

# MOCC

## equality & diversity policy



Market Overton Cricket Club is dedicated to encouraging a supportive and inclusive culture. It is within our best interest to promote diversity and eliminate discrimination as set out in the Equality Act 2010.

Our aim is to ensure that all members, volunteers and any club role applicants are given equal opportunity and that our club is representative of all sections of society. Each member or volunteer will be respected and valued and able to give their best as a result.

This policy reinforces our commitment to providing equality and fairness to all in our club and not provide less favourable facilities or treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, colour, nationality, national origin, religion or belief, or sex and sexual orientation. We are opposed to all forms of unlawful and unfair discrimination. All members and volunteers will be treated fairly and with respect. When Market Overton Cricket Club selects candidates for club roles, it will be on the basis of their aptitude and ability.

All players, members and volunteers will be given help and encouragement to develop their full potential and utilise their unique talents. Therefore, the skills and resources of our club will be fully utilised.

### **Market Overton Cricket Club commitments:**

- To create an environment in which individual differences and the contributions of all team members are recognised and valued.
- To create an environment that promotes dignity and respect for every member.
- To not tolerate any form of intimidation, bullying, or harassment, and to discipline those that breach this policy.
- To make training, development, and progression opportunities available to all.
- To promote equality, which Market Overton Cricket Club believes is good practice.
- To encourage anyone who feels they have been subject to discrimination to raise their concerns so we can apply corrective measures.
- To encourage members to treat everyone with dignity and respect.
- To regularly review all our policies and procedures so that fairness is maintained at all times.

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Market Overton Cricket Club will inform all members and volunteers that an equality and diversity policy is in operation and that they are obligated to comply with its requirements and promote fairness at the club. The policy will also be drawn to the attention of funding agencies, stakeholders, visitors, learners, and job applicants.

Market Overton Cricket Club's equality and diversity policy is fully supported by the committee and has been agreed with all club representatives.