

NCF Equity, Diversity & Inclusion Policy

1 Introduction

1.1 The Norfolk Cricket Foundation (“the Foundation”) 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 for the Foundation and participating in or watching the Foundation’s activities are treated fairly and are able to conduct their activities free from discrimination, harassment or intimidation.

1.2 The Foundation

- in all its activities will not discriminate, or in any way treat anyone less favourably against on the grounds of age, gender, disability, race, religion or belief, parental or marital or civil partnership status, being pregnant or on maternity leave, sexual orientation or gender reassignment.
- will not tolerate harassment, bullying, abuse or victimisation of individuals.
- will endeavour to create access and opportunities for all those individuals who wish to participate, and are lawfully eligible to participate, in its activities.
- will ensure that it complies with the requirements of equalities legislation and will take all reasonable steps to ensure that its employees, members, participants and volunteers adhere to these requirements and this policy.

1.3 This policy is fully supported by the Foundation’s officers and Trustees who are responsible for its implementation.

2 Enforcing the Policy

2.1 The Foundation 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.

2.2 In the event that any employee, member, volunteer or participant feels that they have suffered discrimination, harassment, bullying, abuse or victimisation, they should report the matter in writing to the Foundation’s Cricket Development Director or alternatively the Foundation’s Chair.

2.3 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.

2.4 If the person complained about is an employee, the Foundation will regard the issue as a disciplinary issue and will follow its employment disciplinary procedure.

2.5 If the person complained about is not an employee, the Foundation

- 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 take such action as it considers appropriate including the imposition of 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 involvement in Foundation activities for such period as the Foundation determine; and
- will provide both parties with written reasons for its decision.

2.6 A party may appeal a decision of the Foundation within 3 months of the initial decision being notified to that party.

3 Equity, Diversity and Inclusion Action Plan

3.1 The Foundation will develop, adopt, implement and keep under review a game-wide Action Plan the purpose of which is to actively promote and drive equity, diversity and inclusion within cricket in Norfolk.

4 Anti-Discrimination Code

4.1 The Foundation will make all those under its jurisdiction subject to the ECB's Anti-Discrimination Code and will enforce it.

4.2 The Foundation will also promote and drive adoption of the Code by all leagues and clubs under its jurisdiction and take all reasonably practicable steps to ensure that they comply with the Code.

5 Review

5.1 The Foundation will review this policy periodically.

{Adopted: April 2025}

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{Version 1}