



Equity, Diversity and Inclusion Policy

Update record:

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Related Policies:	All HR and Organisational Policies are relevant to EDI policy

Foreword

Lord's Taverners exists to positively impact the lives of young people facing the challenges of inequality. We work across the UK and beyond to provide inclusive and impactful cricket programmes, empowering young people with disabilities and from disadvantaged communities to develop the knowledge, skills, capabilities and confidence required to overcome the challenges of inequality, raise their aspirations and reach their potential.

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

At Lord's Taverners we are committed to fostering an inclusive environment where every individual is valued, respected and empowered to thrive. Our Equity, Diversity, and Inclusion (EDI) policy reflects our dedication to promoting equality of opportunity, celebrating diversity, and eliminating discrimination and bias in all aspects of our work.

- We believe in the inherent worth and dignity of every individual, regardless of race, ethnicity, gender, sexual orientation, disability, age, religion, or any other characteristic.
- We are committed to providing a supportive and inclusive work environment that values diversity and fosters mutual respect, collaboration, and understanding.
- We have a zero-tolerance approach to all forms of discrimination, harassment, and bias, and we are dedicated to promoting fairness, equity, and equal opportunities for all.

We have a zero-tolerance approach to discrimination on any grounds including on the basis of age, disability, gender reassignment, pregnancy and maternity, race, religion or belief and sexual orientation.

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

What is Equity, Diversity and Inclusion?

Equity, Diversity and Inclusion are interrelated principles that aim to create a fair, respectful and supportive environment for everyone.

This policy uses the following definitions:

Equity 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 recognising and valuing the benefits of different perspectives, backgrounds, and experiences. Also, identifying and acknowledging under representation, and taking active steps to address it – and remove barriers - through initiatives, policies, and systemic change.

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

Commitment to Equity, Diversity, and Inclusion

Lord's Taverners is committed to complying with all relevant laws, regulations, and guidelines related to equity, diversity, and inclusion.

We are committed to ensuring that all people irrespective of their protected characteristics under the Equality Act 2010 of age, disability, sex, gender identity, gender expression, gender reassignment, marriage and civil partnership, pregnancy or maternity and paternity, colour, race, ethnic origin, nationality, religion or belief, or sexual orientation are treated in the same way.

We work closely with our partners and funders to ensure that we drive best practice across all our work areas including but not limited to;

- Our People
- Our Participants
- Our Operations
- Our Marketing & Communications
- Our Engagement & Partnerships (inc. all fundraising activity)

Our ambitions are aligned with those of the ECB as we work together as partners across all aspects of EDI. [England and Wales Cricket Board \(ECB\) - The Official Website of the ECB](#)

Monitoring, Reporting and Continuous Improvement

EDI at Lord's Taverners is governed by the Trustees who are accountable for our progress against plans. All Board Sub-Committees have a responsibility to ensure that best-practice EDI principles are demonstrated throughout their core work areas.

We monitor progress towards EDI goals, collect data on diversity metrics, and report on the charity's EDI journey to Trustees.

In 2024, we established a work area specific action plan covering all aspects of our business. We will review and evaluate the effectiveness of our EDI work area action plan annually to identify areas for celebration, improvement and learning.

We hold all Lord's Taverners people accountable for upholding the principles of equity, diversity and inclusion.

We review and update our EDI policy annually to ensure they remain relevant and effective in addressing evolving challenges and opportunities.

Communication and Engagement

We will use our new values: We Include, We Empower, We Inspire to underpin our commitment to EDI and hold ourselves accountable.

We communicate our EDI policy to all stakeholders and engage employees in our EDI journey through transparent communication, open dialogue and collaborative initiatives. This includes training and being at the heart of owning work area action plans.

At Lord's Taverners, inclusion is our strength. By embracing equity, diversity, and inclusion in all aspects of our work, we create a workplace where everyone has the opportunity to succeed and thrive, which in return has the most impact on the young people we serve.

Policy Breach

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

If this policy has been broken, please make a formal complaint using the information on our website [Lord's Taverners - Our Values and Behaviours](#)

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 related to employees will be considered in line with Lord's Taverners disciplinary policy.