



# **Liverpool Cricket Club**

## **Equality and Diversity Policy**

**Liverpool Cricket Club – Tennis Section** is committed to encouraging equality and diversity among our members eliminating unlawful discrimination.

The aim is for our members to be truly representative of all sections of society and for each member to feel respected and able to give their best.

**Liverpool Cricket Club – Tennis Section** is also committed against unlawful discrimination of members, visitors and the general public.

The policy's purpose is to:

- provide equality, fairness and respect for all members.
- not unlawfully discriminate because of the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex (gender) and sexual orientation
- oppose and avoid all forms of unlawful discrimination. The organisation commits to:
  - encourage equality and diversity in the club and its grounds as they are good practice and make business sense.
  - create an environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all members are recognised and valued

This commitment includes training coaches and volunteers about their rights and responsibilities under the equality policy. Responsibilities include coaches and volunteers conducting themselves to help the organisation provide equal opportunities and prevent bullying, harassment, victimisation and unlawful discrimination.

All members should understand they, as well as the Club, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination.

Members should take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow members, customers, suppliers, visitors, the public and any others in the course of the organisation's activities

Such acts will be dealt with as misconduct under the organisation's grievance and/or disciplinary procedures, and appropriate action will be taken. Particularly serious

complaints could amount to gross misconduct and lead to the removal of membership.

Further, sexual harassment may amount to both an employment rights matter and a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.

The Club will monitor the make-up of the section membership regarding information such as age, gender, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality and diversity, and in meeting the aims and commitments set out in the equality policy

Monitoring will also include assessing how the equality policy, and any sporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues

The equality policy is fully supported by the tennis section committee and has been agreed with section members.

Details of the organisation's grievance and disciplinary policies and procedures can be found in the Club office. This includes with whom a member should raise a grievance.

Use of the organisation's grievance and/or disciplinary procedures does not affect a members right to make a claim to a tribunal within three months of the alleged discrimination.

Signed;

**Mike Harrison**

**Chair**