



Equity Policy & Equal Opportunities Statement

Kinross-shire Cricket Club “The Club” is strongly committed to ensuring that equity and equal opportunities are incorporated across all aspects of its development. It is the policy of The Club to ensure that all participants, volunteers, coaches or parents receive equal treatment regardless of age, gender, marital status, employment status, social class, colour, race, ethnic or national origin, religious belief or disability.

In doing so it acknowledges and adopts the following definition of sports equity:

- Sports equity is about fairness in sport, equality of access, recognizing inequalities and taking steps to address them. It is about changing the culture and structure of sport to ensure it becomes equally accessible to everyone in society.
- The club respects the rights, dignity and worth of every person and will treat everyone equally within the context of their sport, regardless of age, ability, gender, race, ethnicity, religious belief, sexuality or social/economic status.
- The club is committed to everyone having the right to enjoy their sport in an environment free from threat of intimidation, harassment and abuse.
- All club members have a responsibility to oppose discriminatory behaviour and promote equality of opportunity.
- The club will deal with any incidence of discriminatory behaviour seriously, according to club disciplinary procedures.

Equal Opportunities Policy:

The club’s equal opportunities policy identifies the following aims:

- Eliminating any barriers or ‘perceived’ barriers to participation within the club
- Ensuring that all members are aware of, understand and follow the club’s equity statement
- Increasing awareness within the club of the needs of those who face discrimination
- Ensuring that the club considers equal opportunities in all its activities
- Ensuring that the club premises are accessible to all, including those with physical disabilities
- Ensuring that the rules of the club state that discriminatory language or behaviour is not acceptable
- Ensuring that the implementation of the policy is reviewed regularly and monitored for effectiveness.