

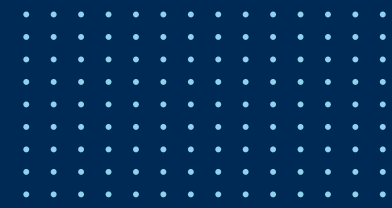


**DERBYSHIRE** Cricket  
Foundation  
Equity, Diversity & Inclusion Plan  
2024

**#AGameForEveryone**  
 @derbyshirecricketfoundation  
 Derbyshire Cricket Foundation Ltd  
 @CricketDerbys



# Who are we?



The Derbyshire Cricket Foundation is a dedicated charity that uses the power of cricket to engage and inspire people in Derbyshire to have a lasting connection with the game.

**Our Purpose is to...**

**“Empower Communities and Improve Lives through Cricket.”**

**Our Vision is to...**

**“Provide every person in Derbyshire with the opportunity to have a positive experience through cricket.”**

**Our Mission is to...**

**“Inspire a generation to say that ‘Cricket is a Game for me’”**

# Equity, Diversity & Inclusion



Cricket is a game for everyone. It can connect communities and improve lives, and help bring people from diverse backgrounds together. Widening participation 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 feel welcome, and take action to address them.

In November 2023 we published our 7 commitments to making cricket A Game for Everyone and we embarked on a consultation to help shape our 2024 action plan. We heard the views and lived experiences of a wide range of stakeholders which has been invaluable in shaping our plans.

Our 2024 Equity, Diversity and Inclusion plan will strive to grow the game by creating inclusive environments, removing barriers to participation, tackling discrimination, and widening participation among under-represented groups.

WELCOMING & INCLUSIVE CLUBS

COMBATTING DISCRIMINATION

MAKE CRICKET ACCESSIBLE TO THOSE WITH A  
DISABILITY

GROW THE INVOLVMENT AND PARTICIPATION OF  
WOMEN AND GIRLS

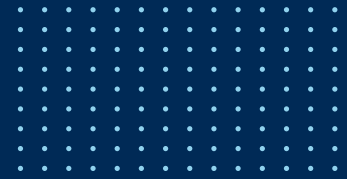
IMPROVE OPPORTUNITY AND ACCESS FOR UNDER-  
REPRESENTED ETHNIC GROUPS

REDUCE BARRIERS AND INCREASE OPPORTUNITIES FOR  
THOSE FROM LOWER SOCIAL ECONOMIC GROUPS

ENABLE WIDER ACCESS TO OUR TALENT PATHWAYS

LEAD BY EXAMPLE

# WELCOMING & INCLUSIVE CLUBS

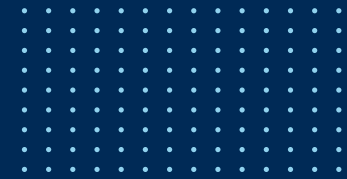


“WE WILL SUPPORT CLUBS TO CREATE ENVIRONMENTS WHERE EVERYONE IS WELCOME”

COMMITMENT / ACTION	KPI / SUCCESS MEASURE	TIMING
Provide County Grants Funding to support clubs developing more welcoming and sustainable facilities, which support wider participation	<ul style="list-style-type: none"> <li>Invest full budget allocation of £92,000</li> </ul>	<ul style="list-style-type: none"> <li>December 2024</li> </ul>
Deliver workshops/webinars for club officials to provide guidance on preventing, reporting, and managing allegations of discrimination.	<ul style="list-style-type: none"> <li>Workshops for Club Safeguarding Officers, Junior Team Manager, Chairs</li> </ul>	<ul style="list-style-type: none"> <li>April 2024</li> </ul>
Provide clubs with best-practice guidance, tools, and resources to enable local action to create more welcoming environments.	<ul style="list-style-type: none"> <li>Best practice guidance, tools, and resources communicated and available to clubs via DCF website</li> </ul>	<ul style="list-style-type: none"> <li>December 2024</li> </ul>



# COMBAT DISCRIMINATION



## “WE WILL TAKE ACTION TO HELP CRICKET BE FREE OF DISCRIMINATION”

COMMITMENT / ACTION	KPI / SUCCESS MEASURE	TIMING
Support all clubs and leagues across Derbyshire in adopting the ECB Anti-Discrimination Code in advance the 2024 season	<ul style="list-style-type: none"><li>• Anti-Discrimination Code adopted by all Clubs &amp; Leagues</li></ul>	<ul style="list-style-type: none"><li>• April 2024</li></ul>
Promote participation in online EDI training among officials and participants across recreational cricket clubs and leagues in Derbyshire	<ul style="list-style-type: none"><li>• Number of course completions - more than 500 trained</li></ul>	<ul style="list-style-type: none"><li>• Ongoing</li></ul>
Support clubs and leagues effectively to investigate and manage any alleged breaches of the Anti-Discrimination Code.	<ul style="list-style-type: none"><li>• Support provided for all reported cases</li></ul>	<ul style="list-style-type: none"><li>• Ongoing</li></ul>



