



STRETTFORD CRICKET CLUB EQUALITY, DIVERSITY AND INCLUSION (EDI) POLICY

The England Cricket Board (ECB) aims to create an environment within cricket in England and Wales in which no individual, group or organisation experiences discrimination or acts in a discriminatory manner on the basis of a Protected Characteristic.

Protected Characteristics are currently defined in the Equality Act 2020 as age, race, religion or belief, gender, gender reassignment, sexual orientation, disability, marriage and civil partnership, pregnancy and maternity.

Stretford Cricket Club is fully committed to the principles of equity and equality of opportunity in cricket. The club has adopted and abides by the ECB Anti-Discrimination Code and the ECB Safe Hands Policy to ensure participants of all ages, backgrounds and abilities are provided with appropriate support and protection.

It is the duty of Stretford Cricket Club to ensure players, members and visitors are treated fairly and are free from discrimination, harassment, or intimidation. It is essential that there is equal access and opportunity for all those individuals who wish to participate, and are lawfully eligible to participate, in the club's activities.

What Is Diversity?

Diversity is the presence of differences that enrich where we play and work.

Differences can include visible and non-visible factors like the protected characteristics in the UK Equality Act 2010 as well as things like educational background, introvert/extrovert personalities, accent or culture. It's not only about inherent characteristics. We recognise that certain aspects of diversity can also be acquired over time, e.g. parenting/caring responsibilities, military experience or language skills.

What is Inclusion?

Inclusion means having a welcoming culture for all people where they feel they are valued and respected

What is Equity?

Equity means creating fair access, opportunities, and equal possible outcomes for all.

Clubs must appoint an EDI Officer who is a member of the Club's Committee. The Officer must have taken an appropriate course, either in person or online. The League will make a course available to clubs.

ROLE OF THE EDI OFFICER

The EDI Officer will be responsible for engaging with the clubs to encourage an inclusive environment which enables people of all backgrounds and abilities to feel valued and able to enjoy the game of cricket.

The EDI Officer is a valuable conduit to enable the opinions and needs of the clubs to inform the Management Committee's decision making.

PROVISION OF TRAINING AND GUIDANCE

To ensure that the main provisions of the club's policy is understood and reflected in all its activities, the EDI Officer will be available to offer advice, guidance and education on issues which might previously have been difficult to address.

Where unconscious bias may exist, the club, through its EDI Officer, will provide appropriate training and guidance to eradicate this as it can be a huge barrier to inclusion of people from all backgrounds. This policy is to be used in conjunction with the ECB Anti-Discrimination Code and the ECB Disciplinary Regulations. It will be regularly reviewed and updated to include any new ECB guidance. The club will also ensure it complies with the requirements of the Equality Act 2010 and take all reasonable steps to ensure that its officials, members and volunteers adhere to these requirements and this policy.

THE EDI CODE OF CONDUCT

It is not acceptable for any member of the Club to be discriminated against or be treated in any way less favourably, on the grounds of age, gender, disability, race, parental or marital status, pregnancy, religion or belief or sexual orientation.

Harassment, bullying, abuse or victimisation of individuals by word or action will not be tolerated. Crude and provocative abuse is not banter when it is intended to belittle, offend, or upset another participant and there will be consequences.

Public comments being made by club officials, players, scorers, umpires or members, whether on websites, social media, written material or public

pronouncements, that are disrespectful, provocative or abusive in any way to any other participants of the club on the grounds of their age, gender, disability, race, parental or marital status, pregnancy, religion or belief or sexual orientation will not be tolerated.

Captains will be held responsible for making sure their players do not behave in a discriminatory or abusive manner and will be liable to discipline under the disciplinary code along with any members of their team who are found guilty of such behaviour.

Clubs have a responsibility to ensure their officials, players and supporters do not breach the EDI Code of Conduct and will be charged with bringing the club into disrepute if they fail to take appropriate and decisive action.

COMPLAINTS

The club is committed to investigating any complaints brought to its attention of any breaches of this policy and reserves the right to impose such sanction as it considers appropriate and proportionate, where such is found to be the case.

Any complaint of discrimination, harassment, bullying, abuse, victimisation or any other breach of this policy on or off the field of play by club and club officials, players, scorers, umpires or members should be reported by email to safeguarding@stretfordcricketclub.co.uk

If a report is judged to be false or malicious the individual making the complaint may be liable to sanction for disrepute.

PROCEDURE

The EDI Officer will study all reports and will decide whether further evidence is required from the involved parties.

Once the Officer is satisfied that all the evidence required is available, they will:

Liaise with the County EDI Officer if necessary

Ask the Management Committee to hold a meeting and take the appropriate action.

This decision will be subject to appeal.

Sanctions may include but are not limited to:

- Verbal or written warning
- Mandatory training: The individual may be required to attend EDI training.
- Suspension: Temporary removal from club activities or events.
- Expulsion: Permanent removal from the club

The verdict of the committee will be given verbally to the involved parties after the meeting and confirmed in writing within 48 hours. The defendants will be informed of their right of appeal.

REVIEW

This policy will be reviewed, when additional information is received from the League. Guidance and advice from the ECB will be acted upon whenever it is provided to strengthen the provisions of the policy's overarching aims.

REFERENCES / RESOURCES:

ECB anti-discrimination code

<https://resources.ecb.co.uk/ecb/document/2023/04/01/096717ff-0de5-47b8-98a3-d5d6f1a3373d/23-Anti-Discrimination-Code-2023-vF.pdf>

ECB: EDI Hub <https://edicontenthub.ecb.co.uk>

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