



DERBYSHIRE CRICKET FOUNDATION EQUITY, DIVERSITY & INCLUSION PLAN 2023



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EQUITY, DIVERSITY & INCLUSION

Cricket is a game for everyone. It can connect communities and improve lives, and help bring people from diverse backgrounds together. At the Derbyshire Cricket Foundation (DCF) we also recognise the reality is that for too many people, that hasn't always been the case. Some have faced barriers to participation, and others have not felt welcome. Widening participations in cricket and inspiring a generation to say "cricket is a game for me" has been the cornerstone of the DCF strategy for several years. Equity, Diversity, and Inclusion (EDI) is therefore integral and imperative to our core purpose. It is our responsibility to identify barriers that may prevent people accessing the game or feeling welcome, and take action to address them.

Our 2023 Equity, Diversity & Inclusion (EDI) Plan will strive to grow the game by creating inclusive environments, removing barriers to participation, tackling discrimination, and widening participation among under-represented groups. We will actively support the England & Wales Cricket Board (ECB) 12 point plan to tackle racism and promote diversity and inclusion across cricket, including the deployment of the ECB Anti-Discrimination Code. This document outlines the high-level actions we will take this year, and covers 4 key themes:

LEAD BY EXAMPLE

THE DCF ITSELF WILL STRIVE TO BE A BEST-PRACTICE INCLUSIVE ORGANISATION

WELCOMING & INCLUSIVE CLUBS

WE WILL SUPPORT CLUBS TO CREATE WELCOMING AND INCLUSIVE ENVIRONMENTS




WIDENING PARTICIPATION

WE WILL WIDEN PARTICIPATION AMONG UNDER-REPRESENTED GROUPS AND ADDRESS BARRIERS TO ACCESS.

COMBATting DISCRIMINATION

WE WILL TAKE ACTION TO HELP CRICKET BE FREE OF DISCRIMINATION

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LEADING BY EXAMPLE

Commitment/Action
1) Be accountable for delivery of this EDI plan, and regularly monitor and report on progress in delivering the plan.
2) Involve more external voices, diverse perspectives, and communities in the process of developing and reviewing our plans.
3) Take action to ensure that applicants from diverse communities and under-represented groups have equitable access to any job opportunities at the DCF.
4) Ensure all our staff and associates who work with the DCF continue to be well trained and informed on EDI and creating inclusive environments for everybody we work with.

KPI/Success Measure	Timing
<ul style="list-style-type: none"> Board review Annual report published 	<ul style="list-style-type: none"> Review every Board meeting Annual report by year-end
<ul style="list-style-type: none"> Consultative bodies established for under-represented groups 	<ul style="list-style-type: none"> H1 2023
<ul style="list-style-type: none"> Positive action taken Number of applications from under-represented groups 	<ul style="list-style-type: none"> By end Q3 2023
<ul style="list-style-type: none"> All DCF staff & associate coaches completed EDI training CPD for DCF Staff 	<ul style="list-style-type: none"> Associate coaches trained – Q1 CPD for Staff— ongoing



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COMBATTING DISCRIMINATION

Commitment/Action

1) Support all clubs and leagues across Derbyshire in adopting the ECB Anti-Discrimination Code in advance of the 2024 season.

2) Promote participation in on-line EDI training among officials and participants across grassroots clubs and leagues in Derbyshire.

3) Establish a process for monitoring alleged breaches of the Anti-Discrimination Code (ADC).

4) Establish an Anti-Discrimination Support Panel to assist clubs and leagues effectively manage any alleged breaches of the Anti-Discrimination Code.

KPI/Success Measure

- Anti-Discrimination Code adopted by all Clubs & Leagues

- Number completing training – more than 2.3% of national completions

- Reporting process for individuals, and for clubs/leagues

- Panel established

Timing




- All Clubmark clubs by Q1 2023
- All remaining Clubs & leagues by Q1 2024

- Ongoing

- Reporting process for individuals in place
- Club/league reporting process during Q1

- By April 2023

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WELCOMING & INCLUSIVE CLUBS

Commitment/Action
1) Provide County Grant Funding to support clubs developing more welcoming and sustainable facilities, which support wider participation in cricket.
2) Provide clubs with an easy-to-use “toolkit” that will inform local action planning to create more welcoming and inclusive clubs.
3) Provide clubs with additional best-practice guidance and resources to enable more welcoming environments.
4) Establish an on-line survey template to help clubs gather feedback from members on how welcome they feel.

KPI/Success Measure	Timing
<ul style="list-style-type: none"> County allocation awarded to Clubs 	<ul style="list-style-type: none"> By December 2023
<ul style="list-style-type: none"> Toolkit published 	<ul style="list-style-type: none"> Q1 2023
<ul style="list-style-type: none"> Best practice guidance communicated and available to clubs via DCF website 	<ul style="list-style-type: none"> Release 1 during Q1 2023 Ongoing updates
<ul style="list-style-type: none"> Survey available to clubs 	<ul style="list-style-type: none"> February 2023



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WIDENING PARTICIPATION

Commitment/Action

1) Provide more opportunities for those with a disability to access cricket

- A) By launching 2 new Super 1's Hub
- B) By increasing the number of Disability Champions Clubs
- C) By increasing delivery in SEND schools

2) Continue to grow participation among Women & Girls

- A) By increasing the number of clubs with Girls sections
- B) By maintaining high levels of female participation in Coach Education
- C) Increasing the number of Women's teams
- D) Increasing the number of girls in National Programmes (All Stars & Dynamos)

KPI/Success Measure

No. of people with a disability participating in cricket activity

- A) 2 new Super 1's Hubs
- B) 3 new champion clubs
- C) Delivery to 24 SEND schools

- A) 25 Girls sections
- B) 30+ newly qualified coaches, 20+ new activators
- C) 60 women's teams
- D) 750 girls in National programmes




Timing

- A) December 2023
- B) September 2023
- C) September 2023

- A) October 2023
- B) December 2023
- C) September 2023
- D) September 2023



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WIDENING PARTICIPATION

Commitment/Action

- 3) Take action to increase and sustain BAME participation
 - A) By increasing BAME participation in All Stars & Dynamos programmes
 - B) By maintaining high levels of BAME participation in Coach Education
 - C) Establish 3 new Chance to Shine Street Projects
 - D) Establish MCC Hub in Derby City
 - E) Providing participation opportunities during Ramadan for those fasting

- 4) Addressing socio-economic barriers to accessing cricket
 - A) Increase Chance to Shine delivery in schools with 40%+ Free school meals (FSM)
 - B) Taking action to reduce financial barriers to participation in the County Age Group Pathway
 - C) Provide free and accessible sessions through Chance to Shine Street
 - D) Reduce financial barriers through Access to Cricket Grants
 - E) Introduce a kit & equipment recycling scheme

KPI/Success Measure

- A) 13%+ BAME participants in National Programmes
 - B) 15%+ of qualified coaches to be BAME
 - C) 3 New street projects and increase in participants
 - D) 1 MCC Hub Established
 - E) Number of sessions provided




- A) Minimum of 35 schools in 40%+ FSM
 - B) Funding support for all players receiving FSM / Benefits
 - C) 90+ participants accessing Street sessions
 - D) 30+ grants awarded during 2023
 - E) Scheme launched

Timing

- A) September 2023
 - B) December 2023
 - C) December 2023
 - D) Winter 2023-2024
 - E) March-April 2023

- A) September 2023
 - B) From Q1 2023
 - C) December 2023
 - D) Review December 2023
 - E) Q2 2023

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