

Equity, Diversity & Inclusion Action Plan Derbyshire County Cricket Club 2022



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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



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



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

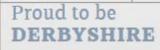
*In conjunction with the Derbyshire Cricket Foundation



PROGRESS AGAINST THE 12 point plan

OUR COMMITMENTS AGAINST THE 12 POINT PLAN 1/2

Topic Area	12 point plan description	Progress
L. 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
iiscriiiiiatioii		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.
. 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
. Dressing room culture eview	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
Loacii education	identified through the dressing room review.	
5. Talent Pathway (Boys only	6. Action to aid progress into professional teams of people from diverse backgrounds (especially	Data collected on ethnicity enabling monitoring of diversity of participation
Girls pathway covered by	South Asian, Black and less privileged youngsters) through measures to address:	Reviewed criteria and amended to remove barriers to greater diversity
DCF plan)	talent identification and scouting;	
	education and diversity of coaches; and	
	targeted support programmes for players from diverse or under-privileged backgrounds	
. Crowd behaviours	7. A full-scale review, in advance of the 2022 season, into the detection, enforcement, and	Implemented public address anti-discrimination announcements.
	sanctions against discriminatory and abusive crowd behaviour at each of our professional cricket grounds.	Designated alcohol free stand and family stand
		Training delivered to stewards
		Commissioned work to improve toilet accessibility
. Match day offerings	8. Delivery of plans (tailored to local communities) to ensure professional cricket venues are welcoming	Established multi-faith room
	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.	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 Owne	r) 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	locally representative ethnicity by April 2022) and plans to increase diversity across the wider	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	
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.