# MAKE CRICKET ACCESSIBLE FOR THOSE WITH A DISABILITY



## “WE WILL HELP MAKE CRICKET ACCESSIBLE TO THOSE WITH A DISABILITY”

COMMITMENT / ACTION	KPI / SUCCESS MEASURE	TIMING
<p>Provide more opportunities for those with a disability to access cricket through Super 1s hubs and through delivery in SEND schools.</p>	<ul style="list-style-type: none"> <li>• Number of people with a disability participating in cricket activity.</li> <li>• Delivery to 30 SEND Schools</li> <li>• 2 Super 1's Hubs (1 new hub in 2024)</li> </ul>	<ul style="list-style-type: none"> <li>• December 2024</li> <li>• September 2024</li> </ul>
<p>Create supportive and inclusive club environments by developing more Disability Champion Clubs</p>	<ul style="list-style-type: none"> <li>• 6 ECB registered Disability Champion Clubs including 2 new Champion Clubs in 2024.</li> </ul>	<ul style="list-style-type: none"> <li>• September 2024</li> </ul>
<p>Provide formal and informal training and guidance to coaches and volunteers to support the inclusion of those with a disability</p>	<ul style="list-style-type: none"> <li>• 12 Foundation Coaches trained to support Champion Clubs</li> <li>• 2 x CPD workshops</li> </ul>	<ul style="list-style-type: none"> <li>• June 2024</li> <li>• December 2024</li> </ul>
<p>Support Derbyshire Disabled CC to provide progression opportunities for participants to reach their full potential</p>	<ul style="list-style-type: none"> <li>• 1 x D40 performance team</li> <li>• 1 x Super 9's team</li> </ul>	<ul style="list-style-type: none"> <li>• Ongoing</li> </ul>

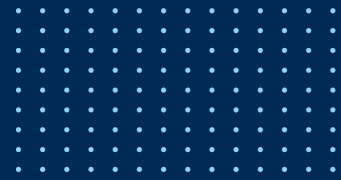
# GROW THE INVOLVMENT AND PARTICIPATION OF WOMEN & GIRLS



## “WE WILL GROW FEMALE INVOLVEMENT AND PARTICIPATION IN CRICKET”

COMMITMENT / ACTION	KPI / SUCCESS MEASURE	TIMING
Support clubs to increase the number of girls sections and teams.	<ul style="list-style-type: none"> <li>• 30 Girls sections, including 10 new sections</li> <li>• 50 Girls teams, including 16 new teams</li> </ul>	<ul style="list-style-type: none"> <li>• September 2024</li> </ul>
Provide bursary funding to continue to grow female participation in coach education	<ul style="list-style-type: none"> <li>• 20+ female coach bursaries awarded</li> <li>• £2500+ bursaries awarded</li> </ul>	<ul style="list-style-type: none"> <li>• December 2024</li> </ul>
Provide bursary funding to increase female participation in officiating courses.	<ul style="list-style-type: none"> <li>• 1 Umpires Course &amp; 2 Scorers Courses</li> <li>• 10+ female umpires trained</li> <li>• 20+ female scorers trained</li> </ul>	<ul style="list-style-type: none"> <li>• December 2024</li> </ul>
Provide support to clubs to increase the number of Women’s sections and teams.	<ul style="list-style-type: none"> <li>• 63 Women’s Sections, including 9 new sections</li> <li>• 110 Women’s Teams, including 19 new teams</li> </ul>	<ul style="list-style-type: none"> <li>• September 2024</li> </ul>
Develop playing pathway for girls from the age of 9 - 16	<ul style="list-style-type: none"> <li>• U9's Dymanos Format</li> <li>• U12's Development League</li> <li>• U16's Competition Offer</li> </ul>	<ul style="list-style-type: none"> <li>• September 2024</li> </ul>

## IMPROVE OPPORTUNITY AND ACCESS FOR UNDER-REPRESENTED ETHNIC GROUPS

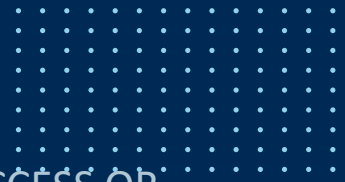


### “WE WILL ENSURE THOSE FROM UNDER-REPRESENTED ETHNIC GROUPS HAVE EQUITABLE ACCESS TO CRICKET AND OPPORTUNITIES FOR DEVELOPMENT”

