



CRICKET WALES EQUAL OPPORTUNITIES STATEMENT

The England and Wales Cricket Board (ECB) is responsible for ensuring that all candidates who attend courses and are entered for assessment under the provision of its schemes are treated fairly and on an equal basis.

The ECB insists that there be open access to all and that the assessment of the performance of those entered shall ensure wherever feasible, equality of opportunity regardless of a candidate's gender, age, racial origin, religious persuasion, political beliefs, sexual orientation, marital status, learning difficulty, nationality or disability.

The ECB will ensure avoidance of inequality:

- * In the selection, recruitment and training of all those working for or on behalf of the Board.
- * In the format and content of all syllabuses, regulation, examinations and assessment materials.
- * Through the monitoring of practices, procedures and data relating to the operations of its schemes and assessment materials.
- * In the preparation, production and distribution of all ECB Coach Education material.
- * By the adaptation of any conventional rules and regulations which serve to inhibit the performance of those candidates with special needs in relation to candidates not so disadvantaged, provided that such action does not have a harmful or negative effect on the standard, quality and integrity of the assessments.

In formulation of its schemes and assessment techniques, in operating its procedures and producing its material, the ECB will seek to ensure that for its part every reasonable effort is made to avoid a format or approach which, in relation to a candidate's gender, racial origin, religious persuasion, political beliefs, sexual orientation, marital status, learning difficulty, nationality or disability:

- * Is offensive to members of a particular group
- * Is not capable of being readily understood by some candidates
- * Implies stereotyped or biased attitudes
- * Assumes experiences which not all candidates have had
- * Employs techniques that are easier for some groups of candidates to use.
- * Requires activities which cannot be performed by all candidates

The ECB Coach Education Department fully supports the principles of equal opportunities and is committed to satisfying these principles in all its activities and in its published material.