



CANTERBURY CRICKET CLUB

Equity Policy Statement

- This club is committed to ensuring that equity is incorporated across all aspects of its development. In doing so it acknowledges and adopts the following Sport England definition of sports equity:
- Sports equity is about fairness in sport, equality of access, recognising 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.

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Ant- Discrimination Policy

- Canterbury Cricket Club is committed to confront and eliminate discrimination whether by reason of sex, sexual orientation, race, nationality, ethnic background, colour, religion or disability.
- We are committed to equal opportunities within our organisation.
- Equality of opportunity means that we will endeavour not to discriminate or in any way treat less favourably any person on grounds of sex, sexual orientation, race, nationality, ethnic origin, colour, religion or disability. This applies to committee positions, honorary posts, voluntary workers and team selection.
- Canterbury C.C. will not tolerate sexual or racially based harassment or other discriminatory behaviour, whether physical or verbal, and will work to ensure that such behaviour is met with appropriate disciplinary action. This applies to all members, supporters, sponsors and parents/guardians.
- Canterbury C.C supports the Kent Cricket Board & ECB in their commitment to develop a programme of on-going training and awareness in raising events and activities in order to promote the eradication of discrimination throughout Kent Cricket.

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Anti Bullying Policy

Canterbury Cricket Club will not accept or condone bullying and will address all forms of bullying.

Everyone involved with Cricket, whatever their role, has a responsibility to work to stop bullying.

Action to Help the Victim and Prevent Bullying in Cricket

An individual should:

- Take all signs of bullying very seriously
- Encourage all Young People to speak and share their concerns, help the victim to speak out and tell the person in charge or someone in authority. Create an open environment
- Investigate all allegations and take action to ensure the victim is safe. Speak with the victim and the bully separately
- Reassure the victim that you can be trusted and will help them, although do not promise that you will not tell what has been said
- Keep a record of what is said (what happened, by whom, when).
- Report any concerns to the person in charge at the Club or School (wherever the bullying is occurring)

Action towards the Bully:

The Coach or person in charge should:

- Talk with the bully, explain the situation, try to get the bully to understand the consequences of his/her/their behaviour. Seek an apology to the victim(s)
- Inform the bully's) Parents
- Insist on the return of borrowed items and that the bully compensate the victim
- Provide support for the Coach of the victim
- Impose sanctions as necessary
- Encourage and support the bully to change behaviour
- Hold meetings with the families to report on progress
- Inform all organisation members of action taken
- Keep a written record of action taken.

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