

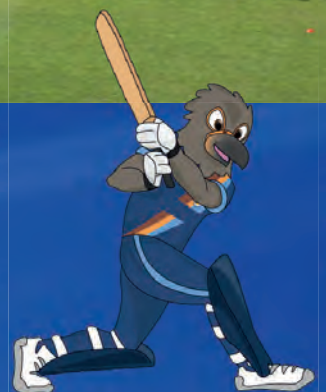


DERBYSHIRE CRICKET FOUNDATION EQUITY, DIVERSITY & INCLUSION REPORT 2022



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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.

This report summarises progress we have made in 2022. We acknowledge that there is still much more to do. Our work on EDI will continue in 2023 and beyond, and we will continue to provide annual updates on our progress.

Thank you to the team at the DCF for their commitment and hard work in enabling this progress in 2022, and thank you to the fantastic network of volunteers across cricket in Derbyshire, who are the life-blood of the recreational game and commit their time to providing opportunities for others.
Richard Wood – Managing Director
Bob Blenkinsop – Chair

EQUITY
PROVIDING EVERYBODY WITH EQUAL ACCESS TO CRICKET

DIVERSITY
RECOGNISING, RESPECTING, VALUING AND PROMOTING DIFFERENCE THROUGH CRICKET

INCLUSION
ENSURING EVERYBODY FEELS WELCOME, INCLUDED, AND ABLE TO BE THEMSELVES AT CRICKET

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At the DCF we focus on meeting the needs of the communities and clubs that we serve, but it is important that as an organisation we lead by example on Equity, Diversity & Inclusion. Action we have taken in 2022 includes:

- Our staff have participated in extensive EDI training this year., including training provided by the ECB and Chance to Shine, as well as additional training run in conjunction with Derbyshire CCC.
- Delivery of our EDI plan is a key performance objective for the DCF Managing Director. Progress against the plan was reviewed at every Board meeting this year.
- We sought feedback from staff on their experience of working at the DCF through an online EDI perception survey. The survey results were largely positive, and stronger than the average results across cricket boards in England & Wales. The team have reviewed the results and identified improvement opportunities, and we conducted a further Pulse survey in November 2022 to monitor our progress.
- Diversity within the DCF team makes us stronger. Although we have a small team and few opportunities to recruit, female representation has increased in recent years. There is limited ethnic diversity within the team, but we are committed to promoting vacancies to diverse communities and providing equitable access to these opportunities.
- A Board of Trustees with diverse skills and experience is important in providing effective governance of the DCF. We meet all Sport England and ECB requirements for Board diversity. We have increased the diversity of our Board during 2022, and we will continue to seek opportunities to increase it further.
- We have a joint EDI working group with Derbyshire County Cricket Club which meets regularly and identifies action in areas where we have shared interests and can work together.

140 Hours of EDI training completed by DCF staff in 2022

93% of DCF Staff say Women's Cricket is valued

87% of our staff say they feel welcome, included and like they belong at the DCF

1st County to 100 completions of the ECB Anti-Discrimination Training

Cricket clubs are communities that can improve and change peoples lives. We have many outstanding clubs across Derbyshire, with committed volunteers who create welcoming and inclusive environments for their members and guests. As we widen participation in cricket though, clubs are facing new challenges. Many facilities were not designed to be accessible or for mixed-use, and some clubs need to adapt their practices to welcome more diverse membership. Helping clubs provide welcoming and inclusive environments is an ongoing priority for the DCF

In 2022 this included:

- Providing £180,000 of funding to 27 clubs across Derbyshire through our County Grants scheme to help provide more welcoming and sustainable facilities.
- 6 Clubs in Derbyshire became Disability Champion Clubs, providing a cricket offer for people of all abilities.
- Providing training to 124 Club Safeguarding Officers, to ensure that our clubs remain safe places for children, young people and vulnerable adults.
- Training 150 new coaches, and developing a more diverse volunteer workforce. One-third of participants in our coach education programmes were female, and around 18% were from Black, Asian, or Minority Ethnic groups (BAME)..
- 44 of the 104 clubs in Derbyshire have adopted the ECB Anti-Discrimination Code, and we have provided guidance to the remaining clubs to support adoption of the Code during 2023.
- We facilitated 4 Club Forums on Welcoming & Inclusive clubs attended by more than 100 club representatives, and we have provided additional support and resources to help clubs continue progress in this area.
- Derbyshire led the way in rolling-out a new ECB EDI training module, with more than 100 volunteers completing the training. Further deployment of this training will continue during 2023.



