



**DERBYSHIRE** Cricket  
Foundation  
Equity, Diversity & Inclusion  
2025 Operational Plan

**#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.

We align to the ECB's vision to make cricket the most inclusive team sport and our 2025-2028 County Wide Strategic Plan sets out our path to delivering on our ambition. We are committed to improving access and opportunity so that anyone, anywhere in the county has the chance to engage in cricket.

We have made significant progress over the past 4 years, but we recognise more needs to be done to increase access for underrepresented groups. Our 2025 Operational plan is built on insight and learnings gathered over the last 4 years and sets out 5 priority areas that will address key issues and barriers to access.

MAKE CRICKET WELCOMING & INCLUSIVE

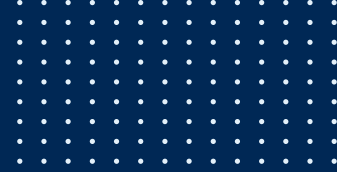
TACKLE DISCRIMINATION AND ADDRESS  
INEQUALITIES

IMPROVE ACCESS TO CRICKET

INCREASE DIVERSITY

LEAD BY EXAMPLE

# EQUITY, DIVERSITY AND INCLUSION OPERATIONAL PLAN - 2025



PURPOSE: TO MAKE CRICKET IN DERBYSHIRE, DIVERSE, WELCOMING AND INCLUSIVE, MAKING CRICKET A GAME FOR EVERYONE!

## Priorities

MAKE CRICKET WELCOMING & INCLUSIVE

WE WILL WORK WITH CRICKET CLUBS, PARTNERS AND KEY STAKEHOLDERS TO DEVELOP ENVIRONMENTS WHERE EVERYONE IS WELCOME

TACKLE DISCRIMINATION AND ADDRESS INEQUALITIES

WE WILL TAKE ACTION TO HELP CRICKET BE FREE OF DISCRIMINATION

IMPROVE ACCESS TO CRICKET

WE WILL IMPROVE OPPORTUNITIES AND ACCESS FOR THOSE WHO ARE CURRENTLY MISSING OUT, ENABLING FAIR AND EQUITABLE ACCESS.

INCREASE DIVERSITY

WE WILL WIDEN PARTICIPATION AND ENABLE DIVERSITY ACROSS THE GAME

LEAD BY EXAMPLE

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

# MAKE CRICKET WELCOMING & INCLUSIVE

“WE WILL WORK WITH CRICKET CLUBS, PARTNERS AND KEY STAKEHOLDERS TO DEVELOP ENVIRONMENTS WHERE EVERYONE IS WELCOME”

2025 Priorities	2025 Actions & Activities	Success Measure	Target/KPI's	When
Invest in cricket facilities to ensure they are welcoming for a diverse membership	<ul style="list-style-type: none"> <li>Utilise County Grants fund with priority of investment in creating welcoming spaces for Women &amp; Girls</li> <li>Deliver facility development workshops</li> <li>Support clubs to develop Facility Development Plans</li> </ul>	<ul style="list-style-type: none"> <li>Total financial investment through county grants</li> <li>No. of workshops and people engaged</li> </ul>	<ul style="list-style-type: none"> <li>£50,000+ invested through County Grants</li> <li>2 Workshops -50+ people engaged</li> </ul>	By December 2025
Create inclusive and accessible places to play outside of traditional cricket clubs	<ul style="list-style-type: none"> <li>Develop feasibility report for a Cricket Dome in Derby City</li> <li>Identify spaces for cricket activity in targeted areas of need.</li> </ul>	<ul style="list-style-type: none"> <li>Report completed and reviewed</li> <li>No. new spaces identified</li> </ul>	<ul style="list-style-type: none"> <li>1 feasibility study completed</li> <li>2 new spaces identified</li> </ul>	By September 2025
Drive inclusive behaviours and culture in recreational cricket	<ul style="list-style-type: none"> <li>Identify positive impact studies and bring to life through video interviews and story telling.</li> <li>Share best practice examples with clubs</li> <li>Increase the number of people completing the online EDI Training.</li> </ul>	<ul style="list-style-type: none"> <li>No. of impact studies published</li> <li>No. of completions of EDI Training</li> </ul>	<ul style="list-style-type: none"> <li>4 Case Studies</li> <li>300+ course completions</li> </ul>	By December 2025
Develop and deliver campaigns to raise awareness and understanding	<ul style="list-style-type: none"> <li>Establish a calendar of key dates that aim to celebrate diversity</li> <li>Deliver social media campaigns to raise awareness</li> <li>Celebrate difference within the game through the telling of life stories.</li> </ul>	<ul style="list-style-type: none"> <li>No. of campaigns</li> <li>No. of celebration events</li> <li>No. case studies</li> </ul>	<ul style="list-style-type: none"> <li>Minimum 2 campaigns</li> <li>2 celebration events</li> <li>4 case studies</li> </ul>	Ongoing - reviewed each quarter