COMMITMENT / ACTION	KPI / SUCCESS MEASURE	TIMING
Provide bursary funded places on All Stars and Dynamos for those from under represented ethnic grounds	<ul style="list-style-type: none"> <li>• 864 Bursary places awarded to children from Lower Socio Economic Groups and/or under-represented ethnic groups</li> <li>• 13%+ Ethnic Diversity in National Programmes (in line with overall Ethnic Diversity in Derbyshire)</li> </ul>	<ul style="list-style-type: none"> <li>• December 2024</li> </ul>
Deliver free Chance to Shine Street programmes in urban and diverse communities	<ul style="list-style-type: none"> <li>• 3 Street programmes</li> <li>• 90+ Participants accessing street cricket</li> </ul>	<ul style="list-style-type: none"> <li>• September 2024</li> </ul>
Targeted club development support through partnership with clubs in urban and diverse communities	<ul style="list-style-type: none"> <li>• 4 urban clubs with Clubmark accreditation</li> <li>• Number of hours of development officer support - increase v 2023</li> </ul>	<ul style="list-style-type: none"> <li>• End of September 2024</li> <li>• End of September 2024</li> </ul>
Provide bursary funded places on Coach Education programmes for those from under-represented ethnic groups.	<ul style="list-style-type: none"> <li>• 20+ coaches trained from under-represented ethnic groups</li> <li>• £2000+ bursaries awarded</li> </ul>	<ul style="list-style-type: none"> <li>• End of 2024</li> </ul>
Enable access to year-round cricket for those from under-represented groups.	<ul style="list-style-type: none"> <li>• Increased access to indoor facilities</li> <li>• Total of 200+ participants accessing DCF Programmes (MCC Foundation Hub, Wicketz, Street)</li> <li>• Number of participants and teams playing indoor cricket</li> <li>• Ethnic Diversity of total grants awarded through DCF Access to Cricket Fund - target 20%+</li> </ul>	<ul style="list-style-type: none"> <li>• End of 2024</li> </ul>



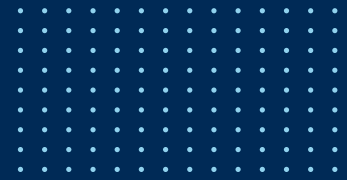
# REDUCE BARRIERS AND INCREASE OPPORTUNITIES FOR THOSE FROM LOWER SOCIAL ECONOMIC GROUPS



“WE WILL REDUCE SOCIAL BACKGROUND OR CLASS LIMITING OPPORTUNITIES FOR PEOPLE TO ACCESS OR DEVELOP IN CRICKET”

COMMITMENT / ACTION	KPI / SUCCESS MEASURE	TIMING
Deliver cricket activity in Primary schools across Derbyshire with the highest proportion of pupils eligible for Free School Meals.	<ul style="list-style-type: none"> <li>• 30+ schools engaged</li> <li>• 3000+ children engaged</li> </ul>	<ul style="list-style-type: none"> <li>• September 2024</li> </ul>
Provide financial assistance through our Access to Cricket grants to help address cost as a barrier to participation in cricket.	<ul style="list-style-type: none"> <li>• £5000+ grants distributed to those in lower socio economic groups</li> </ul>	<ul style="list-style-type: none"> <li>• End of 2024</li> </ul>
Provide bursary funded places to enable participation in All Stars, Dynamos, and DCF Holiday Programmes	<ul style="list-style-type: none"> <li>• £4000 awarded in Holiday programme bursaries</li> <li>• 864 Bursary places awarded to children from Lower Socio Economic Groups and/or under-represented ethnic groups</li> </ul>	<ul style="list-style-type: none"> <li>• September 2024</li> <li>• End of 2024</li> </ul>
Deliver a fully-funded ‘Transition to Harball’ programme for children in Derby who have had bursary funded places on All Stars/Dynamos	<ul style="list-style-type: none"> <li>• Number of funded places</li> <li>• 3 programmes</li> </ul>	<ul style="list-style-type: none"> <li>• End of 2024</li> </ul>
Deliver Lords Taverners Wicketz programme to provide cricket and life-skill to young people	<ul style="list-style-type: none"> <li>• 1 Wicketz programme running in Derby City</li> <li>• 24+ participatns</li> </ul>	<ul style="list-style-type: none"> <li>• Ongoing</li> </ul>
Provide kit and equipment recycling scheme to help make the game more affordable	<ul style="list-style-type: none"> <li>• Monthly shop running from DCCC</li> <li>• 50+ individuals/families supported</li> </ul>	<ul style="list-style-type: none"> <li>• End of 2024</li> </ul>

