



# EQUITY, DIVERSITY & INCLUSION POLICY STATEMENT

Policy Owner:	Chief Executive
Policy Scope:	All Kent Cricket Activities
Policy Approver:	Board
Date of Approval:	24 January 2023
Date of Next Review:	January 2024
Policy Name:	Whistle Blowing Policy
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Kent Cricket's Equity, Diversity & Inclusion Policy encompasses all aspects of Kent Cricket, including Professional Cricket, The Academy, High Performance, Kent Women's and Girls' Cricket, Area Cricket and Community Programmes.

Kent Cricket, in all its activities, is fully committed to the principles of equality of opportunity in cricket in England and Wales and aims to ensure that no individual is discriminated against on the grounds of age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership and pregnancy and maternity.

Kent Cricket will work with partners in cricket, including other First Class County Cricket Clubs, Minor Counties, County Cricket Boards and Chance to Shine, as well as individual clubs and leagues under the ECB's jurisdiction, to implement these equal opportunity principles across cricket in England and Wales.

In doing so, Kent Cricket will endeavour to create access and opportunities for all those individuals who wish to participate, and are lawfully eligible to participate, in cricket in England and Wales in whatever capacity.

Kent Cricket specifically supports initiatives by other organisations within cricket which recognise the principles of equality of opportunity and treatment such as



the International Cricket Council Anti- Racism Policy and the Professional Cricketers Association's Racism Awareness Campaign. Cricket's UK governing body, the ECB, is also a signatory to the Government's Charter for Action tackling Homophobia and Transphobia in Sport.

In line with these objectives, the makeup of both the General Committee and staff, should always, wherever possible, reflect the diverse nature of our community.

Kent Cricket reserves the right to discipline its employees and any other individuals under its direct control who practice any form of discrimination on the grounds of age, gender, disability, race, parental or marital status, pregnancy, religion or belief, or sexual orientation.