



Burnham Cricket Club – Discrimination Policy

Updated: 15/04/2025

Aligned with ECB Anti-Discrimination Code

Purpose

Burnham Cricket Club is committed to providing an inclusive, welcoming, and respectful environment for everyone involved in the game—regardless of age, ability, race, gender, sexual orientation, religion, belief, or background. This policy outlines our zero-tolerance approach to discrimination and our alignment with the ECB Anti-Discrimination Code.

Policy Statement

Burnham Cricket Club opposes all forms of discrimination. We are fully aligned with the ECB’s vision to make cricket a game for everyone, where people feel they belong and can thrive without fear of discrimination, abuse, or harassment.

Scope

This policy applies to all:

- Players (senior and junior)
- Coaches and managers
- Club officials and volunteers
- Spectators and parents
- Members and visitors

It covers all club-organised matches, training sessions, events, social functions, and any setting where members represent Burnham Cricket Club.

Forms of Discrimination Covered

The club prohibits discrimination on the grounds of:

- Race, colour, nationality or ethnic origin
- Gender, gender reassignment, or sex



- Sexual orientation
 - Religion or belief
 - Disability or impairment
 - Age or marital status
 - Pregnancy or maternity
 - Any other protected characteristic under the Equality Act 2010
-

Our Commitments

- 1. Respect & Inclusion**
 - Everyone will be treated fairly, with dignity and respect.
 - We actively promote equality and inclusion across all club activities.
 - 2. Zero Tolerance to Discrimination**
 - Discriminatory language, actions, or behaviours—whether verbal, physical, written, or online—will not be tolerated under any circumstances.
 - 3. Safe Reporting**
 - Any member who experiences or witnesses’ discrimination is encouraged to report it in confidence to the Club Welfare Officer or Committee.
 - 4. ECB Reporting & Compliance**
 - Serious breaches will be escalated to the County Cricket Board and/or ECB via the appropriate channels.
 - Burnham Cricket Club will fully cooperate with all investigations conducted under the ECB Anti-Discrimination Code.
 - 5. Education & Training**
 - We will promote awareness through training, club communications, and leadership to ensure a consistent culture of respect and inclusion.
-

Disciplinary Action

Breaches of this policy may result in:

- Formal warnings
- Suspension or termination of membership
- Reporting to the relevant County Board or ECB
- Removal from matches, events, or club premises

Version	Date	Authorised by
1.0	15/04/2025	Burnham Committee 2025