



**DERBYSHIRE** Cricket  
Foundation  
Equity, Diversity & Inclusion Report  
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 EDI plan was our fourth annual plan focused on EDI, and this report shares the progress we made during the year against the plan. I am proud of the progress we made during 2024, which is reflected in the report.

The report highlights the interventions and progress we have made to widen participation among under-represented groups, and those from lower socio-economic groups.

I am grateful for the support of the DCF staff, cricket volunteers and key stakeholders who have worked hard to enable the progress we have made and continue to do so on a daily basis.

We do however recognise that there is still much more to do to make sure everybody feels welcome in the game. We continue to work to remove barriers to access and opportunities.

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”

Cricket clubs and their volunteers continue to work hard to make cricket welcoming and inclusive. During 2024 we invested £97,000 in cricket clubs through County Grants helping them to improve their facilities to meet the needs of a diverse membership. We provided education and resources to cricket clubs to equip them with the skills and tools required to appropriately report and manage allegations of discrimination.

COMMITMENT / ACTION	2024 STATUS*	PROGRESS
Provide County Grants Funding to support clubs developing more welcoming and sustainable facilities, which support wider participation	Met 2024 Objectives	<ul style="list-style-type: none"> <li>£97,000 grants awarded - supporting 18 cricket clubs</li> <li>£30,000 invested in improving toilet and changing facilities for Women &amp; Girls</li> <li>£47,000 invested in creating Welcoming Environments</li> </ul>
Deliver workshops/webinars for club officials to provide guidance on preventing, reporting, and managing allegations of discrimination.	Met	<ul style="list-style-type: none"> <li>Workshops delivered in March 2024 to Club Safeguarding Officers and Club Chairs</li> <li>80+ people trained</li> </ul>
Provide clubs with best-practice guidance, tools, and resources to enable local action to create more welcoming environments.	Met	<ul style="list-style-type: none"> <li>Supporting resources provided to all clubs</li> <li>Dedicated area on DCF website to house a library of resources</li> </ul>





# COMBAT DISCRIMINATION

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

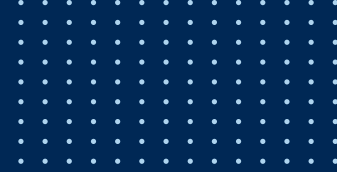
There is no place for discrimination of any type in cricket and we are working hard with all stakeholders to tackle discrimination and make cricket a truly welcoming and inclusive game. We continued to make progress in 2024 with all Cricket Clubs and Leagues adopting and agreeing to abide by the Anti-Discrimination Code. 226 people participated in online EDI training and we provided guidance and support to clubs to deal with and reports or allegations of discrimination. We provided independent case management support to assist clubs and leagues to manage allegations of discrimination.

COMMITMENT / ACTION	2024 STATUS*	PROGRESS
Support all clubs and leagues across Derbyshire in adopting the ECB Anti-Discrimination Code in advance the 2024 season	Met	<ul style="list-style-type: none"> <li>All clubs in Derbyshire adopted the Anti-Discrimination code through our affiliation process.</li> <li>All Open-Age and Junior Leagues adopted the Anti-Discrimination Code.</li> </ul>
Promote participation in online EDI training among officials and participants across recreational cricket clubs and leagues in Derbyshire	Partly Met	<ul style="list-style-type: none"> <li>All club committees and officials encouraged to complete the online training</li> <li>Derbyshire County Cricket League introduced the training module as remedial action to any Discrimination related offences within their league.</li> <li>226 people have completed the training in Derbyshire</li> </ul>
Support clubs and leagues to effectively investigate and manage any alleged breaches of the Anti-Discrimination Code.	Met	<ul style="list-style-type: none"> <li>Support and guidance provided to clubs and leagues during 2024</li> <li>DCF Anti-Discrimination panel provided independent assistance when required</li> </ul>



