is recognised that individuals may be reluctant to initiate grievances to seek redress on an issue.

Failure to implement this policy may result in disciplinary action being taken under Berkshire Cricket's Disciplinary Procedure.

Any grievance concerning the implementation of this policy should be progressed via Berkshire Cricket's Complaints Policy or Grievance procedure.

## REHABILITATION OF OFFENDERS ACT

Given the nature of Berkshire Cricket in working with children and young people all posts where staff and volunteers have direct contact with the users are exempt from the provisions of the Rehabilitation of Offenders Act. However, all applicants with convictions will be considered on an individual basis and subject to an interview and risk assessment with the CEO. Any decision of the CEO will be contingent upon the agreement of the Chair of the Board.

## PRIORITY GROUPS

Berkshire Cricket and its Board will focus its resources on improving representation in cricket from any group that under-represented. E.g., disabled people, children and young people in special circumstances, such as children in care, excluded from school, or 16 year olds or above who are not in education, employment or training (NEET). People from areas of deprivation / low socio-economic status; Women and girls.

## LEGAL RESPONSIBILITIES

Berkshire Cricket is required by law not to discriminate against employees and volunteers and will abide by the requirements of the following acts:

- The Equality Act 2010
- The Equal Pay Act (1970)
- The Sex Discrimination Act 1975 (as amended in 1986 and 1999)
- The Race Relations Act 1976 (as amended in 2000)
- The Human Rights Act (1998)

- The Employment Equality (Religion or Belief) Regulations 2003
- The Employment Equality (Sexual Orientation) Regulations 2003
- The Gender Recognition Act 2004
- The Civil Partnership Act 2005
- Rehabilitation of Offenders Act 1974
- Protection from Harassment Act 1997
- The Age Discrimination Act 2006
- Any later amendments to the above Acts/regulations, or further Acts/regulations that are relevant to the Partnership

#### IMPLEMENTATION, MONITORING & EVALUATION

To ensure the details of this policy are implemented Berkshire Cricket will monitor relevant areas e.g. monitoring of applicants and job offers. The organisation will ensure that where necessary the results lead to further changes in policy and procedures.

Both Staff and the Board will regularly review the implementation of these procedures. It is the responsibility of the CEO to ensure that relevant information is reported to the Board. It is the responsibility of staff to report any matters of concern. Equality objectives will continue to be set and reviewed for participants and the sports workforce for the following groups: Girls and women, individuals with disabilities, individuals from designated priority areas/low income groups and individuals from ethnic minority communities.

#### CONSULTATION & ADOPTION OF THE POLICY

This policy has been adopted by the Berkshire Cricket Board following a consultation process with staff and Board Members.

This policy can be made available on request in different languages and formats including LARGE PRINT.