



Helensburgh Cricket and Rugby Football Club
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HELENSBURGH CRICKET AND RUGBY FOOTBALL CLUB (HCRFC) EQUITY AND EQUAL OPPORTUNITIES POLICY

PURPOSE

HCRFC recognises the importance of affording equal opportunity and equal treatment to all present and potential employees and members and is committed to challenging discrimination in Cricket and Rugby.

AIMS

The HCRFC Equity and Equal Opportunities Policy aims to ensure that: All people, irrespective of their age, gender, ability, race, religious or political beliefs, ethnic origin, colour, social status, or sexual orientation have a genuine and equal opportunity to participate in Cricket and Rugby at relevant levels and in all roles, whether as a players, official, or spectator;

No-one wishing to work for or on behalf of HCRFC, or participating in the activities of HCRFC receives less favourable treatment within our Club or grounds;

The format and content of all competitions, regulations and activities strive to provide equality and equal opportunities for all, except where specific situations and conditions prevent this;

All material prepared, produced and distributed by, or on behalf of HCRFC promotes a clear image of diversity within the sport of Cricket and Rugby.

COMMITMENT TO ACTION

HCRFC will seek to promote the concepts of equity, equality and equal opportunities by:

- Monitoring and reviewing practices, procedures and data relating to the operation of competitions, schemes and initiatives to ensure the equity aims are incorporated into the business of HCRFC.
- Reviewing existing rules and regulations to ensure the principles of equality of opportunity and equity are implemented
- Increasing collaboration between HCRFC and other organisations to ensure fair and consistent treatment for all those in Cricket and Rugby
- Promoting HCRFC Equity and Equal Opportunities Policy to affiliated clubs and encouraging them to support and follow the policy.
- Providing appropriate training and support to all members of HCRFC, the representatives of the Voting Members and other key volunteers to raise awareness of both the collective and individual responsibilities.

DISCRIMINATION, HARASSMENT AND VICTIMISATION

HCRFC regards discrimination, harassment or victimisation as serious misconduct and any employee, volunteer, or member who discriminates against, harasses or victimises any other person will be liable to action in accordance with HCRFC Disciplinary Procedures. Acts of discrimination and harassment are unlawful. In addition or as an alternative to HCRFC disciplinary action, civil or criminal proceedings may be taken against perpetrators of such acts.

RESPONSIBILITIES AND IMPLEMENTATION

- HCRFC committee is responsible for ensuring this policy is followed, and for dealing with any allegations of breaches.
- The Club President and section Chairs have responsibility for the implementation of the policy.
- All volunteers and members have responsibilities to respect, act in accordance with and thereby support and promote the spirit and intentions of the policy.
- A copy of this document is available to all members and volunteers of HCRFC and it will be covered in staff and volunteer induction.
- HCRFC will take measures to ensure that its employment practices are non-discriminatory.
- 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.
- The policy will be available on HCRFC website.

EXEMPTIONS

HCRFC reserves the right to limit competitions to specific age, gender or disability groups where this is necessary to ensure equitable, safe and equal competition.

MONITORING AND EVALUATION

This policy will apply for a period of 3 years, at which time it will be reviewed and a revised policy adopted by HCRFC committee. Any interim amendments will be made as necessary through the normal committee process.

DISCIPLINARY AND GRIEVANCE PROCEDURES

To safeguard individual rights under the policy, a paid officer, volunteer or member who believes that they have suffered inequitable treatment within the scope of the policy may raise the matter through HCRFC grievance procedure by reporting to the committee in the first instance. The grievance if escalated will then be reported to the President of the SRU or Cricket Scotland as appropriate.

Appropriate disciplinary action will be taken against any paid officer, volunteer, or member who violates the policy.

Signed:

President HCRFC



Date: 10 May 2022