



# DERBYSHIRE CRICKET FOUNDATION EQUITY, DIVERSITY & INCLUSION REPORT 2023



Cricket is a game for everyone. It can connect communities, improve lives, and bring people from diverse backgrounds together. Widening participations in cricket and inspiring a generation to say "cricket is a game for me" has been the cornerstone of the Derbyshire Cricket Foundation strategy for several years. Equity, Diversity, and Inclusion (EDI) is therefore integral to our core purpose, and is key to sustaining and growing the game.

## Good progress during 2023... But still more to do!!

Our 2023 EDI Plan was our third annual plan focused on EDI, and this report shares the progress we made during the year against that plan. I am very pleased by the overall progress that we have made during 2023, which is reflected in this report. It highlights the progress we have made in widening participation among under-represented groups, including Women & Girls, ethnically diverse communities, those with a disability, and those from lower socio-economic groups. I am grateful to the support of our DCF staff and volunteers in clubs across Derbyshire who have enabled this progress. However, we also appreciate that there is much more still to be done to make sure that everybody feels welcome in the game, and that barriers to access and development still need to be addressed. We have met many of our in-year objectives during 2023, but recognise that sustained activity over several years will be needed to better address some of these challenges.

## ICEC Report helping shape our future plans.

In June 2023, the Independent Commission for Equity in Cricket (ICEC) published a comprehensive report on equity in cricket. Their findings highlighted issues of discrimination in cricket, which made for very challenging reading. However, the report also provides valuable insight that can help accelerate our work in addressing these issues and ensuring cricket is a game for everyone. The DCF Board established a sub-group to focus on our response to the ICEC report. We have developed 7 commitments to guide our response, and we are currently consulting with stakeholders across Derbyshire to gather local insight that can inform a more detailed action plan.

We will shortly publish our 2024 EDI Plan and will continue to report on progress against that plan, and making cricket "a game for everyone" will continue to be a key priority for the DCF in 2024 and beyond.

Richard Wood

Managing Director

Derbyshire Cricket Foundation

## EQUITY

PROVIDING EVERYBODY WITH EQUAL ACCESS TO CRICKET

## DIVERSITY

RECOGNISING, RESPECTING, VALUING, AND PROMOTING DIFFERENCE THROUGHOUT CRICKET.

## INCLUSION

ENSURING EVERYBODY FEELS WELCOME, INCLUDED, AND ABLE TO BE THEMSELVES AT CRICKET.

## Our 2023 EDI Plan focused on 4 key themes:

- Widening Participation
- Welcoming and Inclusive Clubs
- Combatting Discrimination
- Leading by Example

## Widening participation among under-represented groups and addressing barriers to access

We have successfully widened participation among those from under represented groups. Female involvement in the game continues to grow rapidly - more women are playing the game and more are involved in coaching and volunteering at their clubs. We have increased our delivery in urban areas and areas of deprivation, and have increased the involvement of more people from ethnically diverse communities. We continue to benefit from having a dedicated Disability Officer, enabling us to provide inclusive and accessible cricket sessions in more areas of the county, including 4 Disability Champion Clubs.

