



# Selkirk Cricket Club

Philiphaugh, Ettrickhaugh Road, Selkirk TD7 5AX



## Equality, diversity and inclusion policy

Selkirk Cricket Club is committed to encouraging equality, diversity and inclusion among our workforce, and eliminating unlawful discrimination.

The aim is for our club to be truly representative of all sections of society and the people who use our club, and for each member, volunteer and employee to feel respected and able to give their best.

Selkirk Cricket Club is committed against unlawful discrimination of any person working in or visiting the club.

### Our policy's purpose

This policy's purpose is to:

1. Provide equality, fairness and respect for all who volunteer or undertake paid work at Selkirk Cricket club.
2. Not unlawfully discriminate because of the Equality Act 2010 protected characteristics of:
  - age
  - disability
  - gender reassignment
  - marriage or civil partnership
  - pregnancy and maternity
  - race (including colour, nationality, and ethnic or national origin)
  - religion or belief
  - sex
  - sexual orientation
3. Oppose and avoid all forms of unlawful discrimination. This includes in:
  - pay and benefits
  - terms and conditions of employment
  - dealing with grievances and discipline
  - dismissal
  - redundancy
  - leave for parents
  - requests for flexible working
  - selection for employment, promotion, training or other developmental opportunities



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## Our commitments

Selkirk Cricket Club commits to:

1. Encourage equality, diversity and inclusion in the workplace as they are good practice and reflect our values.

2. Create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued.

This commitment includes ensuring all staff are aware of their rights and responsibilities under the equality, diversity and inclusion policy. Responsibilities include staff conducting themselves to help Selkirk Cricket Club provide equal opportunities in employment, and prevent bullying, harassment, victimisation and unlawful discrimination.

All staff should understand they, as well as their employer, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their employment, against fellow employees, members, visitors, suppliers and the public

3. Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, members, suppliers, visitors, the public and any others in the course of Selkirk Cricket Club's activities.

Such acts will be dealt with as misconduct prejudicial to the purpose of the club as stated in the constitution, and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice. (A disciplinary policy for staff is to be developed)

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.

4. Make opportunities for training, development and progress available to all staff, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of Selkirk Cricket Club.



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5. Make decisions concerning staff being based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).

6. Review employment practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.

7. Monitor the make-up of the workforce regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity and inclusion, and in meeting the aims and commitments set out in the equality, diversity and inclusion policy.

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

### Agreement to follow this policy

The equality, diversity and inclusion policy is fully supported by the general committee of the club and agreed at committee in April 2023

### Our disciplinary and grievance procedures

Details of Selkirk Cricket Club's disciplinary procedures can be found in our constitution. This includes with whom a member should raise an appeal – usually the chair of the general committee.

Use of Selkirk Cricket Club's grievance or disciplinary procedures (when these are in place) does not affect an employee's right to make a claim to an employment tribunal within three months of the alleged discrimination.



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**To be reviewed April 2024**