



HATE CRIME POLICY

YORKSHIRE CRICKET

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1. PRELIMINARY

1.1 Purpose

The Hate Crime Policy (the **Policy**) seeks to outline Yorkshire Cricket's commitment to tackling hate crime and incidents.

1.2 Objectives

The Policy seeks to:

- raise awareness of what constitutes a hate crime or hate incident;
- ensure Yorkshire Cricket employees are able to appropriately respond and report hate crime or hate incidents; and
- outline the support available to anyone who is the victim of a hate crime or hate incident.

1.3 Scope

This Policy applies to all Yorkshire Cricket employees, players, contractors, volunteers, and all persons engaged to undertake work or provide services for or on behalf of Yorkshire Cricket (referred to as colleagues).

This Policy is not limited to our venues, workplaces or working hours, and will include all work-related events and activities connected to work, including online activities and work-related social events and communications.

2. DEFINITIONS

Yorkshire Cricket	for the purposes of this Policy, Yorkshire Cricket refers to Yorkshire County Cricket Club, Yorkshire Cricket Foundation, Northern Diamonds, Northern Superchargers and Yorkshire Cricket Board
Hate crime	is any criminal offence which is perceived by the victim or anyone else, to be motivated by a hostility or prejudice towards someone because of the five protected characteristics. A hate crime can include verbal abuse, intimidation, threats, harassment, assault and damage to property
Hate incident	is behaviour which isn't a crime but which is perceived by the victim, or anybody else, to be motivated by hostility or prejudice based on the five protected characteristics
Five Protected Characteristics	are disability, gender identity, race or ethnic origin, religion or belief including lack of belief/religion or sexual orientation.
Employee	is a person who has entered an employment relationship with Yorkshire Cricket, usually via an employment agreement.
Contactors	is a person who has entered into an agreement with Yorkshire Cricket to deliver a product or service personally under a contract for services.
Player	is a person who has entered into an agreement to play cricket for the Yorkshire County Cricket Club, Northern Diamonds or an affiliated club.
Manager	is a senior employee who directs the work of other Yorkshire Cricket colleagues within a specific business unit or operational context.
Workplace	is a place where work is carried out for Yorkshire Cricket and includes any place (e.g. venue), vehicle or plant where a colleague goes, or is likely to be, while at work.

Customer	is a person whom Yorkshire Cricket delivers a service such as ticket-holders, members and other commercial partners.
Participant	Is a person who participates in any Yorkshire Cricket community, charity or recreational programmes including participation in recreational leagues and clubs.

3. POLICY

3.1 Our Commitment

Yorkshire Cricket values the diverse communities which make our county a unique and vibrant place to live, work and visit. However, we know that these diverse communities can face discrimination, harassment and hate crime and incidents.

There is no place at Yorkshire Cricket for these forms of prejudice and hate and we will do all we can with our partners to tackle this. Yorkshire Cricket is committed to raising awareness of what a hate crime and hate incident is and help people understand that it is not right to target individuals based on their identity.

3.2 Reporting

It is not always easy to tell the difference between a hate crime or hate incident, but if you feel you have been the victim of, or witnessed, hatred based on one of the five characteristics you should report it to the police.

You can report a hate crime [online](#) or call 101 to speak to the police.

Call 999 if you're reporting a crime that's in progress or if someone is in immediate danger.

3.2.1 Match Day Reporting

On match days at Headingley Cricket Ground, all incident response should be coordinated through the control room so that it can be appropriately triaged and recorded. If you witness, or are the victim of a hate crime or hate incident on a match day, you should contact a steward or security guard who are in direct contact with the control room. If you are unable to locate a steward or security guard, you should use the TEXT RESPECT hotline.

3.2.2 Internal Reporting

In addition to following the reporting protocols outlined in this Policy, where a hate crime or incident relates to the behaviour of another employee, you should raise the concern in accordance with the *Employee Grievance Review Guidelines*. Where the hate crime or incident relates to the behaviour of a participant, customer or member of the public, you should raise the concern internally in accordance with the *Employee Complaints Procedure* or *Whistleblowing Policy*. Hate crime and hate incidents will be collated in the Customer Voice System.

3.3 Support

There are several national organisations that offer support to victims of hate crime. They provide services such as helplines, guidance, confidential safety advice and training. They include:

- Stop Hate UK <https://www.stophateuk.org/>
- Tell MAMA (Measuring Anti-Muslim Attacks) <https://tellmamauk.org/>

- CST (Protecting our Jewish Community) <https://cst.org.uk/>
- Deaf Plus <https://www.deafplus.org/services/>
- Galop (LGBT+ communities) <https://galop.org.uk/hatecrime/>
- Mencap (The Voice of Learning Disability) <https://www.mencap.org.uk/>

Further, Yorkshire Cricket employees are able to access free counselling support through our employee assistance programme WeCare. WeCare can be contacted on 0800 917 9330.

4. ROLES AND RESPONSIBILITIES

4.1 Board of Directors

The Board of Directors are responsible for reviewing reported Yorkshire Cricket hate crime or hate incident data.

4.2 Managers

Managers are responsible for promoting the Policy within their teams and appropriately signposting employees to the Policy should they witness or experience hate crime or hate incidents.