

# NORTHERN IRELAND ASSOCIATION OF CRICKET UMPIRES and SCORERS

## EQUAL OPPORTUNITIES, EQUALITY AND DIVERSITY POLICY

### 1. Policy Statement

- 1.1 NORTHERN IRELAND ASSOCIATION of CRICKET UMPIRES and SCORERS (hereafter "NIACUS") recognise that discrimination is unacceptable and that it is in the interests of the Association and its members to use and develop and value the skills, knowledge and experience of the entire membership
- 1.2 NIACUS is committed to equality for its members and the promotion of diversity amongst its membership. We believe that providing equal opportunities for our people and ensuring a mix of backgrounds, experience and skills in our teams is the ethical approach that we wish to adopt and that it makes us representative of the wider community, more responsive to the needs of our members and therefore stronger as an organisation.
- 1.3 NIACUS aims to recruit, develop, promote and value our people, irrespective of gender, sexual orientation, marital status, age, disability, religion or belief, colour, race, nationality or ethnic origins. We value the contribution of each of our people and aim to create and sustain an organisational environment that is fair to all and free from discrimination, harassment, victimisation and bullying. We believe that this makes us more effective. It should also avoid potentially illegal practices and maintain NIACUS's reputation as a good Association. All members share responsibility for maintaining and upholding this policy.
- 1.4 NIACUS recognises its responsibility to comply with anti-discrimination law. This policy and the associated arrangements will operate in accordance with statutory requirements. In addition, full account will be taken of any Codes of Practice issued by the Equality Commission and guidance from the Department for Employment and Learning, the Department of Health, the Department of Culture, Arts and Leisure, Sport NI, and any other statutory or successor bodies.

### 2. Objectives of the Policy

The objectives of this Equal Opportunities, Equality and Diversity Policy are to:

- Ensure that no applicant receives less favourable treatment, and that, wherever possible, they are given the help they need to attain their full potential to the benefit of themselves and the Association.
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- Recruit, develop and retain a highly professional and effective membership that is broadly representative of the diversity of the wider community.

### 3. Definitions

- 3.1 Where discrimination against any person or group is referred to it shall be deemed to be potential discrimination within any of the categories listed in the Policy Statement. Two types of discrimination are covered by statute - direct and indirect.
- 3.2 **Direct Discrimination**
  - Direct discrimination occurs when a person or group is treated less favourably than others.

- Segregating a person or group on the basis of their race, ethnic or national origins, religion or belief, gender or sexual orientation, and disability (or age from October 2006) is unlawful. It also is unlawful for an employer to discriminate against a job applicant whose conviction is spent.

### 3.3 Indirect Discrimination

Although applied equally to all individuals or groups, is such that:

- Indirect discrimination occurs when a provision, criterion or practice is imposed which,
- It puts, or would put, persons of a specific group at a particular disadvantage compared to others; and
- which puts that group at a disadvantage; and
- the condition applied cannot be shown to be a proportionate means of achieving a legitimate aim.

## 4. The Policy in Practice Monitoring and Review of Practices

NIACUS will view unfair and discriminatory behaviour as a serious disciplinary offence that may lead to dismissal. The Grievance Procedure provides a mechanism for employees to complain about this behaviour.

## 5 Responsibility for Policy Implementation

The Executive Committee is responsible for the effective operation of NIACUS's policy and the Association will make every effort to provide adequate financial resources to implement the policy effectively.

The Hon Secretary is responsible for ensuring that the Policy is communicated to all members and for providing appropriate training.

Everyone is responsible for ensuring that they understand what the Equal Opportunities, Equality and Diversity Policy requires of them, that they should be prepared to support colleagues who are being harassed, bullied, victimised or discriminated against, and that they speak out if they have witnessed unfair or discriminatory treatment.

All members are expected to respect and uphold this policy and will be subject to disciplinary proceedings if they are found to be in breach of it

