



OD Cuaco Cricket Club

Equality, Diversity and Inclusivity Policy

We are focused on delivering equity, diversity and inclusion in cricket in order to make sure everyone feels like cricket is a game for them.

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

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, like parenting and caring responsibilities, military experience or language skills.

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

Intersectionality recognises that we all have multiple, overlapping identities that may impact on our experience in different ways.

We may adapt different initiatives for different groups of people depending on requirements identified.

EDI is important across cricket as it enables us to build the strongest teams, inspire the most people, and achieve our purpose of improving lives and connecting communities. Cricket is a game steeped in history but if we are to remain relevant as a sport, we need to better reflect today's society. By being inclusive of the people we interact with at all levels, we will continue to build a better understanding of how to truly be a game for everyone.

There are a number of ways in which we can create a more welcoming and stronger game by delivering EDI. For example:

- **Joining in:** More people will feel confident to play, volunteer, attend, watch, and speak up when they believe they will be heard, valued and respected for who they are in cricket.
- **Talent:** We want great people with different perspectives and skills playing and working across all levels of cricket. We want to start from the broadest talent pool with people across backgrounds and support them with equitable opportunities to achieve their full potential – whether that's on or off the pitch.
- **Commercial:** As cricket continues to evolve, we're excited to welcome more people than ever from different backgrounds as part of our strategic vision to grow and grow stronger.

This includes growing revenue to invest back into all levels of cricket and working in collaboration with commercial partners to address mutual EDI opportunities.

- Decision-making: Improved diversity of thought and perspectives can bring us more relevant innovation for how we will inspire generations and evolve what we do. It can also bring better challenge to how we make decisions and manage risks across the game.
- Brand: We recognise that everyone from players and parents to partner organisations want to be part of a sport that is socially and ethically responsible.

OD Cuaco Cricket club is fully committed to the principles of this policy. We will not discriminate against anyone on the grounds of any protected characteristic.

OD Cuaco CC will not tolerate harassment, bullying, abuse or victimisation of individuals.

This policy is fully supported by the OD Cuaco CC's Officers and Management Committee who are responsible for its implementation. OD Cuaco CC will ensure it complies with the Equality Act 2010 and shall take all reasonable steps to ensure its employees, members, volunteers and visitors adhere to these requirements and this policy.

OD Cuaco CC is committed to the investigation of any claims when brought to its attention, of discrimination, harassment, bullying, abuse or victimisation of an individual. It reserves the right to impose such sanction as it considers appropriate and proportionate, where any such claim is found to be the case.

In the event that any employee, member, volunteer, participant or spectator feels they have suffered discrimination, harassment, bullying, abuse or victimisation, they should report the matter in writing to the Management Committee of OD Cuaco CC.

Any such report should include: details of what occurred; when and where the occurrence took place; and details of any witnesses.

If the accused individual is an employee, the Management Committee will regard the issue as a disciplinary issue and will invoke the OD Cuaco CC's employment disciplinary procedure.

If the accused individual is a non-employee, the Management Committee:

- May decide (at its sole discretion) hold a hearing at which both parties will be entitled to attend and present their case;
- Will have the power to impose any one or more of the following sanctions on any person found to be in breach of any policy:
 - a. Warn as to future conduct
 - b. Suspend from membership
 - c. Remove from membership
 - d. Exclude a non-member from the facility, either temporarily or permanently
 - e. Turn down a non-member's current and/or future membership application; and
- Will provide both parties with a decision in writing.

A party may appeal a decision of the Management Committee to Kent County Cricket Board by writing to the board within 3 months of OD Cuaco CC's decision being notified to that party.

If the nature of the complaint is with regard to the Management Committee of OD Cuaco CC, the complainant may report the complaint directly to Kent County Cricket Board.