



Equality, Diversity and Inclusion

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Foreword

The Lord's Taverners is the UK's leading youth cricket and disability sports charity. We break down barriers and empower disadvantaged and disabled young people to fulfil their potential and build life skills.

We are an organisation united by a love of a cricket and what cricket can do to help provide an environment for young people to develop their potential. Cricket is played by people across the world with diverse characteristics and from diverse backgrounds.

Our Charity should reflect and respect this diversity in every way - with a diverse and inclusive workforce and supporter base and a culture and working practices that support and promote equality, diversity and inclusion.

This policy is a key step in making that vision a reality, setting out our responsibilities and commitments in everything we do.

The Lord's Taverners Executive Team

1. Introduction

The Lord's Taverners is committed to supporting and promoting equality, diversity and inclusion. We are committed to creating an environment in which employees, trustees, members, volunteers and beneficiaries are treated fairly and without discrimination. We also aim to create a culture that respects and values differences between individuals.

We believe in breaking down barriers to enable our beneficiaries to achieve things they often never dreamed of and therefore giving them a sporting chance at life. We believe in providing equal opportunities where our staff are supported and respected no matter what their background, identity, gender, sexuality or disability. We believe in our diverse community being reflected in our membership and volunteers, where barrier are broken down and not created.

We will not tolerate unlawful discrimination on any grounds including on the basis of age, disability, gender reassignment, pregnancy and maternity, race, religion or belief and sexual orientation.

This policy sets out our responsibilities and commitments as an organisation in this area.

In this policy 'our people' refers to our employees, trustees, members, and volunteers.

What is equality, diversity and inclusion?

We recognise that equality, diversity and inclusion are linked issues that may need tackling in distinct ways. This policy uses the following definitions:

Equality is about fairness. It means making sure that everyone has the same opportunities and is treated with the same respect. It is not about treating everyone in the same way, but it recognises that everyone's needs can be met in different ways.

Diversity is about representing the tapestry of our society in all we do and valuing all communities and identities for the different perspectives they have to offer.

Inclusion is about positively striving to meet the needs of different people and taking deliberate action to create environments where everyone feels welcome, respected and able to achieve their full potential.

Our values

Our commitment to equality, diversity and inclusion is reflected in our values:

Togetherness: We deliver fellowship through our regions and partnerships in the provision of our activities.

Accountability: We are all accountable for ensuring that the Lord's Taverners is fit for purpose and remains so.

DiVersity: We seek to create an organisation that reflects the diverse nature of our society and our beneficiaries.

Social Impact: We seek to make a difference to disadvantaged and disabled young people and we measure the impact that our programmes have to signpost how we spend our money.

2. Legal duties

We abide by the requirements of legislation in this area, including the Equality Act 2010 ('the Act').

The Act sets out a number of what are known as 'protected characteristics'. They are:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion and belief (including lack of belief)
- Sex
- Sexual orientation.

Under the Act, it is unlawful to do the following:

- Discriminate directly against anyone and treat them less favourably than others on the grounds of a protected characteristic. This also includes discrimination based on the perception of the person - e.g. a belief that someone has a particular protected characteristic even if this is not actually true
- Discriminate against someone for reasons relating to their association with a person on the grounds of a protected characteristic.
- Discriminate indirectly against anyone by applying a criterion, provision or practice which disadvantages people with a protected characteristic, unless the person applying the provision can justify it as a proportionate means of achieving a legitimate aim.

- Subject someone to harassment for reasons relating to a protected characteristic. This includes behaviour that an individual finds offensive on these grounds even if the behaviour is not directed at the individual.
- Victimise someone because they have made, or intend to make, a complaint or allegation or have given or intend to give evidence in relation to a complaint of discrimination.

3. Our commitments

This policy is fully supported by our Trustees and senior leadership team.

The organisation commits to:

- Create a positive culture, where equality, diversity and inclusion are core values and at the centre of all our activities.
- Create an inclusive environment that promotes dignity and respect for all, in which individual differences and the contributions of all our people are recognised and valued.
- Take steps to prevent bullying, harassment, victimisation and unlawful discrimination.
- Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination.
- Take steps to help and encourage all our people to develop their full potential, so that their talents and resources can be fully utilised to for their and the organisations benefit.
- Play our part in removing barriers and redressing imbalances caused by inequality and unjustified discrimination.
- Make sure decisions concerning our people, including recruitment and appointment, are based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Act).
- Regularly review our policies, procedures and working practices to ensure equality, diversity and inclusion is embedded in all we do, to assess our impact and to take account of any changes in the law or good practice.
- Collect and monitor data to evaluate our success and inform our decision making.

All our people play their part in achieving these commitments in the work they do for us.

4. Reasonable adjustments and reasonable steps

When any decision is made about an individual, the only personal characteristics that may be taken into account are those that are consistent with any relevant legislation and relevant to the substance of the decision being made.

Organisations have a legal duty to consider and put in place 'reasonable adjustments' to make sure that disabled people can access services as easily as non-disabled people. In our context this includes, in employment, volunteering and participation in events and programmes. We will consider all requests for adjustments and, where possible, will accommodate reasonable requests. We will work with disabled stakeholders to implement any adjustments that will enable them to participate more fully in our activities.

We will also take reasonable steps to make adjustments for all disadvantaged groups. We will consider all requests and where possible will accommodate reasonable requests.

5. Responsibilities

The Board of Trustees oversees implementation, monitoring and review of this policy.

The Chief Executive, with the other members of the Senior Leadership Team, has responsibility for implementation of this policy, and is accountable to the Board for the delivery of any action plan developed under this policy.

All our people have the responsibility to respect, follow and promote the intention and spirit of this policy. We expect our people to:

- understand what is expected of them in terms of their performance, their behaviour and their conduct towards others;
- always act in ways that respect and value the diversity of others;
- not discriminate unfairly in their work and interactions with each other and with beneficiaries;
- challenge and consider reporting behaviour that could be interpreted as discriminatory;
- set a positive example at all times; and
- complete any mandatory learning or training in equality, diversity and inclusion as may be required.

6. Implementation

To implement this policy, we will take a number of immediate actions.

- We will regularly review our recruitment, employment and other working practices to ensure continuing compliance with relevant legislation and good practice.
- No applicant for any post (including applicants for employment, membership and volunteering opportunities) will be placed at a disadvantage by requirements or conditions which are not necessary to the performance of the job or which constitute unlawful discrimination.
- Consultants and advisers (and where appropriate suppliers) will be required to abide by this policy.

- We will take steps to increase our peoples' knowledge and skills in the area of equality, diversity and inclusion.

We will develop an Action Plan to help us in the ongoing implementation of this policy – to ensure that our commitment to equality, diversity and inclusion is translated into practice. The executive team will report on implementation of the Action Plan to the Board.

7. Breaches of this policy

We regard discrimination, harassment, bullying, victimisation and other behaviours inconsistent with the spirit and intent of this policy to be a serious matter.

If you believe that this policy has been broken and wish, having considered all options, to make a formal complaint then please refer to the Complaints Policy on how this should be done and how it will be handled

All complaints will be investigated sensitively and proportionate measures including disciplinary action will be brought against any stakeholder who is found to discriminate against any other person or group of people. Any matters will be considered in line with published policies and procedures including codes of conduct.