2023 Commitment/Action	2023 Status*	Progress
<b>1) Provide more opportunities for those with a disability to access cricket</b>	Met	<ul style="list-style-type: none"> <li>• 36 weekly sessions at our Super 1's Hub</li> <li>• 4 New Disability Champion Clubs</li> <li>• 294 hours delivered to 500 children at 25 SEND schools—3 x more delivery than 2022</li> </ul>
<b>2) Continue to grow participation among Women &amp; Girls</b>	Met	<ul style="list-style-type: none"> <li>• 770 Girls in National All Stars &amp; Dynamos Programmes—30% female representation</li> <li>• 20 Clubs with Girls sections— 25% increase on 2022</li> <li>• 72 Women's teams—25% more women playing softball festivals and 43% more fixtures played in East Midlands Women's Cricket League</li> <li>• 37 New female coaches trained and 54 female activators for All Stars/Dynamos</li> </ul>
<b>3) Take action to increase and sustain levels of ethnic diversity of participants</b>	Met	<ul style="list-style-type: none"> <li>• Increased ethnically diverse representation in All Stars/Dynamos to 13%</li> <li>• 16% of newly qualified coaches are Ethnically Diverse</li> <li>• 5 Chance to Shine Street Programmes with 88% Ethnic Diversity</li> <li>• 30% of those receiving financial assistance through Access to Cricket Grants are Ethnically</li> </ul>
<b>4) Addressing socio-economic barriers to accessing cricket</b>	Met	<ul style="list-style-type: none"> <li>• 3,000 children in 23 primary schools with more than 40% Free School Meals Eligibility participated in Chance to Shine schools programme</li> <li>• 120 participants accessing free Chance to Shine Street cricket programme.</li> <li>• 55 Access to Cricket Grants awarded providing around £6,000 of assistance for those facing cost barriers to accessing cricket.</li> <li>• We awarded 61 coach bursaries and 371 Free places on All Stars and Dynamos programmes.</li> <li>• Free access to County Age Group Pathway and financial assistance for those eligible for free school meals or benefits.</li> <li>• We launched our first Lords Taverners Wicketz Programme with 25+ Participants</li> <li>• Kit &amp; Equipment recycling scheme launched</li> </ul>

\* Status reflects progress against our 2023 action plan. Further action may still be required.

## The Derbyshire Girls County Age Group Pathway

In 2023, 116 girls participated in our County Age Group (CAG) squads from Under 11 through to Under 18. Our selection policies and practices consider both performance and potential of young players, and reflect our commitment to providing equitable access to the Pathway. We conduct “open-trials” which anybody can self-nominate for, and up to the age of 13 we have larger squads to provide wider access to development opportunities. We also provide financial assistance to those for whom cost may be a barrier to participation in the pathway—there is no charge for those eligible for Free School Meals or receiving benefits, and further assistance is available through our DCF Access to Cricket Grants. In 2023, 21 players in the Girls Pathway received grants through the scheme.

We currently monitor how representative the Pathway is in terms of ethnicity and the type of school attended.

### Ethnic Diversity

10.3% of girls in the CAG Pathway are from ethnically diverse communities. Table I illustrates that the overall Pathway is representative of the broader Derbyshire population for some groups, including Asian and those of Mixed ethnicity, but that some other groups are under-represented. We will continue to select girls based on their performance and potential, and irrespective of their ethnicity, but we anticipate that the more diverse audience that All Stars and Dynamos has attracted to the game will provide opportunities to increase the diversity of the CAG Pathway moving forwards. The DCF is working with clubs to help sustain diverse participation, and provide opportunities for talented young players to progress.

**Table I – Participation in the Derbyshire Girls County Age Group Pathway by ethnicity**

	Asian		Black		Mixed		White Other		Other		Total	
<b>All Derbyshire (2021)</b>	5.00%		1.40%		1.90%		3.90%		1.00%		13.10%	
	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023
<b>Derbyshire County Girls</b>	5.8%	6.8%	0.0%	0.0%	4.5%	2.6%	0.0%	0.9%	0.0%	0.0%	10.3%	10.3%

### Schools Attended

Currently around 21% of the girls in the County Age Group Pathway attend Independent Schools, compared to 6.5% of girls attending Independent Schools nationally, and 4% across the East Midlands. The high level of representation of players from Independent Schools in the CAG Pathway is consistent with the national outlook, and may reflect the access these players get to additional coaching, practice and play. The DCF is committed to equitable access to the Pathway, and will continue to explore ways to ensure schooling or social background does not limit the development and progression opportunities for young players. Full set of data shown in table II overpage.

