



Oxford Downs anti-discrimination, inclusion, diversity and equity policy



ECB Anti-Discrimination Code

Earlier this year, the new ECB Anti-Discrimination Code was published. The full version of the code is below or can be found here: [ECB Anti-discrimination code 2022](#)

The Anti-Discrimination Code has been produced as part of the on-going EDI (Equality, Diversity and Inclusion) work within cricket and alongside the recent Game-wide commitments the ECB has published (<https://www.ecb.co.uk/news/2369919>).

Why was the ECB Anti-Discrimination Code introduced?

- The Code aims to ensure that there are consistent appropriate regulations relating to discriminatory behaviour.
- The ECB is committed to making positive change to ensure cricket is a game for everyone. Anyone that wants to play, watch or be involved at any level of the game must feel welcome and safe. Cricket has the power to connect people and communities. It is our collective duty to ensure an inclusive environment that allows those connections with our game and its people to thrive.

Implementing the Code:

- **Oxford Downs Cricket Club** as an affiliated club to both Oxfordshire Cricket and the ECB, we fully adopt and will be bound by the Anti-Discrimination Code
- This should not be seen as anything daunting. The code is a commitment to stamping out any form of discrimination and to making the game more inclusive and diverse. The code sets out that any discriminatory behaviour will be dealt with through disciplinary processes and sanctions.
- Any breach of the code will trigger disciplinary processes and sanctions

Reporting Discrimination:

You may report incidents of discrimination to the Oxford Downs Safeguarding Officer on: safeguarding@oxforddowns.com. Any reports will be treated in the strictest confidence. Alternatively, you can submit a report directly to the ECB using the following link: [Reporting discrimination form](#).

Oxford Downs Cricket Club Inclusion and Diversity Policy

The Oxford Downs Cricket Club, in all its activities, is fully committed to the principles of equality of opportunity in cricket, and to ensuring that its employees, members and all other individuals working or volunteering Oxford Downs Cricket Club, and participating in or watching Oxford Downs Cricket Club's activities, are treated fairly and are able to conduct their activities free from discrimination, harassment or intimidation.

- Oxford Downs Cricket Club, in all its activities will not discriminate, or in any way treat anyone less favourably against on the grounds of age, gender, disability, race, parental or marital status, pregnancy, religion or belief or sexual orientation.
- Oxford Downs Cricket Club will not tolerate harassment, bullying, abuse or victimisation of individuals.

Oxford Downs Cricket Club will endeavour to create access and opportunities for all those individuals who wish to participate, and are lawfully eligible to participate, in its activities.

- Oxford Downs Cricket Club will ensure that it complies with the requirements of the Equality Act 2010 and shall take all reasonable steps to ensure that its employees, members and volunteers adhere to these requirements and this policy.
- This policy is fully supported by the Oxford Downs Cricket Club's officers and Cricket Committee who are responsible for the implementation of this policy.
- Oxford Downs Cricket Club is committed to the investigation of any claims when brought to its attention, of discrimination, harassment, bullying, abuse or victimisation of an individual, and reserves the right to impose such sanction as it considers appropriate and proportionate, where such is found to be the case.
- In the event that any employee, member, volunteer, participant or spectator feels that he has suffered discrimination, harassment, bullying, abuse or victimisation, they should report the matter in writing to the Committee of Oxford Downs Cricket Club.
- Any such report should include: details of what occurred; when and where the occurrence took place; any witness details and copies of any witness statements.
- If the accused individual is an employee, Oxford Downs Cricket Club will regard the issue as a disciplinary issue and will follow the club's disciplinary procedure.
- If the accused individual is a non-employee, the Committee.
 - may decide (at its sole discretion) to uphold or dismiss the complaint without holding a hearing;
 - may (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; and (e) turn down a non-member's current and/or future membership application; and
– will provide both parties with written reasons for its decision.

- A party may appeal a decision of the Cricket Club Committee (as applicable) to the relevant County Cricket board by writing to the relevant County Cricket Board within 3 months of Oxford Downs Cricket Club's decision being notified to that party.
- If the nature of the complaint is with regard to the Committee of the Oxford Downs Cricket Club the complainant may report the complaint directly to the relevant County Cricket Board.

This policy will be reviewed periodically by the Oxford Downs Cricket Club in line with the ECB inclusion and diversity policy.

Oxford Downs Cricket Club Equity Policy

Oxford Downs Cricket Club has reviewed and adopted the Equity Policy set out by the ECB

1. Statement of Intent

1.1 The ECB is fully committed to the principles of equality of opportunity and aims to ensure that no individual receives less favourable treatment on the grounds of age, gender, disability, race, ethnic origin, nationality, colour, parental or marital status, pregnancy, religious belief, class or social background, sexual preference or political belief. This includes job applicants, employees, participants, volunteers and spectators.

1.2 The ECB will ensure that there will be open access to all those who wish to participate in all aspects of cricket and that they are treated fairly.

1.3 The ECB specifically supports initiatives by other organisations within cricket which recognise the principles of equality of opportunity and treatment such as the International Cricket Council Anti-Racism Policy and the Professional Cricketers Association's Racism Awareness Campaign.

2. Purpose of the Policy

2.1 The ECB recognises that certain sections of the community may have been affected by past discrimination and may have felt denied the opportunity to participate equally and fully in sport at all levels.

2.2 This policy has been produced to prevent/tackle any potential/current discrimination or other unfair treatment, whether intentional or unintentional, direct or indirect, against its employees, members and volunteers.