# TACKLE DISCRIMINATION AND ADDRESS INEQUALITIES



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

2025 Priorities	2025 Actions & Activities	Success Measure	Target/KPI's	When
Embed and enforce the Anti-Discrimination Code (ADC) throughout the game in Derbyshire	<ul style="list-style-type: none"> <li>All clubs in Derbyshire to meet the requirements of affiliation including adopting the ADC</li> <li>Support leagues to adopt and apply the ADC across their leagues</li> </ul>	<ul style="list-style-type: none"> <li>No. cricket clubs affiliated and agreeing to terms</li> <li>No. leagues adopting and applying ADC</li> </ul>	<ul style="list-style-type: none"> <li>100% of clubs signed affiliation</li> <li>All leagues adopting and applying the ADC</li> </ul>	By May 2025
Provide a programme of education and resources for clubs	<ul style="list-style-type: none"> <li>Promote participation in online EDI training among officials and participants.</li> </ul>	<ul style="list-style-type: none"> <li>No Captains trained</li> <li>No. Umpires trained</li> <li>No officials completing online training</li> </ul>	<ul style="list-style-type: none"> <li>20+ captains trained</li> <li>20+ Umpires trained</li> <li>30+ Officials completing online training</li> </ul>	By December 2025
Equip clubs, leagues and key stakeholders to manage discipline and discrimination	<ul style="list-style-type: none"> <li>Deliver workshops/webinars for club officials to provide guidance on preventing, reporting and managing allegations of discrimination</li> <li>Provide discipline and discrimination function to the new Derbyshire Junior League</li> <li>Provide reporting tools to cricket clubs</li> <li>Provide professional case management support when required</li> </ul>	<ul style="list-style-type: none"> <li>No. of workshops delivered</li> <li>No. of club officials trained</li> </ul>	<ul style="list-style-type: none"> <li>2 Workshops delivered</li> <li>30+ club officials trained</li> </ul>	By November 2025



# IMPROVE ACCESS TO CRICKET

“WE WILL IMPROVE OPPORTUNITIES AND ACCESS FOR THOSE WHO ARE CURRENTLY MISSING OUT, ENABLING FAIR AND EQUITABLE ACCESS”

