



DCF Women's Cricket Conference 2024

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Agenda

- 9:45 – Welcome and Introduction
- 10:00 – Club Facilities, Funding and Projects
- 11:00 – Break
- 11:10 – Girls Cricket: Creating more teams
- 12:00 – Lunch
- 12:45 – Volunteer Workforce: Widening the base
- 1:45 – Women's Cricket: What is working well? Even better if....
- 2:30 – Close





Independent Commission for Equity in Cricket

- Commissioned by the ECB in 2021, but completely independent of the ECB
- Gathered evidence from 4,000+ people across cricket in England & Wales (surveys, interviews, input from stakeholders across cricket)
- 3 main focus areas – Race, Gender, and class/social background
- Report published June 2023 included 44 Recommendations

“the stark reality is that cricket is not a game for everyone”

Cindy Butts, Chair ICEC

ICEC

Independent
Commission for
Equity in Cricket

**HOLDING UP A
MIRROR TO CRICKET**

**A Report by the
Independent Commission
for Equity in Cricket**

June 2023

**Cricket’s ‘rotten culture’ highlighted
by Commission head after ‘horrific’
stories**

The ICEC Holding Up A Mirror report on cricket concluded there is racism, sexism and misogyny within the sport.

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ICEC Report – Implications for Cricket in Derbyshire

Inequitable access to cricket, and to development opportunities within the game

- Gender
- Race
- Class/Social background
- Pathway
- State Schools
- Clubs
- Community engagement

Culture, Conduct, Complaints

- Those from under-represented groups most likely to report experiencing discrimination in cricket
- 75% of those experiencing discrimination don't complain – main reason is lack of trust that action will be taken.
- Complaints management process found to be “not fit for purpose”



DERBYSHIRE CRICKET FOUNDATION

Committed to Making Cricket A Game For Everyone

UNDER
CONSULTATION



1. We will support clubs to create environments where everyone is welcome

- Recognising and sharing best-practice already being done by clubs to create welcoming environments.
- Providing clubs with guidance and tools to support the ongoing development of welcoming and inclusive environments.
- Continuing to support clubs in developing their facilities into accessible and family-friendly environments.
- Providing training and guidance for volunteers



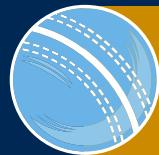
2. We will grow female involvement in cricket - promoting opportunities and addressing barriers impacting equitable access

- Continuing to resource and support the development of Women's & Girls cricket.
- Supporting the ECB goal to treble the number of girls' club teams by 2026.
- Continuing to support investment which provides improved facilities for females.
- Continuing to support female participation in volunteering.
- Consulting with females in cricket, to identify barriers to equitable involvement and inform improvement actions
- Continuing to provide a talent pathway for Women & Girls.



3. We will take action to reduce social background or class limiting opportunities for people to access or develop in cricket

- Continuing to deliver cricket activity in primary schools, including those with the highest proportion of pupils eligible for Free School Meals.
- Expanding the reach of our Access to Cricket Grant and bursaries to help reduce cost being a barrier to participation in cricket.
- Introducing new programmes which increase accessible development opportunities for those from state schools and areas of deprivation.
- Seeking to sustain participation for those accessing cricket through non-traditional formats, including providing routes into accessible and welcoming clubs.



4. We will take action to ensure that those from under-represented ethnic groups have equitable access to cricket and opportunities for development

- Continuing to support delivery of affordable and accessible activity for young people in ethnically diverse areas.
- Continuing to assist people from diverse communities to access and progress through the pathway for coaches and officials.
- Continuing to support the development of clubs which provide opportunities to sustain participation in diverse communities.
- Strengthening our relationships with different communities, involving them more in the development of our programmes and plans.



5. We will enable wider access to our talent pathway, and equitable opportunity for development within the pathway

- Widening our talent identification process to include girls and boys being introduced to cricket outside a club environment., including supporting their transition into clubs.
- Conducting open-trials for the County Age Group Pathway for girls and boys, enabling anybody to apply for trials.
- Restructuring our Talent Pathway for those in the younger age groups to provide access to high-quality development opportunities to a wider group.
- Taking action to ensure cost is not a barrier to participation and progression in the Pathway, without compromising the quality of the programme.