# MAKE CRICKET ACCESSIBLE FOR THOSE WITH A DISABILITY

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



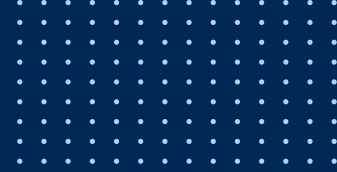
During 2024 we continued to provide accessible cricket opportunities to people with a disability through our SEND Schools programme and our Lord’s Taverners Super 1's Hubs. We delivered more hours in schools than ever before and engaged over 600 young people. We established two new Super 1's hubs that continue to provide a safe and accessible environment where young people can achieve their potential. Cricket Clubs in Derbyshire are leading the way in providing inclusive opportunities, we now have 5 Disability Champion Clubs

COMMITMENT / ACTION	2024 STATUS*	PROGRESS
Provide more opportunities for those with a disability to access cricket through Super 1s hubs and through delivery in SEND schools.	Met	<ul style="list-style-type: none"> <li>• 23 schools received cricket coaching support in 2024</li> <li>• 206 hours of delivery in schools</li> <li>• 656 children coached in schools</li> <li>• We established 2 new Super 1's Hubs in 2024 taking our total to 3</li> <li>• 76 Hours of coaching in our Super 1's Hubs</li> </ul>
Create supportive and inclusive club environments by developing more Disability Champion Clubs	Met	<ul style="list-style-type: none"> <li>• We increased the number of Disability Champion Clubs from 4 to 5 in 2024</li> </ul>
Provide formal and informal training and guidance to coaches and volunteers to support the inclusion of those with a disability	Partly Met	<ul style="list-style-type: none"> <li>• 1 informal CPD workshop delivered</li> <li>• 4 new coaches trained to support the delivery of disability cricket</li> </ul>
Support Derbyshire Disabled CC to provide progression opportunities for participants to reach their full potential	Met	<ul style="list-style-type: none"> <li>• 1 x D40 performance team in the ECB D40 competition</li> <li>• 1 x Super 9's Team</li> <li>• We completed the transition of the County Disability programme to the DCF</li> </ul>



## GROW THE INVOLVMENT AND PARTICIPATION OF WOMEN & GIRLS

“WE WILL GROW FEMALE INVOLVEMENT AND PARTICIPATION IN CRICKET”

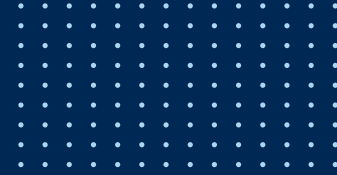


The Women’s and Girls’ game in Derbyshire continues to grow year on year! 60% of clubs in Derbyshire now have one or more Women’s teams and we now have 30 clubs providing cricket for girls. We have continued to support cricket clubs to diversify their workforce and our insight tells us that 1 in 4 Female Softball players also volunteer at their cricket clubs. There was a 65% increase in the number of girls fixtures in 2024.

COMMITMENT / ACTION	2024 STATUS*	PROGRESS
Support clubs to increase the number of girls sections and teams.	MET	<ul style="list-style-type: none"> <li>• 30 clubs now have 1 or more girls teams - 50% increase on 2023</li> <li>• 51 Girls teams across those 30 clubs</li> </ul>
Provide bursary funding to continue to grow female participation in coach education	MET	<ul style="list-style-type: none"> <li>• 30 female coach bursaries awarded in 2024</li> <li>• 42 female coaches trained</li> <li>• 21 female activators trained</li> </ul>
Provide bursary funding to increase female participation in officiating courses.	MET	<ul style="list-style-type: none"> <li>• 40 female officiating bursaries awarded in 2024</li> </ul>
Provide support to clubs to increase the number of Women’s sections and teams.	MET	<ul style="list-style-type: none"> <li>• 60 clubs now have 1 or more Women’s teams</li> <li>• 110 teams across those 60 clubs - 20% increase on 2023</li> </ul>
Develop playing pathway for girls from the age of 9 - 16	MET	<ul style="list-style-type: none"> <li>• 65% increase in the number of girl’s fixtures</li> <li>• Derbyshire teams involved in a quarter of all women’s games played across the Midlands region.</li> <li>• 8 Girls Dynamos Festivals - 38 team entries (72% increase on 2023)</li> <li>• 8 teams entered the U12's Girls League</li> <li>• Progressed to single entity junior league with a dedicated girls section.</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”



