



# EQUALITY, DIVERSITY & INCLUSION POLICY

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## 1. INTRODUCTION

One of the primary aims of Cricket Ireland is to enable more people to play and support cricket more often, growing and sustaining the sport so that it is safe, inclusive, fair and accessible. As we work towards this, we are committed to promoting safe and inclusive cricket, so that people have positive experiences of our sport and that cricket is accessible and available to everyone. While we have made considerable progress regarding diversity and inclusion in cricket, we know that there is more to be done to engage with and involve people from many different backgrounds whether as a player, coach, official, an employee or as a volunteer. This applies at all levels of the sport and a key aim in support of this is ensuring that we achieve the highest level of the Equality Standard for Sport

This Policy sets out our commitment and includes our Safe and Inclusive Standards, Codes of Conduct and Reporting Procedure and it supports our overall aims for diversity and inclusion so to ensure that Cricket Ireland is and remains diverse and inclusive. Equality, diversity and inclusion are embedded in our culture and our behaviours:

- We create a culture where inclusive leadership thrives.
- We take a proactive approach using positive action to ensure that individuals are valued and able to achieve their full potential.
- To achieve these aims, we believe that everyone involved with Cricket Ireland has a vital role to play in promoting diversity and inclusion and we ask everyone to become Safe and Inclusive Cricket Ireland Champions – proactively promoting a Safe and Inclusive workplace and taking action against all forms of discrimination
- We are proud to have a Cricket Ireland Diversity and Inclusion Policy, Safe and Inclusive Standards, Codes of Behaviour and Reporting Procedure that demonstrate our commitment to making Cricket Ireland diverse and inclusive.
- Together we can make a positive difference to colleagues and players from different backgrounds within Cricket Ireland and to people from different backgrounds who participate in cricket.

## 2. POLICY STATEMENT

Cricket Ireland's Equality, Diversity and Inclusion Policy, Safe and Inclusive Standards, Codes of Conduct and Reporting Procedure are applicable to:

- Employees
- Players
- Coaches
- Board members
- Committee members
- Contractors
- Volunteers
- Anyone associated with Cricket Ireland

The primary aim for Cricket Ireland is to ensure that all of the above can be open and safe both within the working & cricket environment and to encourage more people to play cricket, support cricket more often and grow and sustain the sport so that it is inclusive and fair. In addition, to enhance a workplace that provides for equal opportunities for all current, future and potential employees and where their dignity is protected and respected at all times.

All employees will be encouraged to prepare, plan and consider themselves for career development. All employees will be notified about job opportunities by email and encouraged to compete. Conditions governing access to career development will not discriminate, directly or indirectly, on any of the 15 grounds (ROI), nine (NI) outlined below.

Unnecessary barriers to career development will be removed and employees facilitated to compete. Promotion and regrading will be decided on objective criteria relevant to the objectives of the job.

All employees will be offered the same terms and conditions of employment as equivalent employees within the same grade and job family. All employees will receive the same treatment in relation to disciplinary measures, grievances, etc.

The induction process will be used as an opportunity to discuss with new employees any special needs that they may have arising from one of the 15 (ROI), nine (NI) grounds and to explore how these needs may be accommodated. Where practicable, measures will be taken to accommodate needs arising from a disability, race, family status, or any other characteristics covered by the 15 (ROI), nine (NI) grounds. For example, requests for flexible working hours/atypical attendance patterns will be considered and accommodated where practicable.

This applies within ROI regardless of a person's age, disability, gender reassignment status, sex, marital or civil partnership status, pregnancy or maternity, race, sex, sexual

orientation, religion, race or sexual orientation, member of the traveller community, socio-economic status or any other background.

This applies within NI regardless of: persons of different religious belief, political opinion, racial group, age, marital status, sexual orientation, men and women generally, persons with a disability or persons without, and persons with dependants and persons without.

In compliance with Section 75 of the Northern Ireland Equality Act 1998 and with respect to Sport NI.

Cricket Ireland's diversity and Inclusive approach recognises that some concerns and/or disclosures may have safeguarding, diversity and inclusion elements to them. This policy reflects this through its reporting procedures.

This Policy, Safe and Inclusive Standards and Codes of Conduct strive to minimise risk and lends support within our office, venues, programmes, events and individuals to deliver a positive workplace and cricket experience for everyone.

The Reporting Procedure outlines how to respond to safeguarding or discrimination concerns/disclosures.

Use of Terminology; We have adopted the following definitions to explain our approach to diversity and inclusion in cricket:

- Discrimination – treating someone in a less favourable way and causing them harm, because of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation.
- Diversity – acknowledging, celebrating and respecting the differences between groups of people and between individuals. We will work to ensure that people can be assured of an environment in which their rights, dignity and individual worth are respected, and that they are able to enjoy their work or sport without the threat of intimidation, victimisation, harassment or abuse.
- Harassment – unwanted conduct related to a relevant protected characteristic, which has the purpose or effect of violating an individual's dignity or creating and intimidating, hostile, degrading, humiliating or offensive environment for that individual or creates an intimidating, hostile, degrading, humiliating or offensive environment in general.
  - The focus is on the perception of the complainant not the intent of the wrongdoer.

- Employees can complain of behaviour they find offensive even if it is not directed at them.

