

Equal Opportunities Policy

Version #1 <30th June 2009>

Cornwall Cricket Board is committed to promoting a best-practice environment, where every candidate is treated with respect and dignity. No personnel or candidate or any related third party should feel threatened, degraded on the grounds of race, colour, nationality, ethnic or national origin, sex, marital status, sexual orientation, disability, physical characteristics, health, religious or political beliefs.

Cornwall Cricket Board is responsible for ensuring that all individuals receive the same treatment, regardless of race, colour, nationality, ethnic or national origin, sex, marital status, sexual orientation, disability, physical characteristics, health, religious beliefs or political beliefs.

This policy aims to prevent/tackle any potential/current discrimination, whether indirect¹ or direct², which involves candidates and any member of Cornwall Cricket Board personnel.

Cornwall Cricket Board is responsible for:

- equal treatment of all individuals who have the right to participate and enjoy sport, recreation and allied occupations
- all personnel involved with Cornwall Cricket Board are, responsible for creating an open and friendly environment for all candidates
- preventing discriminatory behaviour, which will not be tolerated in Cornwall Cricket Board
- taking any allegations or incidents of discrimination or any type of unfair treatment extremely seriously and responding to them swiftly.

It is ultimately the responsibility of the Head of the Centre, Joe Skinner, to ensure that this policy is published and accessible to all personnel, candidates and any relevant third parties. However, the quality coordinators (QCs) specific to each qualification are responsible for ensuring this information is fully understood by their qualification team and by the candidates who commence courses/programmes in their area.

Should you wish to discuss any matter or voice a grievance in relation to the above in confidence, please contact Joe Skinner on 01872 267138 or, alternatively, candidates may follow the Cornwall Cricket Board Candidate Complaints Procedure.

¹ Indirect – for example, in relation to sex discrimination, it is prohibited to have criteria or practices which, while not being directly discriminatory (such as refusing to recruit female employees or candidates because they might become pregnant), have the **effect** of disadvantaging one sex more than the other. A claim of indirect sex discrimination provides a potential remedy if flexible working is refused or inflexible working imposed on a worker, rather than a right to request flexible working.

² Direct - this is where you openly treat any sector of the community less favourably than others. For example, you may state in a job advertisement that men are only welcome to apply for a particular job vacancy. This is direct discrimination and is unacceptable.