

# West of Scotland Cricket Club

**Ground**  
Hamilton Crescent  
Peel Street  
GLASGOW  
G11 5LU



**Honorary Secretary**  
J.H.D. Young  
Herbert House  
22 Herbert Street  
GLASGOW  
G20 6NB

Telephone : 0141 339 0688  
www.westofscotlandcricketclub.co.uk

Telephone : 0141 337 1199  
Fax : 0141 337 3300

## Equity Policy

### Responsibilities:

#### West of Scotland Cricket Club will:

- Promote to children and adults that they have the right to take up the opportunity to participate in cricket and that ensure that no unlawful barriers prevent them from doing so if they choose.
- Respect and promote the rights, wishes and feelings of children and adults by promoting fairness, just treatment and respect to all.
- Promote and implement appropriate procedures to safeguard the well being of children and adults and to protect them from non-equitable behaviour.
- Recruit, train, support and supervise its members to adopt best practice to safeguard and protect children and adults from non-equitable behaviour and to minimise risk to themselves.
- Require members to adopt and abide by this Equity Policy.
- Respond to any allegations of misconduct or non-equitable behaviour in line with this Equity Policy as well as implementing appropriate disciplinary and appeals procedures.
- Review and evaluate this Equity Policy on a regular basis.

### Principles:

Equity is a much more qualitative issue than equality. Ultimately, equity means fairness. Equity in sport means ensuring that everyone is treated fairly, justly and with respect, and acting in a way that ensures everyone who wants to take part in sport has the opportunity to do so. Positive environments created by sports organisations such as the West of Scotland Cricket Club enable individuals to make the choice to take up the opportunity to participate in sport. This Equity Policy is based on the following principles:

- Equity for all is the primary concern.
- All persons, whatever their age, culture, disability, gender, language, racial origin, socio-economic status, religious belief and/or sexual identity have the right to equal opportunities to participate in cricket at West of Scotland Cricket Club.
- All persons, whatever their age, culture, disability, gender, language, racial origin, socio-economic status, religious belief and/or sexual identity have the right to be treated equitably.
- All incidents of alleged poor practice, misconduct and a lack of equity will be taken seriously and responded to swiftly and appropriately. The designated West of Scotland Cricket Club Equity Officer, to whom all incidents should be reported immediately, is Tony Lewis.

### Review:

This Policy will be regularly monitored and reviewed:

- In accordance with changes in legislation and guidance on club equity or any changes within West of Scotland Cricket Club.
- Following any issues or concerns raised about equity within West of Scotland Cricket Club..

In all other circumstances, at least annually.

April 2012