2025 Priorities	2025 Actions & Activities	Success Measure	Target/KPI's	When
Make Cricket accessible to those with a disability	<ul style="list-style-type: none"> <li>• Increase the number of participants attending Super'1s Hubs</li> <li>• Deliver high quality and engaging cricket to SEND Schools</li> <li>• Increase the number of Disability Champion Clubs</li> <li>• Provide formal and informal training and guidance to coaches and volunteers to support the inclusion of those with a disability</li> <li>• Provide progression opportunities for participants to reach their full potential through County Super 9's &amp; D40 programmes.</li> </ul>	<ul style="list-style-type: none"> <li>• No. of Super 1's Participants</li> <li>• No. Schools engaged</li> <li>• No. Disability Champion Clubs</li> <li>• No. Volunteers trained</li> </ul>	<ul style="list-style-type: none"> <li>• 3 Super 1's Hubs</li> <li>• 25 Schools engaged</li> <li>• 7 Disability Champion Clubs</li> <li>• 10+ volunteers trained</li> </ul>	By December 2025
Enable wider access to male and female talent pathways	<ul style="list-style-type: none"> <li>• 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.</li> <li>• Deliver MCCF Hub in Derby for talented state educated boys and girls outside the County Age Group Pathway</li> </ul>	<ul style="list-style-type: none"> <li>• Level of financial assistance provided</li> <li>• No. of players supported</li> <li>• No. boys/girls accessing MCCF Programme</li> </ul>	<ul style="list-style-type: none"> <li>• £4,000+ Assistance</li> <li>• 20+ players provided support</li> <li>• 100+ players on MCCF Hubs</li> </ul>	Ongoing - review December 2025
Increase opportunity for those from underrepresented and lower socio economic groups	<ul style="list-style-type: none"> <li>• Provide financial assistance through our Access to Cricket grants to help address cost as a barrier to participation in cricket.</li> <li>• Provide bursary funded places to enable participation in All Stars, Dynamos, and DCF Holiday Programmes</li> <li>• Deliver a fully-funded 'Transition to Harball' programme for children in Derby who have had bursary funded places on All Stars/Dynamos</li> <li>• Deliver Lords Taverners Wicketz programme to provide cricket and life-skill to young people</li> <li>• Provide kit and equipment recycling scheme to help make the game more affordable</li> <li>• Deliver cricket activity in Primary schools across Derbyshire with the highest proportion of pupils eligible for Free School Meals.</li> <li>• Provide start up kit bundles to participants on transition to hardball programmes</li> <li>• Engage the LGBTQ+ Community through pilot activity and celebration event.</li> </ul>	<ul style="list-style-type: none"> <li>• Total number of grants awarded and total financial assistance</li> <li>• Total number of bursaries awarded</li> <li>• No. of hardball programmes delivered</li> <li>• No. of Wicketz programmes and participants</li> <li>• No. people accessing kit recycling scheme</li> <li>• No. Schools in 40%+ free school meals bracket</li> <li>• No. of start up kits awarded</li> <li>• No of LGBTQ+ events and participants engaged</li> </ul>	<ul style="list-style-type: none"> <li>• £4000+ Grants awarded</li> <li>• 500+ National programme Bursaries</li> <li>• 2 Transition to Hardball Programmes</li> <li>• 3 Wicketz Programmes</li> <li>• 50+ Wicketz participants</li> <li>• 100+ people accessing Kit Recycling Scheme</li> <li>• 30+ schools receiving Chance to Shine Delivery</li> <li>• 30 Start up kits</li> <li>• 2 LGBTQ+ Events/Programmes</li> </ul>	By December 2025

# INCREASE DIVERSITY

## “WE WILL WIDEN PARTICIPATION AND ENABLE DIVERSITY ACROSS THE GAME”

2025 Priorities	2025 Actions & Activities	Success Measure	Target/KPI's	When
Increase female engagement and participation	<ul style="list-style-type: none"> <li>Deliver girls holiday camps with fully funded places</li> <li>Deliver female Coaching and officiating courses</li> <li>Support clubs to grow the number of girls teams and sections</li> <li>Develop a sustainable playing pathway for age 5-16</li> </ul>	<ul style="list-style-type: none"> <li>No. of funded holiday camp places</li> <li>No coaches trained</li> <li>No of girls teams</li> <li>No of games played</li> </ul>	<ul style="list-style-type: none"> <li>30 funded places</li> <li>20+ female coaches trained</li> <li>40+ female officials</li> <li>60 Girls teams</li> <li>200+ games played</li> </ul>	By September 2025
Widen Access for those from ethnically diverse communities	<ul style="list-style-type: none"> <li>Provide bursary funded places on All Stars and Dynamos for those from under represented ethnic groups</li> <li>Develop and deliver 'Street Intros' Programme for 5-8 year olds</li> <li>Establish Urban Cricket Hubs in key wards of Derby</li> <li>Develop a South Asian female engagement programme</li> <li>Increase Ethnic Diversity of Coaches and Officials</li> <li>Improve access and opportunity through DCF Programmes (Street, Wicketz, MCCF Hubs)</li> <li>Provide progression opportunities from National Programmes and Chance to shine through transition to hardball programme</li> </ul>	<ul style="list-style-type: none"> <li>No. bursary places awarded</li> <li>No. of Street Intros sessions and participants</li> <li>No. of Urban Hub Sessions</li> <li>No. Female participants</li> <li>Ethnic Diversity of coaches and officials and participants across DCF programmes</li> <li>No. hardball programmes</li> </ul>	<ul style="list-style-type: none"> <li>600+ Bursaries</li> <li>6 Street Intros &amp; 36 participants</li> <li>8 Urban sessions and 20+ participants</li> <li>10 week female engagement programme - 30 participants</li> <li>15%+ ethnic diversity</li> <li>2 x Transition to Hardball programmes</li> </ul>	By September 2025
Continue to diversify the volunteer workforce	<ul style="list-style-type: none"> <li>Carry out survey of Cricket Club Committees</li> <li>Sharing best practice with clubs on developing a diverse volunteer workforce and committee structure.</li> <li>Deliver South Asian Coaching and Officiating Courses</li> <li>Deliver Female Coaching and Officiating Courses</li> <li>Establish South Asian Youth Council</li> </ul>	<ul style="list-style-type: none"> <li>No. of coaches and officials trained</li> <li>No. of Young people engaged through youth council</li> </ul>	<ul style="list-style-type: none"> <li>40+ Female officials</li> <li>20+ Ethnically Diverse officials</li> <li>20+ Female Coaches</li> <li>10+ ethnically diverse coaches</li> <li>8+ Youth Council members</li> </ul>	By December 2025



