



Captain Scott Invitation XI

Equity Policy

The Captain Scott Invitation XI is fully committed to supporting the principle and practice of equity.

No participant, volunteer, job applicant or employee will receive less favourable treatment on the grounds of age, gender, parental or marital status, colour, race, ethnic origin, creed, disability, social status or sexual preference or will be disadvantaged by conditions or requirements that cannot be shown to be relevant to performance.

The Captain Scott Invitation XI will:

- Ensure that no individual or group is discriminated against in their pursuit of inclusion in cricket or its administration because of any personal characteristic other than those necessary for the proper performance of the roles involved or the membership applied for;
- Develop, based on relevant legislation, a planned approach and commitment to opposing intentional or unintentional, direct or indirect discrimination against any such individual or group;
- Ensure that affiliated clubs, and individuals working within these organisations as employees or volunteers have access to, or be recommended to incorporate, relevant guidance in pursuit of this commitment to equity;
- Ensure that all parties having business with the Captain Scott Invitation XI and all key stakeholders are made aware of the policy;
- Recognise its legal obligations under the following acts:
 - The Race Relations Act 1976 and Race Relations Amendment Act 2002
 - The Sex Discrimination Act 1975
 - The Equal Pay Act 1970
 - The Disability Discrimination Act 1995
 - Rehabilitation of Offenders Act 1974
 - Protection from Harassment Act 1997
 - Protection of Children Act 1999