



# **HUDDERSFIELD**

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# **CRICKET LEAGUE**

## **EDI POLICY**

### **Equity Diversity & Inclusion STATEMENT**

The Huddersfield Cricket League reflects a diverse set of customs, values and points of view and is fully committed to the principles of equality of opportunity in cricket. The League has adopted and abides by the ECB Anti-Discrimination Code and the ECB Safe Hands Policy to ensure that participants of all ages, backgrounds and abilities are provided with appropriate support and protection. It is the duty of the Huddersfield Cricket League (HCL) to ensure that its officials, member Clubs and all other individuals working or volunteering for the League, and participating in or watching League activities, are treated fairly and 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 League's activities. The Huddersfield Cricket League benefits from the presence of cricketers from a variety of different ethnic backgrounds and it is important that they are all treated equally.

The League has appointed from within its managing Executive Committee an Equity, Diversity and Inclusion Officer who will oversee the implementation of this policy in all the League's activities.

#### **ROLE OF THE EDI OFFICER**

The EDI Officer will be responsible for engaging with the League community 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 that enables the opinions and needs of the League Community to inform the Executive Committee's decision making.

#### **PROVISION OF TRAINING AND GUIDANCE**

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

Where unconscious bias may exist the League, 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 HCL's Social Media Policy, the ECB's

Anti-Discrimination Code and Disciplinary Regulations (GCR). It will be regularly reviewed and updated to include any new ECB guidance. The League will also ensure it complies with the requirements of the Equality Act 2010 and take all reasonable steps to ensure that its officials, member Clubs and volunteers adhere to these requirements and this policy.

## **THE EDI CODE OF CONDUCT**

1. It is not acceptable for any member of the HCL community 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.
2. 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 will be punished when reported.
3. Public comments being made by League officials or officials of member Clubs, players, scorers, Umpires or members of Clubs 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 League on the grounds of their age, gender, disability, race, parental or marital status, pregnancy, religion or belief, or sexual orientation will not be tolerated.
4. Captains will be held responsible for making sure their players do not behave in an discriminatory or abusive manner and will be liable to punishment under the Disciplinary Code (GCR) along with any members of their team who are found guilty of such behaviour.
5. Clubs have a responsibility to ensure their officials, players and supporters do not breach the ECB Anti-Discrimination Code or this policy and will be charged with bringing the League into disrepute if they fail to take appropriate and decisive action.

## **COMPLAINTS**

- I. The HCL is committed to investigate any breaches of this policy or complaints brought to its attention and reserves the right to impose such sanction as it considers appropriate and proportionate, where such breaches are found to be the case.
- II. Any complaint of discrimination, harassment, bullying, abuse, victimisation or any other breach of this policy on or off the field of play by League officials or officials of member Clubs, players, scorers, Umpires or members of Clubs should be reported by email to HCL's EDI Officer. All cases will be treated with total confidentiality.
- III. If a complaint is judged to be false or malicious the individual or Club making the complaint may be liable to punishment 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 has been taken into account the Officer can:

In the case of a player or players:

- I. Ask their Club or Clubs to hold a hearing and report their findings.

- II. However, if the proposed action of a Club is not acceptable the EDI Officer will arrange for the case to be heard by a League panel.

In the case of a Club:

- I. The case will be heard by a League panel.
- II. The conduct of any panel will be as provided in the League's Procedure for Hearings. In the event of the complaint being upheld, the panel will impose sanctions which they consider appropriate.

The relevant policies from which punishments can be applied:

- ECB Disciplinary Regulations (GCR)
- The League's Social Media Policy
- The League's Code of Conduct -Disrepute

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

A request for an appeal before a non-conflicted panel must be made by email to the EDI Officer within seven days of the conclusion of the hearing along with a payment of £100 being deposited in the League's bank account. If the appeal is upheld the fee will be refunded.

## **REVIEW**

This policy will be reviewed annually by HCL's Executive Committee in consultation with the its Equity, Diversity & Inclusion (EDI) Officer, and will include consultation with members of diverse communities and minority groups to ensure the policy remains relevant and realistic to the needs of a multi-cultural league.

Guidance and advice from the ECB and Yorkshire Cricket Board will be acted upon whenever it is provided to strengthen the provisions of the policy's overarching aims.

Adopted:  
March 2023

Next review:  
February 2024