



Lancashire County Cricket Club

Lancashire County Cricket Club Ltd Equality Policy

Statement of Intent

Lancashire County Cricket Club is committed to the Equality Act 2010 and aims to ensure that no person will be treated unfairly on the grounds of age; gender; disability; race; marriage or civil partnership; pregnancy and maternity; religion or belief; sexual orientation or gender reassignment at work or when using our services.

Purpose of the Policy

This policy has been produced to communicate how the Equality Act protects our employees and customers.

Actions

This Policy will be incorporated in to the overall business plan and into every aspect of work and customer provision.

Who the Law Protects

Whether at work as an employee or using our services as a customer, the message (or purpose) of the Equality Act is that everyone has the right to be treated fairly.

Employees include temporary employees, casual employees, volunteers, trainees and business partners.

People are services users or customers irrespective of whether the services are free or paid for.

The Equality Act protects people from discrimination on the basis of certain characteristics. These are known as "Protected Characteristics" and they vary slightly according to whether a person is at work or using a service.

There are eight protected characteristics of people who use services. These are:

- Disability
- Sex (gender)
- Gender reassignment
- Pregnancy and maternity
- Race
- Religion or belief
- Sexual orientation
- Age



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There are nine protected characteristics for employees. The eight above plus

- Marriage or civil partnership

What the law protects against:

These are the main forms of prohibited conduct.

Discrimination This includes:

- Treating a person worse than someone else because of a protected characteristic (known as direct discrimination). Although in the case of pregnancy and maternity direct discrimination can occur as they have protected characteristic without needing to compare treatment to someone else.
- Putting in place a rule or way of doing things that has a worse impact on someone with a protected characteristic than someone without one, when this cannot be objectively justified (known as indirect discrimination).
- Treating a disabled person unfavourably because of something connected with their disability when this cannot be justified (known as discrimination arising from disability).
- Failing to make reasonable adjustments for disabled people.

Harassment

- Unwanted conduct which has the purpose or effect of violating someone's dignity or which is hostile, degrading, humiliating or offensive to someone with a protected characteristic or in a way that is sexual in nature.

Victimisation

- Treating someone unfavourably because they have taken (or might be taking) action under the Equality Act or supporting somebody who is doing so.

Other Prohibited Conduct

As well as these characteristics, the law also protects people from being discriminated against:

- By someone who wrongly perceives them to have one of the protected characteristics.
- Because they are associated with someone who has a protected characteristic. This includes the parent of a disabled child or adult or someone else who is caring for a disabled person.



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Responsibility and Communication

The following responsibilities will apply:

- The Board is responsible for ensuring that this Equality Policy is followed and to deal with any actual or potential breaches.
- The Chief Executive has the overall responsibility for the implementation of the Equality Policy.
- Head of Human Resources, designated by the Chief Executive, has the overall responsibility for achieving the Equality action plan as this will form part of their work programme.
- All employees, volunteers and members have responsibilities to respect, act in accordance with and thereby support and promote the spirit and intentions of the policy and, where appropriate, individual work programmes will be amended to include Equality related tasks.

The new policy will be communicated in the following ways:

- It will be part of the employee handbook.
- It will be covered in all employee induction training
- The Equality Policy will be published on the Club Website.

Monitoring and Evaluation

As part of the overall business delivery plan, the Equality action plan will be reviewed by the Board every four years.

Statistical information will be produced by the Chief Executive for the Board, and will be published internally and externally, to show the impact of this policy.

Disciplinary and Grievance Procedures

Any employee or customer of Lancashire County Cricket Club who believes that they have suffered inequitable treatment within the scope of the policy may raise the matter with the Head of Human Resources.

Appropriate formal action will be taken against any employee, who violates the Lancashire County Cricket Club Equality Policy.

M.A. Cairns O.B.E, Chairman, on behalf of the Board of Lancashire County Cricket Club
Daniel Gidney, Chief Executive, Lancashire County Cricket Club