



DISPARITY POLICY - FAQs 2023



Why do we have this policy?

This Policy is intended to provide a mechanism and process to address any issues that are raised in Recreational Cricket where such Disparity cannot be dealt with through the existing safety mechanisms and there remains a concern regarding the health and safety of players.

What does disparity mean?

A noticeable difference in terms of level or treatment, especially one that is seen as unfair, specifically in relation to strength and speed.

Does the policy only cover safety, or does it include fairness?

This policy is designed with safety as the priority; however, the policy also states that Discrimination Legislation exists to protect individuals from being treated unfairly based on any protected characteristics.

Does the policy apply to soft ball cricket?

Other than in exceptional circumstances, soft ball cricket is not expected to be considered by the Safety Panel.

What levels of the game does this apply to?

All levels of the game are covered by the Policy with most matters resolved locally for expediency and continuity.

What do you do if you feel an individual or more players are at excessive risk due to a disparity?

Follow the process and information provided in Section 4 in the Disparity Policy.

If the situation cannot be resolved at the time what happens next?

Follow the process and information at the end of Section 4 contained within the Disparity Policy

i.e. the match officials and/or representative from the relevant Cricket Organisation shall make an application to the Safety Panel for further assessment and consideration of the Disparity in issue. The application should include all evidence gathered, including (where possible) any conclusions arising from a formal risk assessment conducted by the match official(s) and/or relevant Cricket Organisation.

Does this Policy cover Trans People playing cricket

The ECB's Transgender Playing Policy handles matters of eligibility for transgender and non-binary people playing cricket, and which competitions they are eligible to play in.

The Disparity Policy applies to anyone playing cricket, regardless of their gender, and is applied where there is a disparity in speed / strength / skill that cannot be managed through other existing safety mechanisms.