# ENABLE WIDER ACCESS TO OUR TALENT PATHWAYS

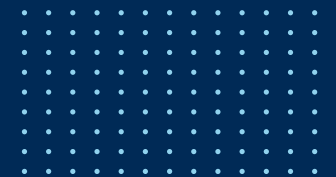


“WE WILL ENABLE WIDER ACCESS TO OUR TALENT PATHWAY AND EQUITABLE OPPORTUNITIES FOR DEVELOPMENT WITHIN THE PATHWAY”

COMMITMENT / ACTION	KPI / SUCCESS MEASURE	TIMING
Provide funded access to County Age Group Pathway and access to additional financial assistance for those eligible for Free School Meals or in receipt of benefits.	<ul style="list-style-type: none"> <li>Financial assistance for all those eligible for Free School Meals or in receipt of benefits.</li> </ul>	<ul style="list-style-type: none"> <li>End of 2024</li> </ul>
Widen our talent identification processes to include identifying emerging talent in non-traditional cricket environments	<ul style="list-style-type: none"> <li>3+ non-traditional talent ID events</li> </ul>	<ul style="list-style-type: none"> <li>End of 2024</li> </ul>
Deliver MCC Hub in Derby for talented state educated boys and girls outside the County Age Group Pathway	<ul style="list-style-type: none"> <li>60+ boys &amp; girls on the programme</li> </ul>	<ul style="list-style-type: none"> <li>September 2024</li> </ul>
Operate an open trial assessment process and pilot video talent nominations to enable wider access	<ul style="list-style-type: none"> <li>Increase number of Talent ID nominations vs 2023</li> <li>Number of nominations via Video submission</li> </ul>	<ul style="list-style-type: none"> <li>September 2024</li> </ul>



## LEAD BY EXAMPLE



### “THE DCF WILL LEAD BY EXAMPLE AND STRIVE TO BE A BEST-PRACTICE ORGANISATION”

COMMITMENT / ACTION	KPI / SUCCESS MEASURE	TIMING
Be accountable for delivery of this EDI plan, and regularly monitor and report on progress in delivering the plan.	<ul style="list-style-type: none"> <li>• Board review of progress at every meeting</li> <li>• Annual report &amp; plan published</li> </ul>	<ul style="list-style-type: none"> <li>• Review every Board meeting</li> <li>• Annual report by end Jan 2025</li> </ul>
Involve more diverse perspectives, and communities in the process of developing and reviewing our plans.	<ul style="list-style-type: none"> <li>• Complete consultation on 2024 plan</li> <li>• Women &amp; Girls Conference held</li> <li>• Consultative forums established for under-represented groups</li> </ul>	<ul style="list-style-type: none"> <li>• February 2023</li> <li>• W&amp;G Conference during Q1 2024</li> <li>• Consultative groups established by end of October 2024</li> </ul>
Take action to ensure that applicants from diverse communities and under-represented groups have equitable access to any job opportunities	<ul style="list-style-type: none"> <li>• Applications from under-represented groups</li> <li>• Diversity of shortlisted candidates</li> </ul>	<ul style="list-style-type: none"> <li>• By end of September 2024</li> </ul>
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.	<ul style="list-style-type: none"> <li>• All DCF staff and associate coaches completed EDI training</li> <li>• CPD completed for DCF Staff</li> </ul>	<ul style="list-style-type: none"> <li>• All staff already completed training</li> <li>• Associate coaches trained - ongoing</li> <li>• CPD for staff ongoing</li> </ul>
Continue to develop a diverse Board, representative of the communities and audiences we serve	<ul style="list-style-type: none"> <li>• Increase diversity of board membership</li> </ul>	<ul style="list-style-type: none"> <li>• By end of 2024</li> </ul>

# #AGameforEveryone

## WAYS OF GETTING INVOLVED

We welcome new sponsors and businesses looking to support the work we do. We are continually seeking support for a wide range of projects, programmes and events across all our priority areas.

**DONATE:** You can donate directly to the Foundation at  
<https://www.justgiving.com/campaign/DCF>

**FUNDRAISE:** We welcome your support in raising vital funds for the Foundation in any way you can

**SPONSORSHIP:** We have a wide range of sponsorship opportunities for businesses and individuals who would like to help us on our journey to making CRICKET A GAME FOR EVERYONE. For more information visit our website:

## FURTHER INFORMATION

For further information about the work we do and to find out how you can support

### Contact us

The Incora County Ground Nottingham Road, Derby, Derbyshire, DE21 6DA  
[info@dcfcricket.com](mailto:info@dcfcricket.com)

 @derbyshirecricketfoundation  
 Derbyshire Cricket Foundation Ltd  
 @CricketDerbys