7. We will strive to eliminate discrimination from cricket

- Continuing to promote participation in anti-discrimination training across the recreational game.
- Ensuring DCF staff continue to have appropriate training to help manage any issues of discrimination.
- Support all clubs and leagues across Derbyshire in adopting the ECB Anti-Discrimination Code in advance of the 2024 season..
- Encouraging clubs and leagues to place greater emphasis on effective Codes of Conduct.
- Offering professional and independent support to clubs and leagues needing to manage allegations of discrimination.
- Confidentially monitoring cases of discrimination to identify lessons learned and preventative



6. We will help make cricket accessible to those with a disability

- Continuing to deliver a cricket offer in schools for pupils with Special Educational Needs and Disabilities
- Increasing the reach of our Super 1's Hubs, providing access to cricket for more young people with a disability.
- Continuing the integration of people with disabilities into cricket clubs by supporting the development of Disability Champion Clubs
- Providing training and guidance to coaches and volunteers to support the inclusion and development of those with a disability.

Supported by Stakeholder Consultation, Detailed Action Plans, Regular Monitoring, & Progress Reporting





Women & Girls Perception Survey 2.0

September/October 2023

➤ **364 responses to survey – female perceptions of cricket in Derbyshire and comparative data to our 2021 survey**

○460 comments of feedback

➤ **Survey illustrates the wide variety of roles in which women are involved in cricket**

○More women involved as volunteers, coaches, officials, and committee members than in 2021

➤ **Females of all ages are getting involved**

○Responses from age 14 to 61+

○More than half survey responses from those age 41+

➤ **Women's softball is still the most popular format - but more women are playing hardball cricket.**

○24% of respondents now playing Women's hardball

○13% of respondents now playing mixed open-age cricket





Experience varies between clubs and opinion is divided

Supported & Included

We are brilliant at being welcoming and inclusive

"Our club recognises the importance of the women's team to the club and is subsidising our kit. The club members have been really supportive at women's events. Our club posts the women's games and team sheets on the weekend match announcements ensuring the women's team are a part of the club not an add on."



"bottom of the pile"

"The ladies' team have to manage without help of the committee and are made to feel at the bottom of the pile....."

"The girls/ladies team run the team with no help or assistance from any other club or committee members, this is not by choice."

- Less than half think that Women's & Girl's teams are treated equally to teams that are predominantly male.
- Only 40% believe that they have an equal voice to male members in the decisions that club officials and committees make.





Club Facilities, Funding and Projects

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Women and Girls Perception Survey

70+ comments of feedback referred to the importance of improving facilities.....

We don't have appropriate changing/ shower facilities for women

Provide better changing facilities

Improved changing facilities and toilets for women and girls

Definitely need better toilets that actually flush

Men's changing room has a window straight out to the pitch so still inappropriate for women to change in the men's facilities

More privacy and better showers needed, with cubicles

17. On a scale of 1-10, how comfortable are you using your clubs existing changing facilities?

[More Details](#)

Promoters	79
Passives	87
Detractors	171



13. On a scale of 1-10, how comfortable are you using your clubs existing changing facilities?

Promoters	88
Passives	85
Detractors	161





County Grants Fund

The County Grants Fund aims to support ECB affiliated Cricket Clubs to create welcoming environments, provide enhanced facilities and playing opportunities, and to tackle climate change.

Eligible clubs can apply for a grant from £1000 - £10,000
DCF request that clubs contribute at least 10% to the total project costs.

Creating Welcoming Environments

Eligibility:

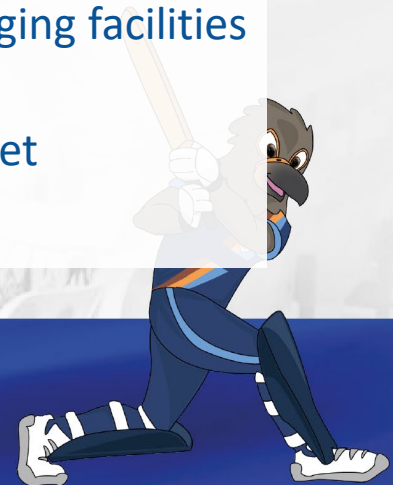
Clubs must run at least one of the below:

- All Stars Cricket
- Dynamo's Cricket
- Women's/Girls' Cricket
- Disability Cricket

