



Equity, Diversity & Inclusion Action Plan

Derbyshire County Cricket Club

2022



Proud to be
DERBYSHIRE

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VISION, OBJECTIVES AND ACTIONS

DCCC EDI VISION AND OBJECTIVES

Vision

A Club for everyone, where diversity brings strength and inclusion drives high performance

Objectives

1. To attract and retain diverse staff, players and pathway participants
2. To foster a culture of support and inclusion
3. To engage and serve diverse communities

The Cricket Derbyshire MODEL

Derbyshire County Cricket Club (DCCC) works in partnership with the Derbyshire Cricket Foundation (DCF), each supporting the other to deliver our plans and collaborating on driving forward our EDI agenda.

Derbyshire Country Cricket Club (DCCC) Accountabilities

- Professional Men's' Game
- Boys' Talent Pathway
- Hosting high profile cricket and non cricket events including Women's International Cricket

Cricketing Success

Ground Development

Outstanding Customer Experience

Finance and Governance Reform

Commercial Growth

Inspired Fans

Owned by DCCC, supported by DCF

Derbyshire Cricket Foundation (DCF) Accountabilities

- Recreational Cricket across the county
- Girls' Talent Pathway
- Women's Cricket (NB there is no professional women's team at Derbyshire)
- Community Cricket Programmes

Grow & Nurture Clubs & Leagues

Transform the Women & Girls Game

Engage Children & Young People

Support and Develop our Volunteers

Widen Our Reach

Owned by DCF, supported by DCCC

ACTIONS TO DELIVER OBJECTIVES

| OBJECTIVE | 1. To attract and retain diverse staff, players and pathway participants | 2. To foster a culture of support and inclusion | 3. To engage and serve diverse communities* |
|-----------|---|--|---|
| ACTIONS | To attract more diverse applicants for externally advertised roles | To educate our people on DEI and their responsibilities to drive a culture of inclusion | To attract more diverse people to events (cricket and non-cricket) |
| | To minimise bias in the recruitment process as far as possible | To fully participate in the dressing room culture review | To publicly demonstrate our commitment to EDI by increasing our external coverage on topics of EDI – social and other media |
| | To review policies and processes and remove any barriers to greater diversity | | |
| | To attract and select more diverse players to participate in the Talent pathway | To respond swiftly to any demonstrations of culture not in line with our anti-discrimination statement and educate to prevent a repeat | To ensure our venue is fit for purpose to support diverse communities |

*In conjunction with the Derbyshire Cricket Foundation



PROGRESS AGAINST THE 12 point plan

OUR COMMITMENTS AGAINST THE 12 POINT PLAN 1/2

| Topic Area | 12 point plan description | Progress |
|--|---|--|
| 1. Whistleblowing & Anti-discrimination | 1. Adoption within three months of a standardised approach to reporting, investigating, and responding to complaints, allegations, and whistleblowing across the game. | Standardised approach adoption complete ✓ Awaiting info on role and DCCC engagement with anti-discrimination unit |
| 2. ICEC | 2. Full promotion of the aims of the Independent Commission for Equity in Cricket (ICEC) through proactive engagement with its investigations and recommendations | Submission complete May 2022. ✓ |
| 3. Game-wide EDI Training | 3. Ongoing EDI training for all those who work in cricket, including all staff, volunteers, recreational club officials, umpires, directors, and coaches. | ECB online training complete ✓ DCCC face-to-face EDI training complete ✓ Player PCA training complete ✓ |
| 4. Dressing room culture review | 4. A full review of dressing room culture in all men's and women's professional teams, both domestic and international. | DCCC participation planned for August 2022 |
| 5. Professional player and coach education | 5. Delivery of a redesigned programme of player and coach education, addressing any gaps identified through the dressing room review. | DCCC player and coach face-to-face EDI training delivered ✓ |
| 6. Talent Pathway (Boys only – Girls pathway covered by DCF plan) | 6. Action to aid progress into professional teams of people from diverse backgrounds (especially South Asian, Black and less privileged youngsters) through measures to address: <ul style="list-style-type: none"> talent identification and scouting; education and diversity of coaches; and targeted support programmes for players from diverse or under-privileged backgrounds | Data collected on ethnicity enabling monitoring of diversity of participation ✓ Reviewed criteria and amended to remove barriers to greater diversity ✓ |
| 7. Crowd behaviours | 7. A full-scale review, in advance of the 2022 season, into the detection, enforcement, and sanctions against discriminatory and abusive crowd behaviour at each of our professional cricket grounds. | Implemented public address anti-discrimination announcements. ✓ Designated alcohol free stand and family stand ✓ Training delivered to stewards ✓ Commissioned work to improve toilet accessibility |
| 8. Match day offerings | 8. Delivery of plans (tailored to local communities) to ensure professional cricket venues are welcoming to all, including provision of accessible seating, food and beverage offering catering to all faiths and cultures, and the availability of facilities such as multi-faith rooms and alcohol-free zones. | Established multi-faith room ✓ Designated alcohol free stand and family stand ✓ ECB committed to additional funding towards changing places facilities ✓ |

OUR COMMITMENTS AGAINST THE 12 POINT PLAN 2/2

| Action (ECB and DCCC Owner) | 12 point plan description | Progress |
|--|---|--|
| 9. Recreational game education | 9. Upgraded education in recreational cricket to ensure players, volunteers and coaches understand and champion inclusion and diversity in the game. | Owned by the Derbyshire Cricket Foundation and covered in their own EDI plan |
| 10. EDI Action Plans and Governance | 10. A commitment to best practice governance with targets for Board diversity (30% female, locally representative ethnicity by April 2022) and plans to increase diversity across the wider organisation. (Compliance will be subject to a “comply or explain” provision to ensure Counties can respect their own governance processes in making the required change) | EDI plan complete and published ✓ Board diversity targets exceeded ✓ |
| 11. Recruitment processes | 11. The introduction of fairer recruitment processes through measures including the immediate adoption of anonymised recruitment tools for senior roles, open appointment processes for all roles and the use of balanced and diverse panels to assess interviews | Implemented diverse panels for senior roles ✓ |
| 12. EDI objectives | 12. Every senior executive employed across the game will have personal EDI objectives as part of their annual performance targets, driving leadership | On track to implement as part of mid-year review process in August. |





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