



## **Yorkshire Performance Pathway EDI Policy**

Cricket is a special game and a game for all. It has respect, resilience and leadership at its heart, allowing the game to transcend age, gender, race, religion, nationality, disability, sexual orientation and ability. It connects communities and improves lives by bringing people together and binds them through a shared passion for cricket. It delivers profound mental, physical and cultural benefits and can help to positively shape the individuals, communities and societies involved.

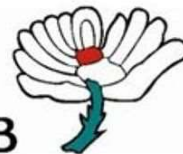
We want people and communities to be united by the feeling that cricket is a game for them. This transcends simply participating, volunteering, following or attending.

Yorkshire Cricket adopts an inclusive culture and encourages engagement from all communities it represents. All our processes are subject to ongoing review and we actively encourage all within our system to discuss any issues or ideas with us and we will endeavour to make any changes for the better. All Yorkshire Cricket staff receive ongoing EDI training and will be happy to discuss any issues. Yorkshire's EDI Manager will also be the main point of contact for any issues that may require further discussion or adoption.

Yorkshire Cricket is committed to ensuring that Equity, Diversity and Inclusion forms a fundamental part of all aspects of the game. In doing so, it acknowledges and adopts the following:

- Sport equity and cricket is about fairness in sport, equity of access, recognising inequalities and taking steps to address them. It is about changing the culture and structure to ensure it becomes equally accessible to everyone in society.
- Yorkshire Cricket will ensure that all staff and volunteers respect the rights, dignity and worth of every person and will treat everyone equally within the context of our sport, regardless of age, ability, gender, race, ethnicity, disabilities, religious belief, sexual orientation, or social/economic status.

# THE YORKSHIRE COUNTY CRICKET CLUB



- Yorkshire Cricket is committed to everyone having the right to enjoy their sport in an environment free from threat of intimidation, harassment, judgement and abuse.
- All Board members, employees and member organisations have a responsibility to oppose discriminatory behaviour and promote equality of opportunity and a clear knowledge and process of how to do so.
- In line with our zero-tolerance policy on discrimination, Yorkshire Cricket will proactively follow its disciplinary processes to deal with any incidence of discriminatory behaviour in a timely manner with a transparent process throughout.
- Selection at representative level, whether it be at junior level, open-age cricket, Regional, County Age Group, Academy or YCCC playing staff – **will always be made on ability.**