Enhance Facilities & Play Opportunities for Women's, Girls' or Disability Cricket

Eligibility:

- **Non-Turf projects will only be supported if clubs run Women's/Girls' Hardball teams.**
- Clubs wishing to enhance existing changing facilities must run either:
 1. Any format of Women/ Girls Cricket
 2. Disability Cricket





Creating Welcoming Environments

Supporting All Stars, Dynamos, Women's and Girls' Cricket and / or Disability Cricket

- Toilet Facilities – sanitaryware / tiling / flooring / baby-changing facilities
- Social Space – furniture / decoration / flooring / patio / decking / heating / glazing
- Catering – kitchen units / appliances / professional catering equipment / barbecue
- Arrival and Access – lighting / signage / car park / disabled access
- Digitising – WiFi / Broadband hardware (excludes subscription fees) / TVs / PA or Music systems / Electronic Point of Sale equipment





Providing Enhanced Facilities and Playing Opportunities for Women's and Girls' Cricket and / or Disability Cricket

Open to ECB affiliated Cricket Clubs actively engaged in competitive female only cricket and/or disability cricket

Enhanced Changing Facilities:

1. Create individual shower spaces with drying areas
2. Improved toilet provision – sanitaryware / tiling / flooring
3. Decoration/ mirrors/ hand dryers/ grooming points
4. Personal possession lockers





Facility Development

Discussion: What does the ideal changing room look like at your club?

- Showers with Cubicles and drying off/changing area
- 2/3 toilets
- Ample seating
- Vanity areas (mirrors, numerous plug sockets, sinks)
- Lockers
- Lighting
- Sanatory provision
- Whiteboard
- Privacy (blinds, curtains etc)
- Water fountain

*Feedback from each table in RED





Facility Development

Discussion: What does your club need to do to improve its toilets?

- 2/3 toilets
- Vanity areas (mirrors, numerous plug sockets, sinks)
- Baby changing
- Clean
- NOT CARPET
- Sanatory provision

*Feedback from each table in **RED**





Facility Development

Discussion: What would you do in each of these 3 budgets at your club?

1. £1000-£3999

- New furniture/ seating
- Kitchen equipment
- Lighting
- Boiling water urn
- Lockers
- Repairs
- Bar equipment
- Vanity areas in toilets and changing rooms
- BBQ
- Flexible space/ bifold walls
- Sanitary Products

2. £4000-£6999

- Flooring
- Sound system
- Refurb
- New showers
- Extra toilets
- Boiler and heating upgrades
- New doors and windows
- WiFi

3. £7000-£10,000

- Patio extension
- New toilets
- New changing room
- Total renovation of existing changing rooms
- Renovate club room

*Feedback from each table in RED





How do we get it onto committee agenda?

- Player survey
- More representation on the committee
- Committee to use welcoming environments resource
- Facility audit

*Feedback from each table in **RED**





Girls Cricket – Creating More Teams

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Girls taking part in National Programmes - 2023

- 770 total across All Stars and Dynamos
- Average of 10 per centre
- 515 All Stars
- 243 Dynamos
- What is next for these girls?





Girls Only Cricket: State of play We need more teams.....

- Girls Dynamos Festivals
- Girls U12 League
- 19 clubs with a girls' team
- 30 teams overall

ECB: "We want to triple the number of Girls teams by 2026"



Why do Girls need a separate offer to Boys

Girls often want or prioritise things other than 'successes' from their cricket – fun, friendship and skills

And if they aren't available the less skilled and driven will drift away

They want it to be fun



- It is more fun with other girls
- Boys can be immature, uninviting and arrogant towards them

They take training seriously



- They want to learn new skills
- They often think boys are more interested in showboating

They can lack confidence in their ability



- They often need encouragement and reassurance

They like to hang out with their peers



- Particularly other girls
- They often grow strong friendships with their teammates

They like to be given choices



- Some at county level like all girls training, then training with boys at clubs, so they can develop
- Others want to stay with their friends, even if they could progress





Discussion: How can we get more teams and more sections?

Coloured clothing

Bring a friend along events

Parental/guardian involvement

Investment in workforce and equipment

School engagement

GIRLS ONLY DYNAMOS PROGRAMME

Female coaches and helpers (role models)

Social media – use of gender specific marketing assets (ECB resource hub)

*Feedback from each table in Red





What are the barriers?

