



WEST BRETTON CRICKET CLUB

Established 1907
Park Lane, West Bretton
Wakefield, WF4 4JT
westbrettoncc.com

Equality, Diversity & Inclusion Policy

Approved by: Management Committee

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Status of this Policy

This policy is adopted by the Management Committee pursuant to its powers under the West Bretton Cricket Club Constitution. It must be read consistently with the Constitution and with applicable law, ECB, Cricket Regulator, league and competition requirements.

Where an internal governance conflict arises between this policy and the Club Constitution, the Constitution shall prevail.

Change History

Version	Date	Description of Change	Author	Approved By / Date
1.0	21/08/2026	Initial draft	Tony Rushforth	



Policy Statement

West Bretton Cricket Club believes cricket should be accessible, welcoming and enjoyable for everyone.

The Club is committed to equality of opportunity and to creating an environment in which all participants are treated with dignity and respect.

Discrimination has no place at West Bretton Cricket Club.

The ECB's Anti-Discrimination Regulations apply across the game, including recreational cricket, and reports of discrimination can be reviewed by the Cricket Regulator.

This Policy supports the Club's obligation under clause 2.4 of the Constitution to adopt and implement the ECB Cricket Equity Policy and any future or successor version applicable to the Club.

Our Commitment

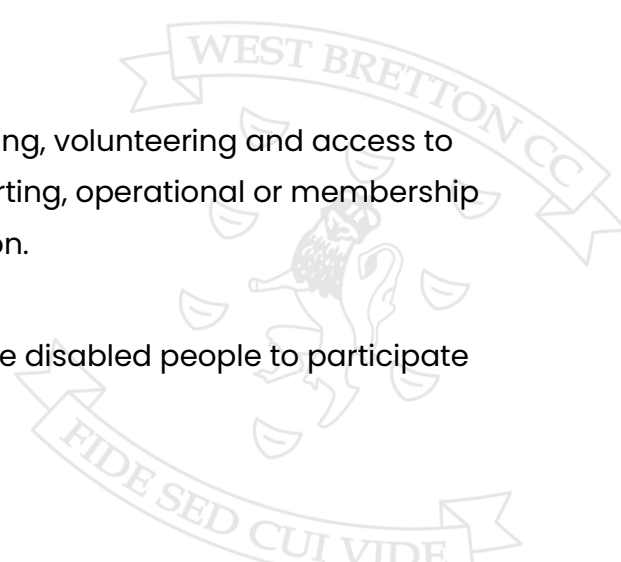
The Club will not unlawfully discriminate because of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, nationality or ethnic origin, religion or belief, sex or sexual orientation.

The Club also seeks to create an inclusive environment irrespective of playing ability, economic circumstances or social background.

Membership and Participation

Decisions concerning membership, selection, coaching, volunteering and access to Club activities should be based upon legitimate sporting, operational or membership considerations rather than prejudice or discrimination.

Reasonable adjustments will be considered to enable disabled people to participate wherever reasonably practicable.



Any refusal or removal of membership must be for good cause, undertaken on a fair and non-discriminatory basis and dealt with in accordance with clauses 3.6 and 8 of the Club Constitution.

Behaviour

Racist, sexist, homophobic, transphobic, ableist or religious abuse or other discriminatory behaviour will not be tolerated.

The fact that something is intended as humour or "banter" does not prevent it from being discriminatory or inappropriate.

Reporting Discrimination

Members may report concerns to the Club Chair, Club Safeguarding Officer or another Committee member.

Individuals also retain the right to report discrimination directly through appropriate cricket regulatory channels.

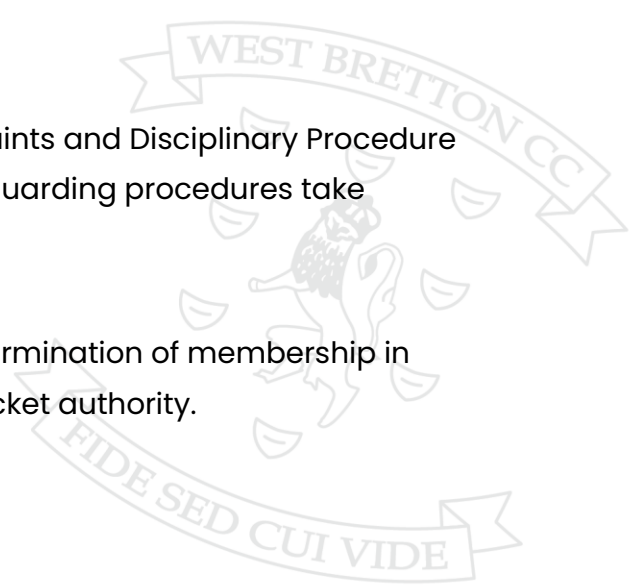
The Cricket Regulator currently accepts reports from individuals who experience or witness discrimination and may refer matters to the relevant cricket organisation.

Where a discrimination complaint is to be dealt with as a formal internal disciplinary complaint, it shall be referred to the Club Secretary and handled under the Complaints and Disciplinary Procedure, subject to any overriding ECB, Cricket Regulator or safeguarding process.

Complaints and Discipline

Complaints will be handled under the Club's Complaints and Disciplinary Procedure except where ECB, Cricket Regulator, league or safeguarding procedures take precedence.

Serious discrimination may result in suspension or termination of membership in addition to any sanction imposed by a league or cricket authority.



Responsibility

Every member has a responsibility to help create an inclusive environment and to challenge inappropriate behaviour appropriately.

