



WARWICKSHIRE COUNTY CRICKET CLUB

MULTIFAITH CHARTER

EDGBASTON
FOR EVERYONE



**FOR
EVERYONE**

MULTIFAITH CHARTER

Warwickshire County Cricket Club has worked with local faith groups to devise a Multifaith Charter which defines how the Club will welcome and serve the multi-cultural communities of Birmingham, the West Midlands and Warwickshire when visiting, playing or working at Edgbaston Stadium, the Indoor Cricket Centre or Portland Road.

In order to achieve our ambitions, the Club commits to work in collaboration with all faith communities to deliver this charter and recognises the important role faith communities play within our region.

The Multifaith Charter adheres to all aspects of Warwickshire CCC's **Edgbaston for Everyone** framework which addresses the need to create a safe and welcoming environment for all.

The Charter is designed to ensure that players and employees of the Club can thrive and reach their potential without having to overcome barriers and that Edgbaston is seen as a safe and inclusive environment for all visitors, regardless of their reason for visiting.

To ensure that we are meeting our commitments and continually improving and enhancing the Charter we will engage an advisory group comprised of the local faith representatives who have contributed to its creation. The advisory group will represent the major faiths represented in our region, and should any faith not be represented we will add to the membership as required. Members will be leaders from recognised and constituted faith groups with experience of working with other faith organisations and share multifaith objectives.

Stuart Cain
Chief Executive

THE CHARTER

The Charter applies to all faiths (and those with none) but has specific commitments to the following faith groups who have provided guidance for the Charter and will have representation on the advisory group: Bhuddism, Christianity, Hinduism, Islam, Jain, Judaism, Sikhi.

There are two key aspects to the Charter to support people of faith:

Stadium Infrastructure and Support

To provide the best facilities and resources possible to allow an individual to follow their faith.

Personal Faith Based Requirements

To make the necessary provisions and adjustments within our work practices to allow an individual to practice their faith.

Stadium Infrastructure and Support

- Staff and players will be briefed on the Multifaith Charter so they understand the Club's commitments at their induction. They will also be asked about any specific faith-based needs that they would like to be accommodated.
- Provision will be made for prayer and quiet reflection for all faiths. For players these requirements will be taken into consideration during training and on matchdays. This includes a dedicated space within Edgbaston Stadium for prayer and reflection.
- Recognition that staff and players practising their faith may require time for prayer, reflection, and ablution including observance of prayer and reflection when not training, travelling, competing, or performing key duties.
- Staff and players of all faiths will be provided with pastoral/faith based/spiritual support either via our wellbeing service provided through Chaplaincy Plus or faith specific support through the dedicated connections made via our local faith representatives.
- Staff and players from all faiths will be free to share their positive views and experiences of their faith. For players, any public statements must be shared in advance with the Club and where acceptable positive stories shared using Club media channels.
- The specific needs of female players and staff of all faiths will be recognised. Support will be provided and where we are able to, infrastructure adaptations and amendments made for the individual.
- Major religious calendar events will be recognised by the Club and where feasible celebrated through staff briefings, greetings, and events.

- Cultural awareness of all faiths will be conducted with all staff, including professional players, with sessions dedicated to individual faith groups.
- Where issues arise, or discrimination, harassment or victimisation takes place, they shall be dealt with in accordance with the Club's Dignity at Work Policy and Inclusion and Diversity Policy.

Personal Faith Based Requirements

Dietary Requirements/Observances

- Adherence to dietary principles is an important aspect of many faiths. Players of all faiths will be catered for according to their religious requirements/adherence to these principles. Of the faiths represented this includes:
 - Muslim athletes – Halal food/Vegetarian food.
 - Sikh athletes – Vegetarian/Vegan or Non-Halal food.
 - Hindu athletes – Vegetarian/Vegan food.
 - Jewish athletes – Kosher food.
- Fasting is an important aspect of religious observance for many faiths. Staff and players will be given permission to fast, and players supported with their nutritional needs during periods of observance.
- In many faiths consumption of alcohol is prohibited, and respect will be shown to staff and players who do not wish to partake in consumption of alcohol or be involved in celebrations or awards that involve the use of alcohol.
- At induction staff and players will be asked to outline any other substances that are impermissible as part of their faith and given the opportunity to abstain or remove themselves from situations in which they may come in proximity to these substances.

Religious Attire, Playing Kit, and Uniform

The Club will show sensitivity and flexibility to accommodate, where feasible, the wearing of religious attire in a safe manner (in compliance with the Club's Health and Safety policy), including:

- If the Club's playing and training kits do not adhere to the player's faith-based protocols every attempt will be made to provide an alternative where feasible as requested by the player.
- This also applies to staff in situations where a uniform is required to perform their role. Should the uniform not adhere to the staff member's faith-based protocols every attempt will be made to provide an alternative where feasible as requested by the staff member or provide the staff member with the option of wearing a suitable alternative.

Practising your Faith

- Staff and players from all faiths will be given the opportunity to practice their faith (e.g. daily prayers) where feasible and where there is no adverse impact on the ability to perform their roles.

Supporters and guests to **Edgbaston Stadium**

Our commitment extends to supporters and guests of different faiths including visiting teams

- To provide a variety of food options on both matchday and non-matchday events to meet the dietary requirements of people of all faiths.
- To provide a space for prayer/reflection for supporters and guests on matchday and non-matchday.
- To provide fans with appropriate seating when requested at the point of purchase where alcohol is restricted or not permissible in dedicated areas of the stadium on matchday.
- To have an open dialogue with faith representatives supporting the Charter to ensure we are meeting the requirements of guests and supporters that come to Edgbaston Stadium.
- To ensure robust reporting of discriminatory issues, and ensure they are dealt with quickly during matchday and non-matchday events.

Our **commitment**

In striving to meet the points raised within the Multifaith Charter, Warwickshire CCC commits to:

- Seek out faith based/pastoral support via the working group of faiths represented. This includes the support provided to both the athlete and the Club.
- Provide awareness of different faiths to all staff at the Club.
- Demonstrate cultural allyship by celebrating and recognising key religious dates/events for all faiths.
- Ensure all faith-based needs are discussed at the point of induction for athletes and staff.
- Where possible adapt stadium infrastructure and practices to support the following of faith-based practices and rituals.
- Promote a Club free from discrimination, harassment, and victimisation.
- Encourage open and honest dialogue with our faith colleagues and community.



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