We recognise that there can be barriers to participation for people from under-represented groups. During 2024 we made significant progress in removing barriers and improving opportunity. We put in place a number of initiatives to provide accessible opportunities, including providing funded places on our National Programmes, and funded places on coach education courses. Our Chance to Shine Street programmes engaged over 300 participants of which were 72% ethnically diverse and 27% female.

COMMITMENT / ACTION	2024 STATUS*	PROGRESS
Provide bursary funded places on All Stars and Dynamos for those from under represented ethnic grounds	MET	<ul style="list-style-type: none"> <li>886 National Programme bursaries awarded during 2024                             <ul style="list-style-type: none"> <li>36% ethnic diversity across All Stars &amp; Dynamos</li> <li>34% female across both All Stars and Dynamos</li> </ul> </li> </ul>
Deliver free Chance to Shine Street programmes in urban and diverse communities	MET	<ul style="list-style-type: none"> <li>8 Street programmes established representing a 60% increase on 2023.</li> <li>253 Sessions delivered</li> <li>337 Participants engaged                             <ul style="list-style-type: none"> <li>27% female</li> <li>72% ethnically diverse</li> </ul> </li> </ul>
Targeted club development support through partnership with clubs in urban and diverse communities	MET	<ul style="list-style-type: none"> <li>4 Urban clubs with Clubmark accreditation</li> <li>Additional club development support provided to clubs with high ethnic diversity.</li> <li>Cricket back being played at Parkers Piece in Derby for the first time in 10+ years</li> <li>Pitch Assessments carried out on all inner city clubs</li> </ul>
Provide bursary funded places on Coach Education programmes for those from under-represented groups.	MET	<ul style="list-style-type: none"> <li>11 coaches provided Bursaries from under-represented ethnic groups</li> <li>Ethnic diversity of all coaches trained at 14%</li> </ul>
Enable access to year-round cricket for those from under-represented groups.	MET	<ul style="list-style-type: none"> <li>Over 500 children &amp; young people accessing DCF programmes all year round (MCC Foundation Hubs, Wicketz Programme and Chance to Shine Street)</li> <li>Ethnic Diversity of total Access to cricket grants awarded - 31%</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”

### PROGRESS IN INCREASING ETHNIC DIVERSITY ON DCF/NATIONAL PROGRAMMES

The DCF continues to monitor progress in the ethnic diversity of participants engaged in our programmes, compared to the levels of ethnic diversity of the overall population in Derbyshire. The 2021 census data tells us that around 13% of the population in Derbyshire are in the under-represented ethnic groups. We are pleased to report that ethnic diversity of participation across our programmes has improved in 2024, and is broadly representative of the wider population across the county (illustrated in the table below).

There is still underrepresentation of ethnically diverse players within the girls County Age Group Pathway, reflecting a relatively low level of girls cricket in Derby. Our action plan is seeking to address this.

Two thirds of those from under-represented ethnic groups in the county live in Derby. We have increased programme delivery in the city significantly during 2024 and we have worked with local clubs to make these programmes accessible to the local community. This includes:

- Increasing delivery of All Stars, Dynamos and Holiday programmes in Derby and providing over 800 free places on All Stars and Dynamos and awarding over £7000 in funded summer camp places.
- 337 free places on our Chance to Shine Street Programme - 280% increase on 2023. 72% of participants from ethnically diverse communities and 27% female.
- We introduced a Lords Taverners Wicketz programme for the first time, engaging children and young people from under-represented and lower socio economic groups. 47 participants engaged, of which 80% were ethnically diverse.
- We launched our MCC Foudnation Hub for children from state schools to help them realise their potential. 54 talented young people engaged in the programme.
- We awarded 36 Coach Bursaries to enable aspiring coaches to access coaching qualifications. 14% of the coaches we trained in 2024 were from ethnically diverse communities.

