



Berkswell Cricket Club – Cricket Equity Policy

1. Policy Statement

Berkswell Cricket Club is committed to ensuring that cricket is a sport for everyone. We believe that all members, players, volunteers, officials, supporters, and visitors should be treated **fairly, with dignity, and without discrimination**.

We adopt and support the **ECB Cricket Equity Policy**, the **ECB Anti-Discrimination Code**, and the **Equality Act 2010**.

Our aim is to create a club environment where:

- Everyone feels **welcome and valued**
 - Opportunities are **fair and accessible**
 - Barriers to participation are **identified and removed**
 - Discrimination, harassment, and victimisation are **not tolerated**
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2. Scope

This policy applies to:

- All players (junior and senior)
 - Parents and carers
 - Coaches and team managers
 - Club officers and committee members
 - Volunteers and match officials
 - Spectators and visitors
 - Anyone representing Berkswell CC in any capacity
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3. Our Commitments

3.1 Eliminating Discrimination

Berkswell CC will not tolerate discrimination on the grounds of:



- Race or ethnicity
- Religion or belief
- Sex or gender identity
- Sexual orientation
- Disability
- Age
- Pregnancy or maternity
- Marriage or civil partnership

We will take **immediate and proportionate action** when discriminatory behaviour is reported or observed.

3.2 Advancing Equality of Opportunity

We will:

- Provide fair access to coaching, training, and playing opportunities
 - Ensure selection processes are transparent, merit-based, and inclusive
 - Support under-represented groups to participate and progress
 - Make reasonable adjustments for disabled players, volunteers, and visitors
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3.3 Fostering an Inclusive Culture

We will:

- Promote respect, understanding, and positive behaviour
 - Challenge stereotypes and discriminatory language
 - Encourage inclusive communication and conduct
 - Celebrate diversity within the club and wider community
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4. Responsibilities

4.1 Club Committee

The Committee is responsible for:

- Implementing this policy
- Ensuring club rules and procedures reflect equity principles
- Monitoring progress and addressing barriers
- Ensuring compliance with ECB policies and guidance

4.2 Club Safeguarding Officer

The CSO will:

- Support equity-related concerns involving children or vulnerable adults
- Work with the County Safeguarding Team and ECB where required
- Ensure Safe Hands and equity responsibilities align

4.3 Coaches, Captains, and Team Managers

They must:

- Model inclusive behaviour
- Challenge inappropriate conduct
- Ensure fair access to training and match opportunities
- Support players of all backgrounds and abilities

4.4 Members and Participants

All members are expected to:

- Treat others with respect
 - Uphold the club's values
 - Report concerns or incidents promptly
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5. Reporting and Responding to Concerns

Berkswell CC encourages anyone who experiences or witnesses discrimination to report it.

Reports can be made to:

- The **Club Safeguarding Officer**
- A **Committee Member**
- The **Warwickshire Cricket Board**
- The **ECB** (via the online reporting tool)

All concerns will be:

- Taken seriously
- Handled sensitively and confidentially
- Investigated fairly and promptly
- Escalated to the appropriate body where required

Sanctions may include warnings, suspensions, removal from roles, or referral to the ECB Cricket Regulator.

6. Accessibility and Reasonable Adjustments

Berkswell CC will:

- Make reasonable adjustments to facilities, equipment, and communication
 - Support disabled players and volunteers to participate fully
 - Review accessibility periodically and address needs when these are reasonable and necessary
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7. Monitoring and Review

The Committee will:

- Review this policy annually
- Monitor participation and representation across the club



- Identify areas for improvement and take action
 - Report progress to members at the AGM
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8. Communication

This policy will be:

- Published on the club website
 - Displayed in the clubhouse
 - Shared with all members, volunteers, and parents
 - Included in induction materials for new members
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9. Breaches of This Policy

Any breach of this policy or the ECB Anti-Discrimination Code may result in:

- Verbal or written warnings
 - Suspension or removal from club activities
 - Referral to the County Board or ECB Cricket Regulator
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10. Approval

This policy was adopted by the **Berkswell Cricket Club Committee** on:

[Insert Date]

Signed:

Chairperson – Berkswell CC

Club Safeguarding Officer – Berkswell CC