



Pudsey Saint Lawrence Cricket Club

Pudsey Saint Lawrence Cricket Club (PSLCC)

Equality, Diversity and Inclusion (EDI) Policy

1. Policy Statement

Pudsey Saint Lawrence Cricket Club (PSLCC) is committed to creating a *welcoming, inclusive and respectful environment* for everyone involved in cricket.

The club believes that cricket should be a game *for everyone*, regardless of background, identity or personal circumstances. We are committed to ensuring that all participants have *fair access to opportunities and are treated with dignity and respect*.

PSLCC fully supports the Equity, Diversity and Inclusion principles promoted by the England and Wales Cricket Board and aligns its policies with the ECB's vision to make cricket *the most inclusive team sport in England and Wales*.

2. Purpose of the Policy

This policy aims to:

- Promote equality, diversity and inclusion across all areas of the club.
 - Ensure that everyone involved in the club feels *valued, respected and included*.
 - Prevent discrimination, harassment or victimisation.
 - Ensure fair access to participation, volunteering and leadership opportunities.
 - Support the club in meeting its responsibilities under the *Equality Act 2010*.
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3. What Equality, Diversity and Inclusion Mean

Equality

Ensuring that everyone has *fair access to opportunities* and is not disadvantaged because of their background or personal characteristics.

Diversity

Recognising and valuing the *differences between people*, including both visible and non-visible characteristics such as ethnicity, gender, disability, culture, religion and life experience.

Inclusion

Creating an environment where everyone *feels welcome, respected and able to participate fully* in the game of cricket.

4. Protected Characteristics

PSLCC will not tolerate discrimination on the basis of any *protected characteristic* under the Equality Act 2010, including:

- Age
 - Disability
 - Gender reassignment
 - Marriage or civil partnership
 - Pregnancy or maternity
 - Race or ethnic origin
 - Religion or belief
 - Sex
 - Sexual orientation
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5. Our Commitment

PSLCC will:

- Promote a *safe, welcoming and inclusive club environment*.
 - Treat all individuals with fairness and respect.
 - Encourage participation from *people of all backgrounds and abilities*.
 - Support initiatives that improve access to cricket for underrepresented groups.
 - Ensure club policies and practices are *fair, transparent and inclusive*.
 - Challenge and address any form of discrimination, harassment or abuse.
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6. Expected Behaviour

All members, players, coaches, volunteers and guests must:

- Treat others with respect and dignity.
- Promote inclusion and positive behaviour.
- Challenge discrimination where it occurs.
- Follow the club's *Code of Conduct and Safeguarding policies*.

Any form of discrimination, harassment or abusive behaviour will *not be tolerated*.

7. Reporting Discrimination or Concerns

Anyone who experiences or witnesses discrimination, harassment or exclusion within the club should report it to:

- A *Club Officer or Committee Member*
- The *Club Safeguarding Officer*
- A *Coach or Team Manager*

All reports will be treated seriously and handled confidentially where possible.

Where appropriate, concerns may also be referred to the *ECB Safeguarding or Anti-Discrimination procedures*.

8. Responsibilities

Club Committee

The committee is responsible for:

- Ensuring this policy is implemented and followed.
- Promoting inclusive practices across the club.
- Addressing any breaches of the policy.

Coaches and Volunteers

Coaches and volunteers must:

- Promote equality and inclusion during training and matches.
- Treat all players fairly and respectfully.
- Ensure opportunities are provided to all participants.

Members and Players

All members and players are expected to:

- Follow this policy and the club's codes of conduct.
- Treat others with respect and fairness.

- Support a welcoming environment for everyone.
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9. Monitoring and Review

PSLCC will review this policy regularly to ensure it remains effective and aligned with guidance from the *England and Wales Cricket Board*.

The club will continue to develop initiatives that promote *diversity, inclusion and equal access to cricket*.

PSLCC Commitment

Pudsey Saint Lawrence Cricket Club believes that *cricket is stronger when everyone feels welcome and included*.

We are committed to ensuring that our club reflects the values of *fairness, respect, inclusion and opportunity for all*.