



# CLYDESDALE CRICKET CLUB

OVER 150 YEARS OF HIGH QUALITY TEAM SPORT IN GLASGOW

Titwood, Beaton Road, Glasgow G41 4LA • 0141-423 1463

## Clydesdale Cricket Club - Club Equal Opportunity Policy/September 2008

### Responsibilities:

Clydesdale Cricket Club will:

- Promote to everyone that they have the right to take up the opportunity to participate in cricket and/or hockey and ensure that no unlawful barriers prevent them from doing so if they choose.
- Respect and promote the rights, wishes and feelings of everyone by promoting fairness, just treatment and respect to all.
- Promote and implement appropriate procedures to safeguard the well being of everyone and to protect them from non-equitable behavior.
- Recruit, train, support and supervise its members to adopt best practice to safeguard and protect everyone from non-equitable behavior and to minimise risk to themselves.
- Require members to adopt and abide by this Club Equal Opportunity Policy.
- Respond to any allegations of misconduct or non-equitable behavior in line with this Policy as well as implementing appropriate disciplinary and appeals procedures.
- Review and evaluate this Policy on a regular basis.

### Principles:

Equity is a much more qualitative issue than equality. Ultimately, equity means fairness. Equity in sport means ensuring that everyone is treated fairly, justly and with respect, and acting in a way that ensures everyone who wants to take part in sport has the opportunity to do so. Positive environments created by sports organisations such as Clydesdale Cricket Club enable individuals to make the choice to take up the opportunity to participate in sport. This Policy is based on the following principles:

- Equity for all is the primary concern.
- All people, whatever their age, culture, disability, gender, language, racial origin, socio-economic status, religious belief and/or sexual identity have the right to equal opportunities to participate in cricket and/or hockey through Clydesdale Cricket Club.
- All people, whatever their age, culture, disability, gender, language, racial origin, socio-economic status, religious belief and/or sexual identity have the right to be treated equitably.
- All incidents of alleged poor practice, misconduct and a lack of equity will be taken seriously and responded to swiftly and appropriately. The designated Club Equity Officer until further notice, to whom all incidents should be reported immediately, will be:

**David Hart**

### Review:

This Policy will be regularly monitored and reviewed:

- In accordance with changes in legislation and guidance on club equity or any changes within Clydesdale Cricket Club.
- Following any issues or concerns raised about equity within the Club.

In all other circumstances, at least annually.