



Aston Manor Cricket Club
Founded 1903



Equal Opportunities Policy

1. Introduction:

Aston Manor Cricket Club (AMCC) is unwavering in its commitment to promoting equality, diversity, and inclusion across all aspects of club life. This Comprehensive Equal Opportunities Policy serves as a foundation for cultivating an environment where every member feels valued, respected, and empowered.

2. Commitment to Equality:

- a. AMCC is committed to fostering a culture of equality and respect, acknowledging and embracing the richness that diversity brings to our club community.
- b. Discrimination, whether direct or indirect, on any grounds is strictly prohibited within AMCC.

3. Recruitment and Selection:

- a. Recruitment processes will be transparent, fair, and free from bias, ensuring all members have equal access to opportunities within the club.
- b. The club is dedicated to achieving a diverse representation in leadership and decision-making roles.

4. Training and Development:

- a. AMCC is proactive in providing training and development opportunities for all members, recognising the importance of continuous growth.
- b. Training programs will be designed to accommodate diverse learning styles and abilities.

5. Promotion of Diversity and Inclusion:

- a. The club actively promotes diversity, aiming to create an inclusive environment that reflects the broader community.
- b. Inclusive practices will be woven into the fabric of club activities, events, and communication strategies.

6. Dealing with Discrimination or Harassment:

- a. AMCC has a robust process for reporting and addressing discrimination or harassment.
- b. All complaints will be treated confidentially and investigated promptly, with appropriate corrective measures implemented.

7. Reasonable Adjustments:

- a. The club is committed to making reasonable adjustments to accommodate the needs of members with disabilities, ensuring their full participation in all club activities.

8. Communication and Awareness:

- a. Equal opportunities information will be widely communicated through various channels, including the club's website, newsletters, and social media platforms.
- b. Regular awareness campaigns and training sessions will be conducted to ensure all members are well-informed about the principles of equal opportunities.



9. Monitoring and Review:

a. AMCC will regularly monitor the effectiveness of this policy through surveys, feedback mechanisms, and ongoing data analysis.

b. The club is dedicated to continuous improvement, adapting policies and practices as needed to enhance the promotion of equal opportunities.

10. Responsibility:

a. Every official, member, and volunteer within AMCC shares the collective responsibility of upholding and championing the principles outlined in this Comprehensive Equal Opportunities Policy.

11. Contact Information:

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By maintaining your membership with Aston Manor Cricket Club, you affirm that you have read, understood, and accepted the terms outlined in this comprehensive Privacy Policy.