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Widening participation in cricket is key to sustaining and growing the game, and integral to our strategy to inspire a generation to say “Cricket is a game for me”. In the next few pages we describe progress we have made in widening participation.

DISABILITY CRICKET

1 in 5 people across the UK have a disability, and disabled people are almost twice as likely to be physically inactive, compared to those without a disability. The DCF are committed to making cricket accessible for people of all abilities.

During 2022 Jess Bakewell was appointed as our first dedicated Disability Cricket Officer, in partnership with the Lord Taverners Charity. Jess has already enabled more people with disabilities or impairments to access cricket. This has included:

- 33 weekly sessions at a new Super 1’s Disability Cricket Hub at Alfreton — a second hub is planned for 2023.
- Providing a table-cricket offer to more than 400 children across 14 Special Educational Needs schools.
- Supporting 6 clubs across the county to become Disability Champion Clubs, providing accessible sessions for people of all abilities
- Enabling 3 people with disabilities to successfully complete Coach Education Programmes.
- The Derbyshire Disabled Cricket Club, based mainly at Darley Abbey CC, continues to provide a pathway for players with disabilities, with teams which participate in national ECB harball and incrediball competitions.

33 sessions at our Alfreton Super 1’s Hub

420 Children played table cricket across **14** SEND schools in 2022

6 new Disability Champion Clubs



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WOMEN'S & GIRLS

Increasing the number of women involved in cricket has been hugely beneficial to clubs across Derbyshire. Not only are more women playing the game than ever before, but women are strengthening our volunteer workforce by bringing new skills, experience, and perspective to clubs across the county.

Progress in 2022 includes:

57 women's teams across **45** of the clubs in Derbyshire, a **25%** increase on 2021.

More than **500** women played in **22** softball festivals across the county, and more than half are over the age of 40. The Clubs hosting the festivals do a brilliant job of making everybody feel welcome,

The number of Derbyshire teams entering the East Midlands Women's Cricket League almost doubled.

9 Clubs played a total of **72** matches in the High Peak Ladies Softball league.

12 clubs entered teams in the indoor league in Derby.

1 in 4 Softball participants also volunteer at their club.

49 females qualified as coaches and **42** female activators were involved in delivering All Stars and Dynamos programmes to children across the county.

More than **650** girls aged 5-11 participated in our All Stars and Dynamos programmes this year. Girls now represent over a quarter of participants in these programmes and also in our DCF Holiday programmes.

We now have **15** clubs with Girls sections, and for the first time the level of interest in our Girls County Age Group squads required us to run trials to inform squad selection.

"I love the fact that we are all different ages, shapes, sizes, fitness levels, skill levels, everything and we just come together and just play. There's no pressure and its something for us!"

45 clubs with women's sections

25% more Women's teams than 2021

503 women played in softball festivals

49 females qualified as coaches

650 girls in All Stars and Dynamos

1 in 4 Women's softball players volunteer at their club

94% increase in teams entering the East Midlands Women's League



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ETHNIC DIVERSITY

Ensuring equitable access to cricket irrespective of ethnicity is both the right thing to do and important in sustaining and growing the game, particularly in urban areas. The DCF monitors the ethnic profile of participation in our programmes, and although participation from Black, Asian, or other Minority Ethnic (BAME) groups is broadly in line with the levels of representation across Derbyshire (around 13%), we recognise that there are still some programmes that are not fully representative and that there is still more action needed to sustain levels of BAME participation.

