

# ECB Cricket Equity Policy.

## **1. Statement of Intent**

- 1.1 The ECB is fully committed to the principles of equality of opportunity and aims to ensure that no individual receives less favourable treatment on the grounds of age, gender, disability, race, ethnic origin, nationality, colour, parental or marital status, pregnancy, religious belief, class or social background, sexual preference or political belief. This includes job applicants, employees, participants, volunteers and spectators.
- 1.2 The ECB will ensure that there will be open access to all those who wish to participate in all aspects of cricket and that they are treated fairly.
- 1.3 The ECB specifically supports initiatives by other organisations within cricket which recognise the principles of equality of opportunity and treatment such as the International Cricket Council Anti-Racism Policy and the Professional Cricketers Association's Racism Awareness Campaign.

## **2. Purpose of the Policy**

- 2.1 The ECB recognises that certain sections of the community may have been affected by past discrimination and may have felt denied the opportunity to participate equally and fully in sport at all levels.
- 2.2 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, members and volunteers.
- 2.3 This policy is applicable to the game of cricket at all levels and in all roles.

## **3. Actions**

- 3.1 The ECB will produce and maintain an action plan to ensure the intent of this policy is delivered.
- 3.2 All areas of the organisation will be affected by this action plan, which will be incorporated in to the overall business plan.
- 3.3 The ECB recognises that, in some cases, to achieve the principle of equality, unequal effort is required and, if appropriate, will consider positive action to tackle under representation.

#### **4. Legal Requirements**

4.1 The ECB recognises its legal obligations under, and will abide by the requirements of, the following:

- 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 and 2004
- Disability Discrimination Act 1995
- Data Protection Act 1998
- Human Rights Act 1998
- Criminal Justice and Court Services Act 2000
- 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 the ECB.

4.2 The ECB will seek legal advice each time the policy is reviewed to ensure it continues to comply with all legislation requirements.

#### **5. Discrimination, harassment and victimisation**

5.1 Discrimination can take the following forms:

- 5.1.1 Direct Discrimination. This means treating someone less favourably than you would treat others in the same circumstances.
- 5.1.2 Indirect Discrimination. This occurs when a job requirement or condition is applied equally to all, which has a disproportionate and detrimental affect on one sector of society, because fewer from that sector can comply with it and the requirement cannot be justified in relation to the job.

5.2 Harassment is described as inappropriate actions, behaviour, comments or physical contact that is objectionable or causes offence to the recipient. It may be directed towards people because of their gender, appearance, race, colour, ethnic origin, nationality, age, sexual preference, a disability or some other characteristic. The ECB is committed to ensuring that its employees, members, participants and volunteers are able to conduct their activities free from harassment or intimidation.

5.3 Victimisation is defined as when someone is treated less favourably than others because he or she has taken action against the ECB under one of the relevant Acts / Regulations (as previously outlined) or provided information about discrimination, harassment or inappropriate behaviour.

5.4 The ECB regards discrimination, harassment or victimisation, as described above, as serious misconduct and any employee, volunteer or participant who discriminates against, harasses or victimises any other person will be liable to appropriate disciplinary action.

## **6. Responsibility, implementation and communication**

- 6.1 The following responsibilities will apply:
  - 6.1.1 The Board is responsible for ensuring that this Equity Policy is followed and to deal with any actual or potential breaches.
  - 6.1.2 The Chief Executive has the overall responsibility for the implementation of the Equity Policy.
  - 6.1.3 A specific member of staff, designated by the Chief Executive, has the overall responsibility for achieving the equity action plan as this will form part of their work programme.
  - 6.1.4 All employees, volunteers and members have responsibilities to respect, act in accordance with and thereby support and promote the spirit and intentions of the policy and, where appropriate, individual work programmes will be amended to include equity related tasks.
- 6.2 The new policy will be implemented immediately following Board agreement and, at a corporate level, will result in the following:
  - 6.2.1 A copy of this document will be available to all staff (both permanent and contract), members and volunteers of the ECB.
  - 6.2.2 The ECB will take measures to ensure that its employment practices are non-discriminatory.
  - 6.2.3 No job applicant will be placed at a disadvantage by requirements or conditions which are not necessary to the performance of the job or which constitute unfair discrimination.
  - 6.2.4 A planned approach will be adopted to eliminate barriers which discriminate. The ECB will ensure that best practice is extensively promoted and will expect that clubs and members will follow guidelines that are set down.
  - 6.2.5 Ensure that consultants and advisers used by the ECB can demonstrate their commitment to the principles and practice of equity and that they abide by this policy.
  - 6.2.6 The ECB will require all affiliated organisations to adopt this policy or ensure that current equity policies have the same stated intent as the ECB cricket policy
- 6.3 The new policy will be communicated in the following ways:
  - 6.3.1 It will be part of the staff handbook and reference will be made to it in any codes of conduct.
  - 6.3.2 It will be covered in all staff and volunteer induction training
  - 6.3.3 All participants will be made aware of the policy's existence through the ECB website and a summary of any revisions will also be published there [www.ecb.co.uk](http://www.ecb.co.uk).
  - 6.3.4 At time of review, a mechanism will be put in place to allow all staff, members, participants and volunteers to be part of the process.

## **7. Monitoring and Evaluation**

- 7.1 This policy will be reviewed annually and changes made if required.
- 7.2 The equity action plan, created to ensure the intent of the policy is delivered, will be reviewed by the Chief Executive and the member of staff with the responsibility for its implementation, on a quarterly basis.
- 7.3 As part of the overall business delivery plan, the equity action plan will be reviewed by the Board on an annual basis.
- 7.4 On an annual basis, statistical information will be produced by the Chief Executive for the Board, and will be published internally and externally, to show the impact of this policy.

## **8. Disciplinary and Grievance Procedures**

- 8.1 To safeguard individual rights under the policy, an employee, volunteer or participant who believes he/she has suffered inequitable treatment within the scope of the policy may raise the matter through the appropriate grievance procedure.
- 8.2 Appropriate disciplinary action will be taken against any employee, volunteer or participant who violates the ECB's Equity Policy.
- 8.3 An individual may raise any grievance and no employee, volunteer or participant will be penalised for doing so unless it is without foundation and not made in good faith.