2.3 This policy is applicable to the game of cricket at all levels and in all roles.

3. Actions

3.1 The ECB will produce and maintain an action plan to ensure the intent of this policy is delivered

3.2 All areas of the organisation will be affected by this action plan, which will be incorporated in to the overall business plan.

3.3 The ECB recognises that, in some cases, to achieve the principle of equality, unequal effort is required and, if appropriate, will consider positive action to tackle under representation.

4. Legal Requirements

4.1 The ECB recognises its legal obligations under, and will abide by the requirements of, the following:

- Equal Pay Act 1970
- Rehabilitation of Offenders Act 1974 (and Exemptions Order 1975)
- Sex Discrimination Acts 1975, 1986 & 1999
- Race Relations Act 1976 and the Race Relations Amendment Act 2000
- Children Act 1989 and 2004
- Disability Discrimination Act 1995
- Data Protection Act 1998
- Human Rights Act 1998
- Criminal Justice and Court Services Act 2000
- Employment Equality (Sexual Orientation) Regulations 2003
- Employment Equality (Religion and Belief) Regulations 2003
- Employment Equality (Age) Regulations 2006

This includes any later amendments to the above Acts / Regulations, or future Acts / Regulations that are relevant to the ECB.

4.2 The ECB will seek legal advice each time the policy is reviewed to ensure it continues to comply with all legislation requirements.

5. Discrimination, harassment and victimisation

5.1 Discrimination can take the following forms:

5.1.1 Direct Discrimination. This means treating someone less favourably than you would treat others in the same circumstances.

5.1.2 Indirect Discrimination. This occurs when a job requirement or condition is applied equally to all, which has a disproportionate and detrimental effect on one sector of society, because fewer from that sector can comply with it and the requirement cannot be justified in relation to the job.

5.2 Harassment is described as inappropriate actions, behaviour, comments or physical contact that is objectionable or causes offence to the recipient. It may be directed towards people because of their gender, appearance, race, colour, ethnic origin, nationality, age, sexual preference, a disability or some other characteristic. The ECB is committed to ensuring that its employees, members, participants and volunteers are able to conduct their activities free from harassment or intimidation.

5.3 Victimisation is defined as when someone is treated less favourably than others because he or she has taken action against the ECB under one of the relevant Acts / Regulations (as previously outlined) or provided information about discrimination, harassment or inappropriate behaviour.

5.4 The ECB regards discrimination, harassment or victimisation, as described above, as serious misconduct and any employee, volunteer or participant who discriminates against, harasses or victimises any other person will be liable to appropriate disciplinary action.

6. Responsibility, implementation and communication

6.1 The following responsibilities will apply:

6.1.1 The Board is responsible for ensuring that this Equity Policy is followed and to deal with any actual or potential breaches.

6.1.2 The Chief Executive has the overall responsibility for the implementation of the Equity Policy.

6.1.3 A specific member of staff, designated by the Chief Executive, has the overall responsibility for achieving the equity action plan as this will form part of their work programme.

6.1.4 All employees, volunteers and members have responsibilities to respect, act in accordance with and thereby support and promote the spirit and intentions of the policy and, where appropriate, individual work programmes will be amended to include equity related tasks.

6.2 The new policy will be implemented immediately following Board agreement and, at a corporate level, will result in the following:

6.2.1 A copy of this document will be available to all staff (both permanent and contract), members and volunteers of the ECB.

6.2.2 The ECB will take measures to ensure that its employment practices are non-discriminatory.

6.2.3 No job applicant will be placed at a disadvantage by requirements or conditions which are not necessary to the performance of the job or which constitute unfair discrimination.

6.2.4 A planned approach will be adopted to eliminate barriers which discriminate. The ECB will ensure that best practice is extensively promoted and will expect that clubs and members will follow guidelines that are set down.

6.2.5 Ensure that consultants and advisers used by the ECB can demonstrate their commitment to the principles and practice of equity and that they abide by this policy.

6.2.6 The ECB will require all affiliated organisations to adopt this policy or ensure that current equity policies have the same stated intent as the ECB cricket policy.

6.3 The new policy will be communicated in the following ways:

6.3.1 It will be part of the staff handbook and reference will be made to it in any codes of conduct.

6.3.2 It will be covered in all staff and volunteer induction training.

6.3.3 All participants will be made aware of the policy's existence through the ECB website and a summary of any revisions will also be published there www.ecb.co.uk.

6.3.4 At time of review, a mechanism will be put in place to allow all staff, members, participants and volunteers to be part of the process.

7. Monitoring and Evaluation

7.1 This policy will be reviewed annually and changes made if required.

7.2 The equity action plan, created to ensure the intent of the policy is delivered, will be reviewed by the Chief Executive and the member of staff with the responsibility for its implementation, on a quarterly basis.

7.3 As part of the overall business delivery plan, the equity action plan will be reviewed by the Board on an annual basis.

7.4 On an annual basis, statistical information will be produced by the Chief Executive for the Board, and will be published internally and externally, to show the impact of this policy.

8. Disciplinary and Grievance Procedures

8.1 To safeguard individual rights under the policy, an employee, volunteer or participant who believes he/she has suffered inequitable treatment within the scope of the policy may raise the matter through the appropriate grievance procedure.

8.2 Appropriate disciplinary action will be taken against any employee, volunteer or participant who violates the ECB's Equity Policy.

8.3 An individual may raise any grievance and no employee, volunteer or participant will be penalised for doing so unless it is without foundation and not made in good faith.