More action is still needed to sustain the representation of ethnic diversity throughout the game, and engage some communities that are still under-represented. The DCF will continue to address this in 2025 and beyond.

	Asian			Black			Mixed			White Other			Other			Total		
All Derbyshire (2021 Census)	5.00%			1.40%			1.90%			3.90%			1.00%			13.10%		
	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
All Stars	4.9%	7.5%	7.5%	0.4%	0.7%	0.7%	3.5%	3.2%	2.8%	0.8%	3.1%	3.0%	0.8%	0.0%	0.8%	9.9%	14.5%	14.8%
Dynamos	3.7%	8.8%	13%	0.2%	0.7%	0.7%	3.2%	3.9%	3.8%	1.3%	3.3%	2.4%	1.3%	0.0%	0.5%	8.6%	16.7%	20.5%
Holiday Programme	6.7%	9.0%	9.90%	0.0%	0.3%	0.0%	5.1%	2.8%	3.6%	0.2%	1.5%	2.5%	0.2%	0.0%	0.0%	13.3%	13.6%	16.0%
Derbyshire County Girls Pathway	5.8%	6.8%	4.20%	0.0%	0.0%	0.0%	4.5%	2.6%	2.5%	0.0%	0.9%	0.0%	0.0%	0.0%	0.0%	10.3%	10.3%	6.70%
Coach Education	13.6%	14.7%	10%	0.6%	0.0%	0.0%	1.2%	0.0%	3.9%	0.0%	2.2%	2.9%	0.0%	0.0%	0.0%	17.9%	16.9%	16.50%
Women's Softball		10.9%	10.4%		0.2%	0.16%		1.0%	1.0%		1.6%	0.8%		0.0%	1.5%		13.7%	13.82%
Chance to Shine Street			64.6%			1.7%			3.8%			1.4%			0.5%			72.0%

## 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”

We have successfully widened participation among those from lower socio economic groups. We have increased our delivery in areas of deprivation providing a place based approach to our delivery. We have provided over £6,000 in financial assistance to help purchase equipment and/or pay for participation programmes. We launched our kit recycling scheme in 2024 which aims to make free kit and equipment available to those who need it most.

COMMITMENT / ACTION	2024 STATUS*	PROGRESS
Deliver cricket activity in Primary schools across Derbyshire with the highest proportion of pupils eligible for Free School Meals.	MET	<ul style="list-style-type: none"> <li>42 schools with 40% or more of their children on Free School Meals received 6 weeks of cricket coaching through our Chance to Shine Schools programme.</li> <li>4000+ children engaged</li> </ul>
Provide financial assistance through our Access to Cricket grants to help address cost as a barrier to participation in cricket.	MET	<ul style="list-style-type: none"> <li>£6,642 total grants awarded through our Access to Cricket Fund                             <ul style="list-style-type: none"> <li>41% of those awarded grants were Female</li> <li>31% of those awarded grants were Ethnically Diverse</li> </ul> </li> </ul>
Provide bursary funded places to enable participation in All Stars, Dynamos, and DCF Holiday Programmes	MET	<ul style="list-style-type: none"> <li>886 National Programme bursaries awarded to children from Lower Socio Economic Groups and/or under-represented groups</li> <li>74 participants receive financial assistance to access our Holiday Programme, totaling over £7,000 in support.</li> </ul>
Deliver a fully-funded 'Transition to Harball' programme for children in Derby who have had bursary funded places on All Stars/Dynamos	MET	<ul style="list-style-type: none"> <li>2 transition to hardball programmes delivered</li> <li>35+ children engaged</li> <li>30+ hours of coaching provided</li> </ul>
Deliver Lords Taverners Wicketz programme to provide cricket and life-skill to young people	MET	<ul style="list-style-type: none"> <li>We launched our first Wicketz project in Derby City</li> <li>29 sessions delivered - 47 Participants engaged</li> <li>80% ethnically diverse</li> </ul>
Provide kit and equipment recycling scheme to help make the game more affordable	MET	<ul style="list-style-type: none"> <li>9 'Kit Out' shops across 12 months</li> <li>130 people accessed free clothing and equipment</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”

