

Equality and Diversity Policy [30/09/2015]

1. Scope

[Essex Cricket] is committed to promoting equality and diversity in the leadership and management of the organisation and in operations. [Essex Cricket] is recognised as a centre with 1st4sport Qualifications and also with the England and Wales Cricket Board.

1st4sport Qualifications is an awarding organisation recognised and regulated in England by the *Office of Qualifications and Examinations Regulation (Ofqual)*, who also regulate vocational qualifications in Northern Ireland. 1st4sport are further regulated in Wales by *The Welsh Government* and in Scotland by SQA Accreditation.

The England and Wales Cricket Board (ECB) is the single national governing body for all cricket qualifications in England and Wales, established to create a unified body responsible for the management and development of every form of cricket for men and women.

In operating as a recognised centre for the above organisations [Essex Cricket] is approved to deliver the following qualifications:

1st4sport Awarded Qualifications	ECB Awarded Qualifications
<ul style="list-style-type: none"> • Level 2 Certificate in Coaching Children's Cricket (QCF) • Level 2 Certificate in Coaching Young People and Adults Cricket (QCF) • Level 3 Certificate in Coaching Cricket (QCF) 	<ul style="list-style-type: none"> • Cricket Activator • Coach Support Worker • ECB Game Based Learning for Children • ECB Creating the Learning Climate for Children • ECB Skill Development for Children • Cricket for Teachers: Primary • Coaching in Primary Schools • Cricket for Teachers: Secondary • Coaching in Secondary Schools • ECB Coaching Teams • ECB Training Interventions and Methods • ECB Performance and Video Analysis • Disability Inclusion Training

[Essex Cricket] have established this policy to ensure compliance with the Equality Act 2010 in the management of the organisation, its activities and in the delivery of the listed qualifications. This policy is relevant to all sub-contracted services, staff, coaches, players, learners, participants and any relevant third parties. Any enquiries in the deployment of this policy should be directed to the [Essex Cricket] Equality Officer.

[Insert name CCB] Equality Officer

[Patrick Ward]

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2. Commitment Statement

2.1 Protected characteristics

[Essex Cricket] is committed to the promotion of equality and diversity, eliminating discrimination, eradicating harassment and ensuring access for all. In doing so [Essex Cricket] ensure that all individuals are treated equally at all times protecting those who share characteristics outlined below.

Protected Characteristic	Guidance as confirmed by the <i>Human Rights Commission</i>
Age	Refers to a person belonging to a particular age (e.g. 32 year olds) or range of ages (e.g. 18 - 30 year olds).
Disability	A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.
Gender reassignment	The process of transitioning from one gender to another.
Marriage and civil partnership	In England and Wales marriage is no longer restricted to a union between a man and a woman but now includes a marriage between a same-sex couple ¹ . This is also true in Scotland ² . Same-sex couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must not be treated less favourably than married couples (except where permitted by the Equality Act).
Pregnancy and maternity	Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.
Race	Refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.
Religion or belief	Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition
Sex	A man or a woman.
Sexual orientation	Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

¹ Section 1, Marriage (Same Sex Couples) Act 2013.

² Marriage and Civil Partnership (Scotland) Act 2014.

2.2 Preventing discrimination

In deploying this statement so we ensure that all stakeholders help to prevent and tackle all types of discrimination. [Insert name of CCB] operate zero tolerance on any acts of discrimination based upon the grounds of the nine protected characteristics outlined within the Equality Act 2010. Where discrimination is alleged and proven, action will be taken in accordance with the [Insert name of CCB] Malpractice and Maladministration Policy.

Type of Discrimination	Description
Direct discrimination	Where someone is treated less favourably than another person because of a protected characteristic.
Associative discrimination	Direct discrimination against someone because they are associated with another person who possesses a protected characteristic.
Discrimination by perception	Direct discrimination against someone because others think that they possess a particular protected characteristic. They do not necessarily have to possess the characteristic, just be perceived to.
Indirect discrimination	Occurs when there is a rule or policy that applies to everyone but disadvantages a person with a particular protected characteristic.
Harassment	Behaviour that is deemed offensive by the recipient. Employees can now complain of the behaviour they find offensive even if it is not directed at them.
Harassment by a third party	Employers are potentially liable for the harassment of their staff or customers by people they don't themselves employ, i.e. a contractor.
Victimisation	Occurs when someone is treated badly because they have made or supported a complaint or grievance under this legislation.

2.3 Deployment activities

Equality and diversity is encouraged through all activities in the management of the organisation, in the delivery of the qualifications and specifically (but not limited to) in the areas outlined below.

Area	Activity
Staff recruitment	All staff are recruited in a fair and equitable manner. Staff selection for employment, volunteering, promotion, training or any other benefit will be on the basis of aptitude and ability. Selection/rejection decisions are communicated and recorded with an appropriate rationale.
Staff management	All staff are managed equally and subject to appraisals in line with their job description and the CCB code of conduct. It is the responsibility of every member of staff to contribute to creating an open and friendly working, playing and learning environment. Access arrangements are put in place for staff and carefully monitored where these are required.
Player profiling and performance monitoring	All players are profiled in accordance with the profiling criteria; performance is monitored in accordance with standardised rules.
Learner enrolments	All learners and participant enrolment for courses and related initial assessments are conducted in accordance with the qualification pre-requisites and specific selection and initial assessment criteria. Access arrangements are put in place and carefully monitored where these are required. Selection/rejection decisions are communicated and recorded with an appropriate rationale.
Course delivery and assessment	<p>All learners are treated equally being provided with the same learning and assessment programme (the exception being for those where agreed reasonable adjustments have been applied). Learners are assessed in line with the assessment criteria and only those who have successfully achieved the criteria are eligible to be submitted for certification. Assessment decisions are communicated and recorded with an appropriate rationale.</p> <p>Refer to Appendix 1 to source the access arrangements procedure for learners.</p>
Course quality assurance	All learners are subject to a random sample for internal verification purposes, unless the internal verification is being considered as a result of an incident (complaint, appeal or allegation). All learners are aware that they may be subject to 1st4sport external verification activities for 1st4sport awarded qualifications. This is randomly selected by the external verifier unless the rationale for the intervention relates to an incident.
Customer service	All feedback, complaints, appeals, allegations, incidents of discrimination or any type of unfair treatment is taken extremely seriously, acknowledged and investigated ensuring a swift response and appropriate action.

2.3 Allegations reporting procedure

Learners are required to report any allegation in relation to the unlawful treatment of any individual on the basis of equality and diversity via the [Essex Cricket] learner complaints procedure.

Staff, players or any relevant third parties are required to report any allegation in relation to the unlawful treatment of any individual on the basis of equality and diversity in accordance with the [Essex Cricket] Malpractice and Maladministration Policy.

Where required, [Essex Cricket] will take appropriate action/corrective measures against unauthorised/unlawful treatment of any individual.

3. Monitoring and review

[Essex Cricket] have in place a standardised and systematic monitoring process to ensure the relevance of this policy. In addition any data which is collected with relates to the implementation of this policy will be used to inform the ongoing management of our organisation and delivery of the qualifications.

This policy will be reviewed on [30/09/2017] unless legislation changes or supporting data identifies that a review is required sooner.