The majority of the BAME population in Derbyshire (64%) is in Derby, which presents a number of interdependent challenges in providing equitable access to the game. Access to suitable indoor and outdoor facilities is limited. Derby has less clubs per resident than any other part of the County and in recent years there has been less opportunities for children to play. Higher levels of deprivation in some areas impacts on the affordability of cricket and other forms of physical recreation.

The DCF are committed to addressing these challenges, and in 2022 we have taken action to provide more young children in Derby, including those from BAME communities, with affordable access to cricket, whilst also supporting the development of inner-city clubs to help sustain participation. Derby is home to several clubs with strong links within the South Asian community, and we worked closely with these clubs to build on their strengths and reach into their local communities.

We supported the delivery of All-Stars programmes in all our clubs in Derby for the first time, and delivered additional programmes in community spaces such as Kiwi Park. We funded around 190 places on these programmes to enable access. The number of BAME participants in All Stars in 2022 was twice the level of 2019.

We delivered more Holiday Programmes in Derby, and BAME participation on programmes across the County was more than 13%. We established an indoor hub at the Sherwin Centre in Pear Tree in Derby, and delivered 67 Chance to Shine Street Cricket sessions with 45 predominantly BAME participants. Some of the young participants also had the chance to visit London and play in the national finals at Lord’s.

Sustaining the participation of children and young people requires strong clubs providing positive environments and good coaching. We funded 61 bursaries to enable access to coach education for under-represented groups, and around 18% of our qualified coaches this year were BAME, up from 3% in 2019. Also during the year, for the first time, all clubs in Derby were awarded Clubmark – an ECB standard that recognises clubs which are sustainable, well run, and providing the right environments for their members.

Our focus on equitable access for everyone, irrespective of ethnicity, will continue. We anticipate that action will be needed for several years to ensure sustainable representative participation across the game.

191 funded places on National Programmes

BAME participation in All Stars doubled since 2019

17.9% of coaches qualifying are BAME

67 Chance to Shine Street Sessions

	Asian	Black	Mixed	White	Other	Total
All Derbyshire (2021 Census)	5%	1.4%	1.9%	3.9%	1.0%	13.1%
All Stars—2022	4.9%	0.4%	3.5%	0.3%	0.8%	9.9%
Dynamos—2022	3.7%	0.2%	3.2%	0.2%	1.3%	8.6%
Holiday Programme	6.7%	0%	5.1%	1.3%	0.2%	13.3%
Derbyshire County Girls Pathway	5.8%	0%	4.5%	0%	0%	10.3%
Coach Education	13.6%	0.6%	1.2%	2.5%	0%	17.9%

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The cost of cricket can present a barrier to access, and this has been particularly highlighted in 2022 as so many people have faced wider challenges associated with increases in the cost of living. There is a limit to what the DCF can do to mitigate these challenges, but we have taken several actions during 2022 to try, where possible, to remove cost as a barrier to participation. This includes:

Launching a new Access to Cricket Grant to award up to £300 to those facing financial difficulty, providing more than £4,000 of funding to 27 applicants.

Funding 191 places on All Stars Programmes

Funding 61 bursaries totalling £5,800 to enable participation in Coach Education programmes

Subsidising the cost of Girls County Age Group Trials to enable free access to everybody

We provided activity and food provision for vulnerable children in Derby City during the summer. This included 640 meals, supporting 90 children over 16 days.

In 2023 our schools programme will include delivering cricket in a minimum of 35 schools where more than 40% of pupils are on Free School Meals.

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Ensuring cricket is a game for everyone needs to extend to groups and communities beyond those referred to already in this report, and we acknowledge the need to create inclusive environments for other underrepresented groups and those who may feel they are not welcome in cricket. For instance, in September we attended the first national LGBTQ+ Inclusion in Cricket Conference at Edgbaston, and heard about how many members of this community don't consider team sports, including cricket, to be a safe space where they can be themselves. We have met separately with the Conference organisers, and will continue to explore ways we can help the LGBTQ+ community feel welcome in cricket.

There is still much more work to do, but EDI will continue to be a priority for the DCF and we look forward to shortly publishing our 2023 action plan, and continuing to work with volunteers and partners across the game, and providing further updates as we strive to make sure cricket is a game for everyone.

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