



## **MONTON CRICKET CLUB**

### **Inclusion and Diversity Policy**

Monton Cricket Club (“the Club”), 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 MCC and participating in or watching MCC’s activities are treated fairly and are able to conduct their activities free from discrimination, harassment or intimidation.

The Club has adopted the ECB Anti-Discrimination Code (2022) and will apply that at all times.

More generally, and to the extent that they do not conflict with the ECB Anti-Discrimination Code, the Club will adhere to the following general principles and guidelines, and requires that all employees, officers, members and guests also do so.

1. Not to treat any individual on grounds of gender, colour, marital status, race, nationality or ethnic or national origin, religion, sexual orientation or disability less favourably than any others.
2. Not to exempt any individual, solely on the grounds stated above, to comply with requirement(s) for any reason whatsoever related to their membership that are different from the requirements of others.
3. Not to impose upon any individual, requirements that are in effect more onerous on that individual than they are on others. For example, this would include applying a condition that makes it more difficult for members of a particular race or sex to comply than others not of that race or sex.
4. Not to victimize or harass any individual.
5. Not to undertake any act, or omit to act, which has as its effect the disadvantaging of a member against another, or others, purely on the above grounds. Thus, in all the club's recruitment, selection, promotion and training processes, as well as disciplinary matters, it is essential that merit, experience, skills and temperament are considered as objectively as possible.
6. To comply at all times with any and all laws and regulations, and ECB Codes of Conduct, as they relate to equality.

A light has recently been shined upon racism within cricket, following the racism suffered by Azeem Rafiq when playing for Yorkshire Cricket Club. The Club would like to believe that such things could not and would not occur at our Club, but that would be wrong. It is a societal

problem that can arise anywhere, and we are certainly not complacent. The Club seeks to cultivate a culture in which racism finds no place and will not tolerate racism in any form. Racism, like other discrimination, can take many forms. As Azeem Rafiq has powerfully explained, what some may see as “banter” can easily be racist and cause deep damage to the person on the receiving end. However “friendly”, banter with racist or other discriminatory content will not be tolerated.

We encourage anyone who experiences racism, or other discrimination, while representing the Club or when engaged in Club activities, to report it to Bruce Hailey (who can be contacted at [cricket@montonsportsclub.co.uk](mailto:cricket@montonsportsclub.co.uk)). All reports will be taken very seriously and investigated thoroughly.

The Club commits itself to the immediate investigation of any claims of discrimination and where proven, appropriate action will be taken.

Monton Cricket Club Committee