**Table II – Participation in the Derbyshire Girls County Age Group Pathway, by school type**

	State School	Independent School
<b>U11-U13</b>	84%	16%
<b>U15-U18</b>	72%	28%
<b>Total CAG Pathway</b>	79%	21%

## Progress in increasing ethnic diversity on DCF/National Programmes

The DCF monitors participation in our programmes and compare levels of ethnic representation with those for the overall population of Derbyshire, where around 13% of the population are in the under-represented ethnic groups. We are pleased to report that ethnic diversity of participation across our programmes has improved in 2023, and is broadly representative of the wider population across the county (illustrated in table III below).

Two-thirds of those from under-represented ethnic groups in the county live in Derby. We have increased programme delivery in Derby in 2023, 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 more than 370 free places on All Stars and Dynamos programmes.
- 120 free places on Chance to Shine Street programmes—88% of participants from ethnically diverse communities.
- Providing more than 60 bursaries to enable access to coaching qualifications - around 17% of the coaches we trained this year 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 2024 and beyond.

**Table III – Participation in DCF/National Programmes in Derbyshire by ethnicity**

	Asian		Black		Mixed		White Other		Other		Total	
<b>All Derbyshire (2021)</b>	5.00%		1.40%		1.90%		3.90%		1.00%		13.10%	
	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023
<b>All Stars</b>	4.9%	7.5%	0.4%	0.7%	3.5%	3.2%	0.8%	3.1%	0.8%	0.0%	9.9%	14.5%
<b>Dynamos</b>	3.7%	8.8%	0.2%	0.7%	3.2%	3.9%	1.3%	3.3%	1.3%	0.0%	8.6%	16.7%
<b>Holiday Programme</b>	6.7%	9.0%	0.0%	0.3%	5.1%	2.8%	0.2%	1.5%	0.2%	0.0%	13.3%	13.6%
<b>Coach Education</b>	13.6%	14.7%	0.6%	0.0%	1.2%	0.0%	0.0%	2.2%	0.0%	0.0%	17.9%	16.9%
<b>Women's Softball</b>		10.9%		0.2%		1.0%		1.6%		0.0%		13.7%

## Supporting clubs to create welcoming & inclusive environments

Volunteers across many of the clubs in Derbyshire have done a fantastic job in welcoming a wider audience to cricket. This is evidenced particularly by the growth of the involvement of women and girls in recent years, but also by the emergence of 4 Disability Champion Clubs. Some clubs face challenges in adapting though, and outdated facilities are a particular issue. We enabled access to £100,000+ of ECB funding to develop more welcoming facilities this year, but further investment is clearly a priority for many clubs. Feedback from our Women & Girls survey this year highlighted that some clubs could still need to develop a more inclusive culture, and this will continue to be a focus area for us.

2023 Commitment/Action	2023 Status*	Progress
1) Provide County Grant Funding to support clubs developing welcoming and sustainable facilities.	Met	<ul style="list-style-type: none"> <li>• More than £100,000 provided to clubs to support facility improvements.</li> <li>• Focus on facility improvements needs to continue to be a high priority.</li> </ul>
2) Provide clubs with an easy-to-use 'toolkit' that will inform local action planning to create welcoming and inclusive clubs.	Partly Met	<ul style="list-style-type: none"> <li>• Self-help toolkit and guidance available from DCF website.</li> <li>• Further activity still needed to support more clubs in deploying toolkit</li> </ul>
3) Provide clubs with additional best-practice guidance and resources to enable more welcoming environments.	Partly Met	<ul style="list-style-type: none"> <li>• Resources available on DCF website, but more practical guidance and support still needed.</li> </ul>
4) Establish on-line survey template to help clubs gather feedback from members on how welcome they feel.	Met	<ul style="list-style-type: none"> <li>• Survey template available and been deployed as pilot activity</li> <li>• Promotion of template availability needs to continue to support wider deployment</li> </ul>

\* Status reflects progress against our 2023 action plan. Further action may still be required.



