



## BELVOIR CRICKET & COUNTRYSIDE TRUST

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*Inspiring children to lead healthy, active lives through  
sport and countryside education.*

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### **EQUALITY, EQUITY, DIVERSITY AND INCLUSION POLICY 2024-2027**

Date of Board Approval	Author	Next Review	Key Changes
October 2024	Darren Bicknell	August 2027	Adoption of new policy that amalgamates several others: Equal Opportunities, Equity, Racism

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## EQUALITY, EQUITY, DIVERSITY AND INCLUSION POLICY

### 1. Terms

**Equity** means removing barriers and overcoming challenges to enable all to participate.

**Equality** means treating people fairly, ensuring they have equal opportunity to achieve their desired goals.

**Diversity** is recognising, respecting and celebrating each other's differences.

**Inclusion** is a universal human right that aims to embrace all people irrespective of their background and personal circumstances.



### 2. Scope

This policy applies to all those who work, volunteer or apply to work for the organisation, and also to those young people we work with and their families.

### 3. Purpose

This policy has been produced to prevent any potential discrimination or other unfair treatment, whether intentional or unintentional, direct or indirect, against its employees, volunteers, contractors, external agencies we work with (for example schools) and those young people participating in Trust activities, including their families.

### 4. Equality, Diversity and Inclusion Statement

Our core purpose and mission are linked closely with our commitment to equality, diversity and inclusion (EDI) in the community we serve. We strive to work collaboratively; drive inclusivity; and actively demonstrate compassion, integrity, and respectfulness. We are totally committed to promoting EDI and preventing discrimination.

Belvoir Cricket and Countryside Trust is committed to promoting equality, valuing diversity and encouraging an inclusive collaboration with all our partners. We aim to foster a culture where all are valued and respected. We acknowledge and celebrate all [protected characteristics](#). We endeavour to remove all barriers to learning and participation so that all may feel a sense of personal achievement and team success.

We believe that it is when people feel respected, valued, safe, trusted and have a sense of belonging they will become their best selves, apply their best effort, and will contribute wholeheartedly to the team or group.



## **5. Equity Statement**

Belvoir Cricket and Countryside Trust is committed to ensuring that equity is incorporated across all aspects of its development and activities. In doing so it acknowledges and adopts the following definition of sports equity, taken from both Sport England's and Sport Scotland's definition:

*Equity is not about equal numbers, and it is not necessarily about treating everyone equally. It is concerned more with fairness, justice, inclusion and respect.*

*Sports equity is about fairness in sport, equality of access, recognising inequalities and taking steps to address them, including giving differential support to those who experience difficulties, helping to overcome them. It is about changing the culture and structure of sport to ensure it becomes equally accessible to everyone in society.*

The Trust respects the rights, dignity and worth of every person and will treat everyone fairly within the context of their activity.

## **6. Principles**

We are committed to:

- everyone having the right to enjoy their sport and countryside education in an environment free from threat of intimidation, harassment and abuse.
- promoting equality of opportunity for all persons.
- taking all reasonable steps to ensure that there will be open access to all those who wish to participate in all aspects of the Trust's activities and that they are treated fairly.
- promoting a harmonious working environment in which all persons are treated with respect and dignity.
- opposing and preventing occurrences of discriminatory behaviour, unlawful direct discrimination, indirect discrimination, harassment and victimisation.
- ensuring that our employment practices are non-discriminatory.
- ensuring that no applicant (either for a remunerated or volunteer role) will be placed at a disadvantage by requirements or conditions which are not necessary to the performance of the job or which constitute unfair discrimination.
- appointing, training, developing and promoting people on the basis of merit and ability who are able to fulfil the requirements of the post/task in hand.
- recognising that, in some cases, to achieve the principle of equality, unequal effort is required and, if appropriate, will consider positive action to tackle under-representation.
- ensuring that consultants, advisers and sponsors used by the Trust are made aware of this policy.
- regarding discrimination, harassment or victimisation as serious misconduct and any member of staff, contractor, volunteer or participant who discriminates against, harasses or victimises any other person will be liable to appropriate disciplinary action.



- regarding all breaches of this policy as misconduct which could lead to disciplinary proceedings.
- ensuring that complaints are dealt with fairly.
- fulfilling all our legal obligations under the equality legislation and associated codes of practice.

The Trust's general duties, with regards to equality are to:

- Eliminate discrimination and other conduct that is prohibited by the [Equality Act 2010](#).
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it. [An introduction to the Equality Act 2010: Protected Characteristics](#)
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it.

We will not discriminate against, harass or victimise any member or prospective member of our Trust community, including those who work with us, because of their:

- Age
- Disability (or ability)
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity/paternity
- Race (including colour, nationality, and ethnic or national origin)
- Religion or belief
- Sex
- Sexual orientation

We oppose and avoid all forms of unlawful discrimination. This includes in:

- Education programmes
- Uniform
- By Association
- Perception
- Policies
- Pay, benefits and terms and conditions of employment
- Dealing with grievances and discipline
- Dismissal
- Redundancy
- Leave for parents
- Requests for flexible working
- Selection for employment, promotion, training or other developmental opportunities.

The lists above are not exhaustive.



## **7. Dealing with Prejudice**

Belvoir Cricket and Countryside Trust does not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our Trust with the utmost severity. If an incident is reported, the Trust will ensure appropriate action is taken and a resolution is put into place which is both fair and honourable.

Any individual may raise a grievance, (refer to our Concerns and Complaints Policy), and they will not be penalised for doing so unless it is untrue and not made in good faith.

## **8. Roles and Responsibilities**

The **Trustees** are responsible for approving this policy and ensuring it is applied fairly and consistently across the Trust.

The **Chief Executive Officer** is responsible for ensuring that all stakeholders are aware of this policy and adhere to it, and that breaches are managed quickly, effectively, fairly and consistently.

**Staff** must ensure they implement this policy fairly and equitably, seeking guidance, clarification and support as and when required.

**All employees and volunteers** are expected to abide by this policy.

are responsible for promoting equality, diversity and inclusion; they should actively respond to any incidents of unfair discrimination related to the protected characteristics perpetuated by young people, staff or other adults.

**All young people** who attend one of our programmes, either as a participant or observer, are responsible for respecting others in their language and actions.

## **9. Data Protection**

Data will be processed to be in line with the requirements and protections set out in the UK General Data Protection Regulation.