



Inclusion and Diversity Policy

Applicability Statement:

This policy applies equally to all those undertaking work on behalf of both Sussex Cricket Limited and the wholly owned subsidiaries, the Sussex Cricket Foundation and Sussex Cricket Estates Limited, hereafter jointly referred to as the 'Organisation'.

Policy Statement

The Organisation is committed to eliminating unlawful discrimination and encouraging diversity amongst our workforce, including our volunteer workforce. Our aim is that our workforce will be truly representative of all sections of society and for each individual to feel respected and be able to give of their best.

Purpose and Scope

The purpose of this policy is therefore to provide equal opportunity and fairness for all in our employment and not to discriminate on grounds of gender, race, gender reassignment, marriage and civil partnership, pregnancy and maternity, disability, sexual orientation, religion or belief and age. We oppose all forms of unlawful and unfair discrimination as detailed by the Equality Act 2010.

All those working on behalf of the Organisation, including volunteers, will be treated fairly and with respect. Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability.

The Organisation, in providing services and facilities, is also committed against unlawful discrimination of customers and/ or the general public.

The Organisation commits to:

- Provide equality of opportunity, fairness and respect for all in our employment, whether temporary, part-time or full-time.
- Not unlawfully discriminate because of the protected characteristics outlined in the Equality Act 2010: age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race (including colour, nationality, and ethnic or national origin); religion or belief; sex and sexual orientation.
- Oppose and mitigate against all forms of unlawful discrimination; this includes, in pay and benefits; terms and conditions of employment; dealing with grievances and disciplinarys; dismissal; redundancy; leave for parents; requests for flexible working; and selection for employment, promotion, training or other developmental opportunities.

- Carry out ongoing reviews of its work practices to encourage diversity and inclusion in the workplace.
- Create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued.
- Train managers, the Board, Trustees of SCF and all other employees about their rights and responsibilities under the Inclusion and Diversity Policy. Responsibilities include conducting themselves to prevent bullying, harassment, victimisation and unlawful discrimination. All staff should understand they, as well as their employer, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their employment, against fellow employees, customers, suppliers and the public.
- Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public and any others in the course of the Organisation's work activities. Such acts will be dealt with as misconduct under the Organisation's grievance and/or disciplinary procedures, and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and may lead to dismissal without notice.
- Make staff aware that any complaint relating to sexual harassment, may amount to both an employment rights matter and a criminal matter, such as in sexual assault allegations. In addition, staff will be informed that harassment under the Protection from Harassment Act 1997 (which is not limited to circumstances where harassment relates to a protected characteristic), is a criminal offence.
- Provide opportunities for training, development and progress to all staff, who will be helped and encouraged to develop their full potential.
- Base decisions concerning staff, on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).
- Review employment practices and procedures, when necessary, to ensure fairness, updating them and the policy to take account of changes in the law.
- Monitor the make-up of the workforce regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging inclusion and diversity, and in meeting the aims and commitments set out in the Inclusion and Diversity Policy.