## Taking action to help cricket be free of discrimination

There is no place for discrimination of any type in cricket. We have made progress this year in implementing policies, procedures, and providing training, but we recognise there is still more to do to embed this further within the recreational game. We have made progress in supporting clubs and leagues across Derbyshire to adopt common game-wide Anti-Discrimination Code in advance of the 2024 season. Helping people to identify and deal with discrimination is key to effective adoption of the code. 226 people have participated in on-line training, but we recognise there is still more to do. We have established processes which enable people to report allegations of discrimination. We have seen an increase in the number of allegations reported, but recognise that some people are still reluctant to raise issues. We have also provided independent case management support to assist clubs and junior leagues professionally manage allegations of discrimination.

2023 Commitment/Action	2023 Status*	Progress
<b>1) Support all clubs and leagues across Derbyshire in adopting the Anti-Discrimination Code in advance of the 2024 season.</b>	Partly Met	<ul style="list-style-type: none"> <li>All Clubmark clubs have already adopted the code</li> <li>Requirement to adopt the code before 2024 season and guidance on implementation communicated to all clubs. Adoption still in progress.</li> <li>Junior Leagues to adopt the code ahead of the 2024 season</li> </ul>
<b>2) Promote participation in on-line EDI training among officials, volunteers and participants.</b>	Ongoing	<ul style="list-style-type: none"> <li>226 volunteers have completed the online EDI Training during 2023</li> </ul>
<b>3) Establish process for monitoring alleged breaches of the Anti-Discrimination Code.</b>	Partly Met	<ul style="list-style-type: none"> <li>Online reporting process in place via DCF website.</li> <li>Process for monitoring reported incidents in place, but still dependent on clubs and leagues to report.</li> </ul>
<b>4) Establish Anti Discrimination support panel to assist clubs and leagues effectively manage alleged breaches of the Anti-Discrimination code.</b>	Partly Met	<ul style="list-style-type: none"> <li>Chair of Anti-Discrimination Support Panel appointed</li> <li>Support with independent investigation provided to junior league</li> <li>We will continue to promote availability of support to clubs and leagues in 2024.</li> </ul>

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## The DCF will strive to be a best-practice inclusive organisation .

Our commitment to helping make cricket truly a game for everyone is a high priority for the DCF. We review progress against our EDI plan at every Board meeting, and ensure all our staff are fully trained in EDI. During this year we have invited stakeholders across Derbyshire to provide input to support the development of our 2024 EDI Action Plan. It is important that the plan addresses real issues identified and prioritised by our stakeholders.

2023 Commitment/Action	2023 Status*	Progress
<p><b>1) Be accountable for delivering our 2023 EDI Plan. Regularly monitor and report progress in delivering the plan.</b></p>	<p>Met</p>	<ul style="list-style-type: none"> <li>• Progress on 2023 EDI Plan reviewed at every Board meeting.</li> <li>• Board sub-group established to oversee response to ICEC report.</li> <li>• Publication of annual Impact Report and EDI Report.</li> </ul>
<p><b>2) Involve more external diverse perspective and communities in the process of developing and reviewing our plans.</b></p>	<p>Ongoing</p>	<ul style="list-style-type: none"> <li>• Launched wide and inclusive consultation process to support the development of our 2024 EDI Action Plan.</li> <li>• Surveyed Women &amp; Girls and Junior Participants.</li> </ul>
<p><b>3) Take action to ensure that applicants from diverse communities and under-represented groups have equitable access to job</b></p>	<p>Partly Met</p>	<ul style="list-style-type: none"> <li>• Widened our advertising for new roles to diverse platforms to encourage greater diversity of applicants.</li> <li>• We continued to provide bursaries to under-represented and diverse groups to support the development of a diverse talent pool for future coach recruitment.</li> </ul>
<p><b>4) Ensure all DCF staff and associates continue to be well trained and informed on EDI and creating inclusive environments for everybody we work with.</b></p>	<p>Met</p>	<ul style="list-style-type: none"> <li>• All staff have participated in EDI training</li> <li>• Five members of the DCF leadership team have taken part in a 12 month Inclusive Leadership Programme.</li> <li>• DCF Pathway Coaches and Casual coaches provided with access to EDI training.</li> </ul>

\* Status reflects progress against our 2023 action plan. Further action may still be required.



