



Equality, Diversity and Inclusion Policy

1. The purpose of this policy is to set out Warwickshire Cricket Foundation's (WCF) commitment to work to and champion the highest standards of Equality, Diversity and Inclusion (EDI) with the aim to make cricket the most accessible sport in the country and to deliver the Foundation's goal of achieving Cricket without Limits.
2. Warwickshire Cricket Foundation (WCF) is dedicated to increasing EDI in cricket throughout the county. Cricket is a game that everyone can enjoy, whether they play, watch, officiate, volunteer, or get involved in any other way.
3. We are fully committed to the principles of equality of opportunity so that everyone has the chance to participate in cricket, and that no individual is discriminated against on the grounds of any of the protected characteristics outlined in the Equality Act, 2010. By this, we mean that everyone has the same chance and opportunity to choose cricket, irrespective of age, disability, gender, marital and civil partnership status, pregnancy and maternity, race, religion or belief and sexual orientation.
4. We are fully committed to diversity, by creating an environment in which everyone feels included, and individual differences and the contributions of all are recognised, respected, and valued.
5. We are committed to ensuring that cricket is accessible, safe, and welcoming for all. We focus on being inclusive, understanding that everyone has a voice and way of participating in cricket and make adjustments in terms of the way we operate in order to make cricket accessible to all.
6. This policy applies to everything we do - the programmes, competitions and festivals we run, the staff we employ and how they are recruited, the way we work with our volunteers and how our Board of Trustees are appointed and operate.
7. WCF has adopted and will enforce the England and Wales Cricket Board Anti-Discrimination Code and will actively ensure that the Code is adopted and enforced by all participants.
8. WCF will thoroughly investigate any cases of discrimination, harassment, bullying, abuse or victimisation brought to its attention and reserves the right to impose such sanction as it considers appropriate and proportionate, where this is found to be the case. We will expect our affiliated members, stakeholders, partners and contractors to uphold the principles set out in this policy and where we see discrimination or prejudice, we will call it out and take appropriate action.
9. The WCF's Strategic Plan aims to make cricket accessible for everyone, with a particular focus to:

- Maintain and wherever possible increase the numbers of participants from ethnically diverse communities, including from those communities which are currently under represented;
- Increase the number of Women and Girls participating in cricket, especially females from a South Asian background;
- Provide affordable opportunities for people living in areas of high deprivation;
- Increase participation and offer pathways for people with a disability.

10. We will do this by:

- Promoting positive attitudes towards inclusivity and valuing diversity;
- Addressing any bias, whether conscious or unconscious;
- Promoting cricket to bring communities together on the field of play through innovative competitions at school and club level which are accessible to all;
- Conducting regular audits of current levels of participation and environmental scanning;
- Targeted communication in a format tailored to the needs of specific communities;
- Encouraging and supporting minorities to participate, for example LGBTQ+ people;
- Better understanding the needs of diverse communities, including those which are traditionally hard to reach or hear;
- Breaking down existing barriers to participation;
- Providing schemes and programmes which recognise cultural traditions and religious beliefs and in formats which best suit participants;
- Creating and promoting role models and pathways which will enable everyone to fulfil their potential;
- Encouraging and supporting our affiliated clubs to provide improved facilities, particularly for female participation;
- Making every effort to ensure the composition of our workforce, volunteers and Board accurately reflect the demographics of the communities within the county by providing opportunities to become involved at all levels. At a Board level, we will ensure that 40% of our Board of Trustees are female and at least 40% male in line with ECB guidance, and that the Board is reflective of the populations in which we operate.

11. Whilst the whole Board is responsible for adherence to this policy we will nominate a Trustee to champion EDI.
12. We will produce an Annual Equality, Diversity and Inclusion Action Plan to complement our Strategic Plan and other operational plans and will present an annual Equality, Diversity and Inclusion Report to each Annual General Meeting.
13. This policy will be reviewed at least annually.