**Equality Diversity & Inclusion Policy**

This Policy sets out our commitment and includes our Safe and Inclusive Standards, Codes of Conduct and Reporting Procedure and it supports our overall aims for diversity and inclusion so to ensure that Rush Cricket Club is and remains diverse and inclusive.

Equality, diversity and inclusion are embedded in our culture and our behaviours:

* We create a culture where inclusive leadership thrives.
* We take a proactive approach using positive action to ensure that individuals are valued and able to achieve their full potential.
* To achieve these aims, we believe that everyone involved with Rush Cricket Club has a vital role to play in promoting diversity and inclusion – proactively promoting a Safe and Inclusive environment and taking action against all forms of discrimination.

*Policy Statement*

Rush Cricket Club’s Equality, Diversity and Inclusion Policy is applicable to:

* Employees
* Players
* Coaches
* Committee members
* Contractors
* Volunteers
* Supporters
* Anyone associated with Rush Cricket Club

The primary aim for Rush Cricket Club is to ensure that all of the above can be open and safe both within the working & cricket environment and to encourage more people to play cricket, support cricket more often and grow and sustain the sport so that it is inclusive and fair. In addition, to enhance a workplace that provides for equal opportunities for all current, future and potential employees and where their dignity is protected and respected at all times.

All employees will receive the same treatment in relation to disciplinary measures, grievances, etc. Where practicable, measures will be taken to accommodate needs arising from a disability, race or family status. This applies regardless of a person’s age, disability, gender reassignment status, sex, marital or civil partnership status, pregnancy or maternity, race, sex, sexual orientation, religion, race or sexual orientation, member of the traveller community, socio-economic status or any other background.

Rush Cricket Club’s diversity and Inclusive approach recognises that some concerns and/or disclosures may have safeguarding, diversity and inclusion elements to them. This policy reflects this through its reporting procedures.

The Reporting Procedure outlines how to respond to safeguarding or discrimination concerns/disclosures.

Use of Terminology; We have adopted the following definitions to explain our approach to diversity and inclusion in cricket:

* Discrimination – treating someone in a less favourable way and causing them harm, because of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation.
* Diversity – acknowledging, celebrating and respecting the differences between groups of people and between individuals. We will work to ensure that people can be assured of an environment in which their rights, dignity and individual worth are respected, and that they are able to enjoy their work or sport without the threat of intimidation, victimisation, harassment or abuse.
* Harassment – unwanted conduct related to a relevant protected characteristic, which has the purpose or effect of violating an individual’s dignity or creating and intimidating, hostile, degrading, humiliating or offensive environment for that individual or creates an intimidating, hostile, degrading, humiliating or offensive environment in general.

The focus is on the perception of the complainant not the intent of the wrongdoer. Employees can complain of behaviour they find offensive even if it is not directed at them.

Responsibility for the implementation of the Equality, Diversity and Inclusion Policy, Safe and Inclusive Standards, Codes of Conduct and Reporting Procedure Diversity and inclusion is **everyone’s** responsibility: not responding to discriminatory or unacceptable language and behaviour is not an option. All that is expected is that everyone will act reasonably to and with any situation.

We protect people’s confidential information about safeguarding, diversity and inclusion. Confidential information relating to safeguarding, diversity and inclusion is: Stored securely, Accessed and processed securely, Shared securely and appropriately.

What to do if a disclosure of potential abuse from a colleague is made to you:

* Reassure the person that s/he is right to report the behaviour.
* Listen carefully and calmly to him/her.
* Keep questions to a minimum - and never ask leading questions.
* Do not promise secrecy. Inform him/her that you must report your conversation to the Club committee or Children’s officer and the Gardai as appropriate, (in an emergency) because we need to make sure they are safe.
* REPORT IT! If someone is in immediate danger, call the Gardai
* Make an immediate objective written record of the conversation. Make certain you distinguish between what the person has actually said and the inferences you may have made.
* Do not permit personal doubt prevent you from reporting the concern/disclosure.

Reporting Procedure - Matters of Concern

Anyone who has concerns that they or someone else is being discriminated against or has been a victim of discriminatory language or behaviour should:

* Listen carefully to what the person is telling you. Do not interrupt; keep questions to a minimum; do not promise to keep the information secret
* Take notes
* Ask person to make a written account of the concerns, while it’s fresh in their mind
* Escalate the matter to an appropriate manager/director
* Ensure the person can continue to work/play without concerns, if not an alternative will need to be found quickly
* Reassure the person that an investigation will take place
* Keep in touch with the person

A full and thorough investigation will be undertaken, and all parties will be advised of the outcome

***Rush Cricket Club’s key message:***

* ***Be a positive role model***
* ***Act with integrity, even when no one is looking;***
* ***Help to create a safe and inclusive environment***
* ***Value and celebrate diversity and make all reasonable efforts to meet individual needs;***
* ***Keep clear boundaries between your professional and personal life, including on social media;***
* ***Do not abuse, neglect, harm or discriminate against anyone; or act in a way that may be interpreted as such***
* ***Act responsibly and reasonably to and in every situation;***
* ***Doing nothing is NOT an option: report all concerns and disclosures as soon as possible.***