- Parents
- Girls who are willing to play with boys
- Finance
- School sport curriculum
- Danger? Reluctance for hardball
- Volunteers!!
- Ground availability
- Other sports
- Lack of matches and opposition
- Postcodes and locality of clubs

How can we overcome them?

- Summer school – day of cricket
- Going into schools
- Taster sessions
- Grants
- Fun focused sessions
- Bring a friend
- Parental involvement
- Female role models
- Merge teams/ clubs
- Support women's team to create girls' team

*Feedback from each table in Red





Women & Girls Volunteer Workforce: Widening the Base

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Women and Girls Volunteer Workforce

“We want to triple the number of Girls teams by 2026”

Discussion

1. What volunteer roles does your club have in the Women and Girls game?
2. What roles and volunteer positions will be needed to facilitate this?

- Coaches
- Team managers
- Parent helpers
- Volunteers making refreshments
- Scorers
- Umpires
- Grounds maintenance
- Social Media
- Girls Co-Ordinator
- Fundraising rep

*Feedback from each table in Red





Women and Girls Volunteer Workforce

“We want to triple the number of Girls teams by 2026”

- **Coaches**
- **Umpires**
- **Scorers**
- **Girls Co-Ordinator**
- **Team managers**





Women and Girls Volunteer Workforce

What's coming up?

- **Activator Training** (booking coming soon)
 - Wednesday 24th of April @ DCCC – 6:30-8:30pm
 - Monday 29th of April @ TBC North Derbyshire – 6:30-8:30pm
 - Wednesday 1st of May @ Hayfield – 6:30-8:30pm
- **Coach Education**
 - Bursaries: <https://dcfcricket.com/coach-education/coach-education-bursary-scheme/>
 - Courses: <https://dcfcricket.com/coach-education/>
- **Umpire and Scoring Courses**
 - Introduction to Umpiring- 14th April- 9am-4pm DCCC
 - Introduction to Scoring course- 9.30-3pm
 - 3rd March- Spondon CC
 - 10th March- Hayfield CC
 - 24th March- Clowne CC
 - Book here: <https://forms.office.com/e/Q9UG0k6fCe>





Women and Girls Volunteer Workforce

Discussion: How can we make sure that these courses are full?

- Agenda item at Committee meetings
- Face to face communication with:
 - Parents/guardians
 - Players
 - Existing volunteers
- Increase awareness of volunteer requirements

*Feedback from each table in Red





Women and Girls Volunteer Workforce

What ongoing support can be given to existing volunteers?

Within your club

- Thank them! In person
- Volunteers get discounted or free membership
- Feedback
- Bar credit
- Volunteer event
- Celebrate success and commitment
- Vouchers and gifts
- Sponsors
- Use of club DCCC membership cards


DCF support

- Nominate for DCF reward and recognition event
- Free tickets
- Volunteer of the month nominations
- Promote young volunteer opportunities
- Make DCF aware of people doing a great job





Women's Cricket

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Women's Cricket: 2023 summary and 2024 Plans

2023

- 56 clubs playing Women's Softball
- 12 Clubs playing Women's Hardball
- 35 clubs playing league cricket
- 625 players
- 18 clubs playing indoor cricket

2024

- TBC clubs playing Women's Softball
- 16 clubs playing Women's Hardball
- 39 clubs playing league cricket
- TBC Players
- 16 clubs playing indoor cricket (so far)





Discussion: What is working well in the Women's Game?

- Festivals
- Friendly and open
- People are nice
- Focuses on turning up and playing together
- Teams and individuals are improving
- Options to progress
- Different formats
- Across ages
- Open to all
- Accessible
- Supportive
- Inclusive
- Friendship/ Community
- Sportsmanship
- Role models
- FUN!
- Game length is right
- Everyone gets a go
- Indoor

*Feedback from each table in Red





Discussion: Even better if.....

What can we do to improve the Women's game?

- Maintain women's engagement
- Coaches to support clubs
- Holiday/ coaching programmes are aimed at kids, could be aimed at women and girls
- Distance increasing as we move up the leagues
- Standard of team improving makes it hard to recruit those who are new
- Club marketing and social media focus
- More support from clubs (whole club buy in)
- Taken seriously
- Better reporting procedures for discipline

*Feedback from each table in Red

