



# Ickenham Cricket Club

Oak Avenue, Ickenham, Middlesex UB10 8UT

## ***Equal Opportunities Policy Statement***

*The club is committed to admission and employment policies, procedures and practices which do not discriminate unfairly or unlawfully on the grounds of:*

- *race, colour, ethnic or national origin*
- *gender, marital status or domestic responsibilities*
- *disability*
- *age*
- *sexual orientation*
- *religious and political beliefs*
- *poverty and social exclusion*
- *gender re-assignment*

*The Club's Management Committee shall be responsible for:*

- *determination of this policy*
- *monitoring of the effectiveness of the policy and associated initiatives*
- *implementation of initiatives in support of the policy*

*All club members and employees have an obligation to avoid discrimination and promote equal opportunities.*

*The objectives of the club's equal opportunities policy are:*

- *to ensure club's services are responsive to the community's needs by ensuring that its membership and employees adequately reflect the community.*
- *to ensure that the club makes best use of all of its facilities and all of its employees and potential employees' skills, talents and abilities in delivering services to the community.*
- *to ensure that the club fulfils its legal obligations under various equal opportunities legislation and complies with provisions contained in various Codes of Practice.*

*February 2011*