

**Policy Name**

Equity, Diversity and Inclusion Policy

Distribution

Name	Title	Date of Issue	Revision
All Employees, Volunteers and Self-employed/Contractors and Board Members		August 2026	0

Document Control Review and Update History

S/N	Reviewer	Version	Review Date	Details of Key Revisions	Effective Date
1	Omolola Oshinlaja	1	March 2024		
2	Omolola Oshinlaja	2	August 2026	Updated to include scope & disciplinary action	

Document Review and Approval

Name	Title	Role	Signature	Date
Omolola Oshinlaja	HR Manager	Initiator		
EDI Steering Committee		Reviewer		
Board		Approver		



Equity, Diversity & Inclusion Policy

1.0 Policy Statement

Kent Cricket is committed to creating an equitable, diverse and inclusive environment in which everyone is treated with dignity, fairness and respect, has fair access to opportunities and feels welcomed, valued and able to contribute.

We recognise that the strength of Kent Cricket comes from the people and communities who play, work, volunteer, support and engage with the Club. We value the different backgrounds, experiences, perspectives and characteristics that individuals bring and believe that diversity and inclusion contribute positively to our culture, decision-making, performance and long-term success.

Kent Cricket is committed to providing equality of opportunity and will not unlawfully discriminate against anyone because of:

- age;
- disability;
- gender reassignment;
- marriage or civil partnership;
- pregnancy or maternity;
- race, including colour, nationality, ethnic or national origin;
- religion or belief;
- sex; or
- sexual orientation.

These are the protected characteristics recognised under the Equality Act 2010 (EqA).

The Club will not tolerate unlawful discrimination, harassment, sexual harassment or victimisation and will take appropriate action where behaviour falls below the standards expected.

Beyond our statutory obligations, we are committed to identifying and removing unnecessary barriers to participation, employment, development and progression and to creating an environment in which everyone has the opportunity to thrive.

2.0 Scope

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.

3.0 Our Commitment

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.



Equity, diversity and inclusion are collective responsibilities.

Kent Cricket expects everyone associated with the Club to play their part in creating an environment where people are treated fairly, differences are respected, opportunities are accessible and inappropriate behaviour is challenged.

Our aim is not simply to comply with our legal obligations, but to create a culture in which everyone connected with Kent Cricket can feel that they belong and have the opportunity to contribute to the success of the Club.

4.0 Disciplinary Action

Kent Cricket takes breaches of this Policy seriously.

Breaches of this policy will be subject to Kent Cricket's disciplinary procedure.

5.0 Review of Policy

This policy will be reviewed annually or in response to legislative changes or best practice to ensure it remains relevant and effective.

Related policies:

This policy will be used alongside:

- Grievance Policy
- Disciplinary policy
- Anti-Bullying and Harassment Policy
- Recruitment and Selection Policy
- Whistle Blowing Policy
- Code of Conduct
- Recruitment of Ex-Offenders Policy
- Safeguarding Policies