# MAKING CRICKET A GAME FOR EVERYONE

## DCF committed to making cricket a game for everyone!

The Derbyshire Cricket Foundation has outlined 7 commitments which will guide our ongoing EDI work and our efforts to make sure cricket is a game for everyone. We are currently consulting with stakeholders across Derbyshire on these, and to help inform more detailed action plans for 2024 and beyond.

### DERBYSHIRE CRICKET FOUNDATION Committed to Making Cricket A Game For Everyone

UNDER  
CONSULTATION



#### 1. We will support clubs to create environments where everyone is welcome

- Recognising and sharing best-practice already being done by clubs to create welcoming environments.
- Providing clubs with guidance and tools to support the ongoing development of welcoming and inclusive environments.
- Continuing to support clubs in developing their facilities into accessible and family-friendly environments.
- Providing training and guidance for volunteers



#### 2. We will grow female involvement in cricket - promoting opportunities and addressing barriers impacting equitable access

- Continuing to resource and support the development of Women's & Girls cricket.
- Supporting the ECB goal to treble the number of girls' club teams by 2026.
- Continuing to support investment which provides improved facilities for females.
- Continuing to support female participation in volunteering.
- Consulting with females in cricket, to identify barriers to equitable involvement and inform improvement actions
- Continuing to provide a talent pathway for Women & Girls.



#### 3. We will take action to reduce social background or class limiting opportunities for people to access or develop in cricket

- Continuing to deliver cricket activity in primary schools, including those with the highest proportion of pupils eligible for Free School Meals.
- Expanding the reach of our Access to Cricket Grant and bursaries to help reduce cost being a barrier to participation in cricket.
- Introducing new programmes which increase accessible development opportunities for those from state schools and areas of deprivation.
- Seeking to sustain participation for those accessing cricket through non-traditional formats, including providing routes into accessible and welcoming clubs.



#### 4. We will take action to ensure that those from under-represented ethnic groups have equitable access to cricket and opportunities for development

- Continuing to support delivery of affordable and accessible activity for young people in ethnically diverse areas.
- Continuing to assist people from diverse communities to access and progress through the pathway for coaches and officials.
- Continuing to support the development of clubs which provide opportunities to sustain participation in diverse communities.
- Strengthening our relationships with different communities, involving them more in the development of our programmes and plans.



#### 5. We will enable wider access to our talent pathway, and equitable opportunity for development within the pathway

- Widening our talent identification process to include girls and boys being introduced to cricket outside a club environment., including supporting their transition into clubs.
- Conducting open-trials for the County Age Group Pathway for girls and boys, enabling anybody to apply for trials.
- Restructuring our Talent Pathway for those in the younger age groups to provide access to high-quality development opportunities to a wider group.
- Taking action to ensure cost is not a barrier to participation and progression in the Pathway, without compromising the quality of the programme.



#### 7. We will strive to eliminate discrimination from cricket

- Continuing to promote participation in anti-discrimination training across the recreational game.
- Ensuring DCF staff continue to have appropriate training to help manage any issues of discrimination.
- Support all clubs and leagues across Derbyshire in adopting the ECB Anti-Discrimination Code in advance of the 2024 season..
- Encouraging clubs and leagues to place greater emphasis on effective Codes of Conduct.
- Offering professional and independent support to clubs and leagues needing to manage allegations of discrimination.
- Confidentially monitoring cases of discrimination to identify lessons learned and preventative measures.



#### 6. We will help make cricket accessible to those with a disability

- Continuing to deliver a cricket offer in schools for pupils with Special Educational Needs and Disabilities
- Increasing the reach of our Super 1's Hubs, providing access to cricket for more young people with a disability.
- Continuing the integration of people with disabilities into cricket clubs by supporting the development of Disability Champion Clubs
- Providing training and guidance to coaches and volunteers to support the inclusion and development of those with a disability.

Supported by Stakeholder Consultation, Detailed Action Plans, Regular Monitoring, & Progress Reporting





# #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

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