We made progress in widening access to our girls and boys talent pathways in 2024, however we recognise that more work is needed. We operated an open trials process for the boys and girls talent pathways with the ability for people to submit video footage for observations. We provided financial assistance to players in receipt of State Benefits or Free School meals to help ease the financial pressure of a talent pathway. We launched our first MCC Foundation Hub in Derby City, aimed at talented young people from state schools, providing them with additional coaching and match play support.

COMMITMENT / ACTION	2024 STATUS*	PROGRESS
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.	MET	<ul style="list-style-type: none"> <li>£7,000+ financial assistance provided to boys &amp; girls on the talent pathway</li> <li>23 players supported during 2024</li> </ul>
Widen our talent identification processes to include identifying emerging talent in non-traditional cricket environments	PARTLY MET	<ul style="list-style-type: none"> <li>Talent ID carried out at Street and Wicketz programmes</li> <li>DCF primary schools competitions used to carry out Talent observations</li> <li>More work is still needed to provide wider talent identification opportunities in 2025</li> </ul>
Deliver MCC Hub in Derby for talented state educated boys and girls outside the County Age Group Pathway	MET	<ul style="list-style-type: none"> <li>We established our first MCC Foundation Hub in 2024</li> <li>40 Sessions delivered</li> <li>100 participants assessed</li> <li>32 Male / 22 Female players</li> <li>3 Girls progressed to County Talent Pathway</li> </ul>
Operate an open trial assessment process and pilot video talent nominations to enable wider access	MET	<ul style="list-style-type: none"> <li>Video talent nominations process introduced in September 2024</li> <li>Open trials process across both Boys and Girls' pathway</li> </ul>



## LEAD BY EXAMPLE

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

As an organisation we are committed to making cricket a game for everyone and we are continuously striving to improve and develop both our people and our programmes. We continued to provide training and support to our staff to ensure they have the knowledge and skills they need support a diverse cricket community. The DCF Trustees review progress against our plans at every board meeting and identify opportunities to improve. During 2024 we consulted with a range of people to ensure our plans were and continue to be built on insight, drawing on the lived experience of people within the game. Our proactive and passionate approach to making cricket a game for everyone has been recognised by the ECB and we graded as a ‘Leading Organisation’ in 2024.

COMMITMENT / ACTION	2024 STATUS*	PROGRESS
Be accountable for delivery of this EDI plan, and regularly monitor and report on progress in delivering the plan.	MET	<ul style="list-style-type: none"> <li>DCF Board reviewed progress at every Trustees meeting in 2024</li> <li>Representation data reviewed as part of the board annual review</li> </ul>
Involve more diverse perspectives, and communities in the process of developing and reviewing our plans.	MET	<ul style="list-style-type: none"> <li>Extensive consultation with a diverse range of stakeholders carried out to inform the development of our 2024 plan.</li> <li>Women’s &amp; Girls’ conference delivered in January 2024</li> </ul>
Take action to ensure that applicants from diverse communities and under-represented groups have equitable access to any job opportunities	MET	<ul style="list-style-type: none"> <li>Increased number of diverse applications for the two roles advertised in 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.	MET	<ul style="list-style-type: none"> <li>All DCF Staff completed online EDI Training</li> <li>Sessional coaches required to complete training on an ongoing basis</li> <li>Ongoing CPD provided to DCF Staff</li> </ul>
Continue to develop a diverse Board, representative of the communities and audiences we serve	PARTLY MET	<ul style="list-style-type: none"> <li>DCF nominations committee met twice during 2024 to review current board composition, including diversity of the board.</li> <li>Recruitment planned during 2025.</li> </ul>