YPLN: Equality, Diversity, and Inclusion (EDI) Strategy

''The ECB aims to create an environment within cricket in England and Wales in which no individual, group or organisation experiences discrimination or acts in a discriminatory manner on the basis of a Protected Characteristic (as defined in the Equality Act 2020 from time to time – which at the time of writing are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation)'' - ECB ANTI-DISCRIMINATION CODE

Our EDI Strategy /Mission statement

The Yorkshire Premier League North (''The League') in support to ECB to ensure that cricket is a game for everyone, the league has initiated an EDI (Equality, Diversity and Inclusion) committee to put more emphasis on equality, diversity and inclusion within our league. This EDI group aims to ensure that our club cricketers at all levels work in an inclusive environment protected from discrimination, where every player is actively supported and included, and has the knowledge and support necessary to challenge any form of discrimination.

Our main aim is to ensure fair treatment and opportunity for all.

Our 3 main pillars are: -

Accountability: This committee will work alongside the rules set by ECB and will work hard to hold itself and the management board accountable with regards to discrimination within cricket in our league.

Education & Awareness: One of the key roles of this committee will be to spread the awareness of EDI to our current and new club members to stamp out all forms of discrimination within the game.

Working together: This committee will work together with league management board and other related bodies in related to EDI matters to ensure that the right level of investigation is done alongside formal communication within a set time.

We will take special care on transparency and effective communication at all times on all cases that falls under our remit. Our key focus will be to spread the awareness with club members to inform them of the procedures and generate as much as clarity around them as possible. Lastly, ensure dedicated support processes are in place for complaints to be dealt with like our existing disciplinary measures.

What is Diversity?

Diversity is the mix of peoples' different attributes and backgrounds (i.e. race, ethnicity, gender, age, disability, sexual orientation, religion). A good way to think about diversity is to think about your local community. Does your club reflect the diversity of your local community? Diversity is the mix of people; inclusion is trying to get this mix to all work together in harmony.

What is Inclusion?

Inclusion is pro-active behaviours, options and actions to make people from all backgrounds, ages and abilities feel welcome, respected and that they belong at your club. Being inclusive is about following best practice for what sport should be so that everyone can get the most out of it.

What is Equality?

Equality is about recognising and removing the barriers faced by all involved or wanting to be involved in sport. It is about changing the culture of sport to one that values diversity and enables the full involvement of disadvantaged groups in every aspect of sport.

References:

- ECB ANTI-DISCRIMINATION CODE 2021 (https://www.ecb.co.uk/about/policies-and-regulations/anti-discrimination)

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