



SHROPSHIRE COUNTY CRICKET CLUB

Anti-Discrimination

Statement:

We are fully committed to the principles of equality of opportunity in cricket. To creating an environment in which no individual, group or organisation experiences discrimination or acts in a discriminatory manner on the basis of protected characteristics.

Protected Characteristics:

As defined in the Equality Act 2010 being, age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race religion or belief, sex or sexual orientation.

What do we mean by equality, diversity and inclusion?

Equality – Everyone is treated fairly. Individual needs should be respected

Diversity – An individual's background, knowledge, skills, attitudes and experiences are different and should be valued and appreciated.

Inclusion – Removing barriers to participation.

We recognise we need to be aware of unconscious bias and positive stereotypes, and will work to ensure we avoid these and address assumptions as appropriate.

It is important to recognise different types of discrimination:

Direct discrimination: Treating someone less favourably because of a protected characteristic.

Perceptive discrimination: Thinking an individual possesses a particular skill, view, attitude due to a protected characteristic.

Associative discrimination: Discriminating against an individual because they associate with a person who possesses a protected characteristic.

Indirect discrimination: A policy, action, expectation that applies to everyone but disadvantages individuals with a protected characteristic.

Victimisation:



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Singling an individual out for exploitation or unfair treatment. Treating an individual badly or allowing them to suffer disadvantage because they complain about discrimination or support someone who has been a victim of discrimination.

Harassment:

Receiving unwanted attention related to a protected characteristic.

We take our responsibility in protecting all involved in sport and will pay particular attention in relation to protected characteristics.

We will not tolerate:

- Inappropriate language or behaviour
- Bullying behaviour
- Unfair treatment
- Deliberately undermining comments
- Constant criticism of others
- Exclusion of individuals
- Spreading of malicious rumours
- Hostile behaviours
- Failing to treat individuals with respect
- We will encourage an environment of inclusion
- Have an appointed diversity officer
- Review issues of EDI and anti-discrimination at each management meeting
- Should there be a breach of this policy take immediate and appropriate action
- Where appropriate take positive action (i.e., to take steps to target particular groups with protected characteristics who we believe are under represented at the club)
- We fully Adopt the ECB's anti-Discrimination code of conduct as detailed below.

England and Wales cricket board anti-discrimination code:

The England and Wales Cricket Board (ECB) is responsible for the governance of cricket in England and Wales. This ECB Anti-Discrimination code (the **code**) is part of the ECB's continuing efforts to maintain the integrity, diversity and inclusivity of cricket.

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 2010 from time to time – which at the time of writing are age, disability, gender reassignment,

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marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation).

This code therefore sets out discriminatory behaviour which, when carried out by a participant who is required to comply with it, will be a breach of the Code and may be sanctioned accordingly.

All participants (as defined below) agree by virtue of their involvement in cricket in England and Wales to be bound by this Code and submit to the disciplinary jurisdiction of the relevant body which applies to them.

All county Cricket Boards, First Class Counties, Regional Hosts, the National Counties, leagues, clubs and other organisations under the jurisdiction of the ECB or its members must adopt and enforce the Code.

Participants who are party to an ECB agreement and/or in receipt of ECB funding may be obliged as a condition of those agreements or funding, to comply with or adopt the Code and/or enforce the provisions of the Code through their own processes.

The Code may be amended from time to time by the ECB in its sole discretion, with such amendments coming into effect on the date specified by the ECB.

This Policy should be read in conjunction with Safeguarding policy /Anti-bullying/ Codes of conduct/ Disciplinary/ Complaints/ Whistleblowing

We also adhere to the following ECB guidance regarding trans people playing cricket.

Commitment of the ECB to trans people:

The ECB makes the following commitments:

1. that it fully supports trans people and their right to play cricket
2. that it recognises it has a responsibility to ensure that trans people are treated with dignity, fairness and respect by the ECB, all clubs and all of their respective employees
3. that it will ensure the provision of an open and inclusive environment for all trans people to be able to play cricket in the way in which they feel most comfortable
4. that it will ensure that any training in relation to inclusion and diversity that the ECB runs will provide appropriate guidance about trans people
5. in the event that the behaviour and/or actions of any ECB employee or Club are considered to be inappropriate and/or offensive towards any trans person, the



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ECB will investigate that matter and, where appropriate discipline the relevant individual under the applicable disciplinary policies or other regulations

6. that it will promote to all other cricket organisations, whether operating under the jurisdiction of the ECB or otherwise, that they ensure that trans people are treated with dignity, fairness and respect and aim to provide an open and inclusive environment for all trans people to be able to play cricket in the way in which they feel most comfortable.

Scope and definitions:

This policy uses the definitions in the ECB Safeguarding Procedure and a number of terms associated with trans people that are specific to this policy. The ECB recognises that trans people identify themselves using a broad array of terms and have sought to be as inclusive as possible by using the following terms:

1. Female only – a cricket competition, league or match governed by the ECB which are available for a woman including a trans woman to compete in;
2. Mixed gender – a cricket competition, league or match, governed by the ECB in which
 - a. a team must consist of both:
 - i. One or more woman including trans women; and
 - ii. One or more men including trans men; and
 - b. May consist of one or more individuals identifying themselves as non-binary
3. Non binary – a term used to describe someone whose gender identity doesn't sit comfortably with "man" or "woman";
4. Open – a cricket competition, league or match governed by the ECB in which any individual is eligible to compete in without any restriction relating to gender or gender identity
5. Trans person – a person whose gender is not the same as, or does not sit comfortably with, the gender they were assigned at birth including, but not limited to, a trans man or a trans woman
6. Trans man – a term used to describe someone who is assigned female at birth but identifies and lives as a man; and
7. Trans woman – a term used to describe someone who is assigned male at birth but identifies and lives as a woman.

This policy specifically relates to trans people who play or seek to play cricket at or for any club at any level of professional and recreational cricket in England and Wales. It



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does not specifically apply to trans people who are coaches, match officials, volunteers or have any other roles within the sport of cricket, although the ECB also expects all clubs to apply the same principles of inclusion to any such individuals.

Eligibility

All cricket competitions, leagues and matches which are governed by the ECB are either female only, mixed gender or open. Players who reach the required standard may also play in competitions and matches at an international level, which are governed by the ICC.

For any recreational club which plays in any cricket competition, league or match which is governed by the ECB, the eligibility of a trans person is determined as follows:

1. Any trans person may compete in any mixed gender competition, league or match in the gender with which they identify;
2. A trans man may compete in any open competition, league or match and should be accepted in the gender with which they identify, but may not compete in any female only competition, league or match.
3. A trans woman may compete in any open competition, league or match or any female only competition, league or match and should be accepted in the gender with which they identify; and
4. An individual identifying themselves as non-binary may compete in any open competition, league or match in the gender category that they feel most comfortable with but may not compete in any female only competition, league or match.