### 3. POSITIVE ACTION

Cricket Ireland is committed to taking positive steps to counteract the effects of physical or cultural barriers – whether real or perceived – that restrict the opportunity for all employees and sections of the community to participate equally and fully. We will ensure that we institute, support or contribute to appropriate measures or initiatives that enable access to cricket and participation in associated activities by people from any group that is under-represented in cricket or has difficulty accessing it and that they can do so with dignity or without being singled out. (A full glossary of terms is available to download)

Cricket Ireland has direct safe and inclusive responsibility for:

- Employees, consultants, coaches and officials it employs
- Volunteers (including committees) it recruits
- Venues it uses
- Events and programmes, it runs
- Ensuring all accreditation requirements are met by accredited coaches and umpires
- That all the venues we use have met the accreditation standards

We recommend and support the development of good diversity and inclusion practice to:

- Accredited coaches, umpires and venues of cricket clubs;
- Players, parents and carers associated with cricket clubs
- Volunteers recruited by cricket clubs.

However, for clarity, Cricket Ireland has no governance over the above-mentioned cricket clubs.

Responsibility for the implementation of the Equality, Diversity and Inclusion Policy, Safe and Inclusive Standards, Codes of Conduct and Reporting Procedure Diversity and

inclusion is everyone's responsibility: not responding to discriminatory or unacceptable language and behaviour is not an option. All that is expected is that everyone will act reasonably to and with any situation.

- The Chief Executive has overall responsibility for this Policy, Safe and Inclusive Standards, Codes of Conduct and Reporting Procedure, for being the strategic lead on diversity and inclusion objectives and for ensuring compliance with the appropriate legislation. In addition, has responsibility for implementation of the policy, ensuring that a Diversity and Inclusion Action Plan is delivered and reported on annually to the Senior Management Team (SMT), and for creating a culture where inclusive leadership can thrive.
- Human Resources is responsible for updating this Policy, ensuring that the Safe and Inclusive Standards, Codes of Conduct and Reporting Procedure is in line with legislative and organisational developments; to develop a strategic and proactive approach to diversity and inclusion and respond to discrimination concerns and is responsible for ensuring appropriate training is put in place for new joiners and to ensure that existing employees are kept up to date with any diversity and inclusion developments.
- Senior Management (SMT) is responsible for supporting teams and individuals to identify where diversity and inclusion support is required; to implement safe and inclusive procedures in their team; promote diversity and inclusion principles, including the Safe and Inclusive Standards, Codes of Conduct and Reporting Procedure, to all cricket venues, programmes, events and individuals including players.
- All employees, consultants, coaches, officials and volunteers involved within Cricket Ireland are responsible for raising diversity and inclusion concerns as outlined in the Reporting Procedure.
- Where there is a diversity and inclusion concern/disclosure the individual who is told about, hears, or is made aware of the concern/disclosure is responsible for following the Reporting Procedure
- Breaches of the Diversity and Inclusion Policy, Safe and Inclusive Standards, Codes of Conduct and Reporting Procedure:
  - The focus is on the perception of the complainant not the intent of the wrongdoer.
  - Employees can complain of behaviour they find offensive even if it is not directed at them.

## 4. SAFE & INCLUSIVE STANDARDS

The Standards aim to set out a minimum level of practice to promote and support safeguarding, diversity and inclusion within Cricket Ireland. Implementing the Safe and Inclusive Standards is intended to be used alongside this Policy, the Codes of Conduct and the Reporting Procedure.

### Standard 1

- We have Safeguarding, Diversity and Inclusion Policies and a Codes of Conduct that apply to all employees, consultants, coaches, officials and volunteers.
- All employees, consultants, volunteers, officials and coaches follow our Safeguarding, Diversity and Inclusion Policies, Safe and Inclusive Standards, Codes of Conduct and Reporting Procedure.
- Our policies and procedures are risk assessed, monitored and updated.

### Standard 2

- We are committed to inclusive recruitment, induction, training and support.
- All applicable applications, interviews and references address safeguarding, diversity and inclusion requirements and attitudes.
- All eligible employees, consultants, volunteers, accredited officials and coaches have a Garda Vetting check or Access NI Vetting check.

### Standard 3

- We protect people's confidential information about safeguarding, diversity and inclusion.
- Confidential information relating to safeguarding, diversity and inclusion is: Stored securely, Accessed and processed securely, Shared securely and appropriately.

## 5. LEGISLATION

The Employment Equality Acts 1998 – 2015 (ROI) and The Employment Equality Act 2010 (NI) legally protect people from discrimination in the workplace and in wider society. They set out the different ways in which it's unlawful to treat someone. It is against the law to discriminate against anyone because of: • age • being or becoming a transsexual person • being married or in a civil partnership • being pregnant or on

maternity leave • disability • race including colour, nationality, ethnic or national origin • religion, belief or lack of religion/belief • sex • sexual orientation or a member of the Traveller Community.

## 6. DISCLOSURE OF POTENTIAL ABUSE

What to do if a disclosure of potential abuse from a colleague is made to you:

- Reassure the person that s/he is right to report the behaviour.
- Listen carefully and calmly to him/her.
- Keep questions to a minimum - and never ask leading questions.
- Do not promise secrecy. Inform him/her that you must report your conversation to Human Resources or the Chief Executive (and the Gardai or PSNI, as appropriate, in an emergency) because we need to make sure they are safe.
- REPORT IT! If someone is in immediate danger, call the Gardai/PSNI (999).
- Make an immediate objective written record of the conversation. Make certain you distinguish between what the person has actually said and the inferences you may have made. Your report should be sent to Human Resources.
- Do not permit personal doubt prevent you from reporting the concern/disclosure.

Once reported, a member of the Senior Management Team (SMT) will investigate thoroughly and provide a response/outcome.