



Equity & diversity policy

The Yorkshire Cricket Southern Premier League (YCSPL) in all its activities, is fully committed to the principles of equality of opportunity in cricket, and to ensuring that its officials, member clubs and all other individuals working or volunteering for the League, and participating in or watching League activities, are treated fairly and are able to conduct their activities free from discrimination, harassment or intimidation.

Policy

The YCSPL will, in all its activities:

- not discriminate, or in any way treat anyone less favourably, on the grounds of age, gender, disability, race, parental or marital status, pregnancy, religion or belief or sexual orientation
- not tolerate harassment, bullying, abuse or victimisation of individuals
- not tolerate any public comments being made by league officials or officials of member clubs, whether on websites, social media, written material or public pronouncements, that are disrespectful to any individuals on the grounds of their age, gender, disability, race, parental or marital status, pregnancy, religion or belief or sexual orientation
- endeavour to create equal access and opportunity for all those individuals who wish to participate, and are lawfully eligible to participate, in its activities
- ensure that it complies with the requirements of the Equality Act 2010 and take all reasonable steps to ensure that its officials, member clubs and volunteers adhere to these requirements and this policy.

This policy is fully supported by the League Executive Board (LEB), who are responsible for the implementation of this policy.

Complaints

The YCSPL is committed to investigate any complaints brought to its attention of any breaches of this policy, and reserves the right to impose such sanction as it considers appropriate and proportionate, where such is found to be the case.

Any complaint of discrimination, harassment, bullying, abuse, victimisation or any other breach of this policy as a result of action by a YCSPL club or league official should be reported by email to the YCSPL Disciplinary chairman at disciplinary.manager@ycspl.co.uk.

Any such report should include; details of what occurred, when and where the occurrence took place, any witness details, and copies of any witness statements.

The Disciplinary chairman will direct action in line with the League's disciplinary panel, in consultation with the Equity & Diversity Group as follows:

- decide whether it is appropriate to ask the club concerned (if any) to investigate, and report back with their proposed action

- if the proposed action of a club is not acceptable, or if it is considered necessary in the first instance, a formal hearing will be arranged – in which case, the Equity & Diversity Group and the League Executive Board will each be asked to nominate a member of the panel

The conduct of any panel will be as provided for in the League's disciplinary regulations.

In the event of the complaint being upheld, the Disciplinary chairman will recommend to the LEB the sanction they consider appropriate, which may include, a warning about future conduct, a suspension from position, removal from position, or penalties (as in Administrative Rule 13). The LEB will, at its discretion, ratify or vary, the recommended sanction.

The Disciplinary chairman will then arrange for the complainant and the party(ies) complained about to be notified of the decision on the complaint. The latter will be notified of any sanctions to be applied and of their right of appeal. The right of appeal will be to the Yorkshire Cricket Board (YCB) in writing/by email within one month of the YCSPL decision being notified.

Review

This policy will be reviewed periodically by the YCSPL in consultation with the League's Equity & Diversity Group and the YCB, and in accordance with ECB guidelines.