Lancashire Cricket

Whistleblowing (EDI Discrimination)

Statement

Lancashire Cricket strongly condemns all forms of discrimination and discrimination has no place in cricket.

Lancashire Cricket is aware of its responsibility as part of English Cricket in ensuring that the game takes every step possible to eradicate discrimination.

The Club has set up a dedicated reporting channel for anybody who wishes to report prejudice, discrimination or abuse as a victim or as a witness. The dedicated email address established is equality@lancashirecricket.co.uk

Reports made through this portal will be subject to immediate investigation and treated with strictest confidence.
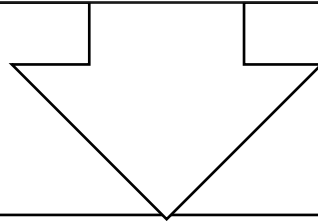
Alternatively report of discrimination can be made via the ECB portal, where the complaint will then be forwarded to either the point of contact for LCC or LCF.

Investigations can either be dealt with in-house, this is dependent on the issues of the complaint or the Club will use the independent investigator available Red Snapper.

The flow chart below shows the routes available for dealing with reports of discrimination.

Complaint via ECB Whistleblowing portal

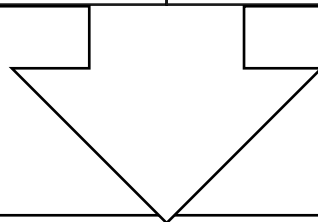**Complaint via LCC equality@lancashirecricket.co.uk**

ECB triage to identify which FCC the complaint should go to and send to point of contact. For LCC it is HR Director

FCC/HR will acknowledge receipt of complaint to complainant and outline the process to be followed. Obtaining consent to share information with relevant parties as part of the investigation

FCC conduct investigation in-house, HR will conduct or appoint an internal IO.

FCC appoint Red Snapper to conduct investigation. HRD will facilitate any investigations with FCC staff required

Investigation report is shared with HRD point of contact

HR identify next steps which will include:

communicating the outcomes/actions with the complainant

identifying any internal actions required - such as disciplinary investigations & sanctions and facilitate with the relevant HOD/Manager the process