# LEAD BY EXAMPLE

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

2025 Priorities	2025 Actions & Activities	Success Measure	Target/KPI's	When
Increase the diversity of our own workforce	<ul style="list-style-type: none"> <li>Take action to ensure applicants from diverse communities and underrepresented groups have equitable access to any job opportunities</li> <li>Put in place positive interventions to ensure there is a diverse pipeline of talent for future opportunities</li> <li>Advertise and promote job opportunities through diverse partners and stakeholders</li> </ul>	<ul style="list-style-type: none"> <li>Increased ethnic diversity of DCF Staff</li> <li>No. of coaches on mentoring programme</li> <li>Increased diversity of job applicants</li> </ul>	<ul style="list-style-type: none"> <li>Ethnic diversity of DCF staff over 15%</li> <li>Ethnic diversity of coaches on mentoring scheme over 50%</li> </ul>	By January 2026
Continue to develop a diverse board, representative of the communities and audiences we serve	<ul style="list-style-type: none"> <li>Identify skills and diversity gaps through DCF Nominations Committee</li> <li>Recruit based on skills and diversity analysis</li> </ul>	<ul style="list-style-type: none"> <li>Skills and Diversity gaps review</li> <li>Increased diversity of DCF Board</li> </ul>	<ul style="list-style-type: none"> <li>Minimum 40% Gender balance on DCF Board</li> <li>Ethnic Diversity of board above county demographic</li> </ul>	By October 2025
Involve more diverse perspectives and communities in the process of developing and reviewing our plans	<ul style="list-style-type: none"> <li>Establish new EDI governance structure, including new EDI committee and steering groups.</li> <li>Establish South Asian Steering group to support Cricket Cities Programme</li> <li>Establish Women's &amp; Girls Steering Group</li> <li>Establish Disability Steering Group</li> </ul>	<ul style="list-style-type: none"> <li>Steering Groups Established and meeting</li> </ul>	<ul style="list-style-type: none"> <li>4 steering groups established</li> <li>30+ members</li> <li>2 meetings per group in 2025</li> </ul>	By January 2026
Inspire more people to choose cricket	<ul style="list-style-type: none"> <li>Work with DCCC Men's &amp; Women's teams to establish community ambassadors to inspire more people to choose cricket</li> <li>Plan a number of player appearances at key events</li> <li>Provide money can't buy experiences at Derbyshire CCC</li> <li>Demonstrate crickets impact on peoples lives through story telling.</li> </ul>	<ul style="list-style-type: none"> <li>No. Community Ambassadors</li> <li>No. of player appearances</li> <li>No. Money cant buy experiences</li> <li>No. case studies</li> </ul>	<ul style="list-style-type: none"> <li>4+ Community Ambassadors</li> <li>20 player appearances</li> <li>8 Money Can't Buy experiences</li> <li>4 Case Studies</li> </ul>	Ongoing - Review each quarter