LORD'S TAVERNERS
Empowering young people through cricket

Equality, Diversity and Inclusion

Policy

Update record:

Date Approved:	March 2026
Approved By:	Board
Date of Next Review:	March 2028
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.

At Lord's Taverners we are committed to fostering an inclusive environment where every individual is valued, respected, and empowered to thrive. Our Equality, 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 reject 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 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, deployed coaches, 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. They are not identical, but they are reliant on one another to tackle discrimination. For example, we cannot achieve real inclusion unless we embrace equality and diversity.

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 recognising and valuing the benefits of different perspectives, backgrounds, and experiences. Also, identifying and acknowledging under representation, and taking active steps to address it 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 Equality, Diversity, and Inclusion

Lord's Taverners is committed to complying with all relevant laws, regulations, and guidelines related to equality, 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 are drive best practice across all our work areas including but not limited to;

- Our People
- Our Participants
- Fundraising and Marketing

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

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

We monitor progress towards EDI goals, collect data on diversity metrics, and report on the charities EDI journey to Trustee's

We review and evaluate the effectiveness of our EDI plan annually to identify areas for celebration, improvement and learning.

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

We review and update our EDI policy and plan 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.

At Lord's Taverners, we believe that inclusion is our strength, and equality and diversity is our commitment. By embracing equality, diversity, and inclusion in all aspects of our work, we create a workplace where everyone has the opportunity to succeed and thrive.

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 will be considered in line with published policies and procedures.