



Wiltshire Cricket Limited

Equity, Diversity and Inclusion Plan

2022

Our Vision

Wiltshire Cricket recognises that our Cricket community is made up of people from many different backgrounds and walks of life, and indeed we are stronger because of that. However, we recognise that there is more to be done and we are committed to making sure that everyone in our cricketing family knows they are wanted, welcome and safe playing cricket in our county.

At Wiltshire Cricket we will work with our clubs, leagues, associations and those within our wider cricketing community as we continue to drive positive change and promote inclusivity in our sport.

We want everyone to know they are welcome in the cricket community in Wiltshire

Our campaign

Running alongside the development of our EDI Action Plan we continue to encourage clubs to support our campaign; “Opening Up”, launched in 2021.

The campaign is a call to action for the cricket community in Wiltshire to get behind the aspiration of being a fully inclusive Sport

<https://www.wiltshirecricket.co.uk/about/our-strategy-2020-2024/our-edi-plan/opening-up-wilts-cricket-inclusion-and-diversity.html>

Wiltshire Cricket Inclusion and Diversity
Campaign

Opening Up



Our County – What do we know?

- Wiltshire's total population is **726,951**
- **Less than 4%** of Wiltshire's population identify as being from non-white ethnic groups (*less than national average)
- **83.8%** of Wiltshire's population reported themselves as being in good health (higher than national average)
- **11.2%** of Wiltshire's population live in IMD areas 1-3
- **6.7%** of Wiltshire's population report themselves as acting limited a lot
- There are **9 LSOAs** that are in the most deprived 10% in England (8 of these are in Swindon and 1 in Trowbridge)

Our People

Where are we now?

We have a Development team consisting of 8 permanent members of staff. Of these, we currently have 1 female and 7 male members of staff

In 2021-2022, we utilised a casual coaching workforce 39 people. Of these, 32 were male and 7 were female

Our ambitions

We aspire for there to be more diversity within our paid and volunteer workforces at all levels of the game

Our actions

We are committed to continuing fair recruitment practices for all future vacancies, to ensure we attract a diverse range of applicants for all opportunities within Wiltshire Cricket

We will utilise all opportunities available to us to help diversify the volunteer and paid workforce within Cricket. This includes pro-actively utilising bursaries for currently under represented coaching groups

From 2022 onwards we will build EDI targets in to all of our Development Officer's work programmes and annual targets

Our Governance

Where are we now?

In 2021, we underwent a robust recruitment process for new non-executive Directors, ensuring that the opportunity was advertised via a wide range of platforms. This attracted a fantastic

Our Board in 2022 consists of 10 Directors, of which there are 8 males and 2 females, and 1 ethnic minority

Since the recruitment of new Directors in 2021, we have set up a number of sub-groups to drive forwards the governance of Wiltshire Cricket. One such group is an Equity, Diversity and Inclusion Group

Our ambitions

Following the release of our first draft EDI Action Plan, we want to evolve our plan to have a more public facing plan and series of commitments

We recognise that Wiltshire Cricket at a Board level is in on a journey with regards to driving equity, diversity and inclusivity, and that we have lots more to do with regards our own governance and programmes of work. However, in time we would like to play a pro-active role in driving diversity in our leagues, associations and affiliated clubs

Our actions

During 2022, we are committed to reaching a position whereby our Board of Directors consists of a minimum 30% female representation. However, this will be done through an authentic, skills based recruitment process as was conducted in 2021. We are also working on a review of our term limits so that we plan for future Board recruitment and ensure a plan is in place to continually have good diversity within our Board

In 2022, we will release a fuller EDI Action Plan for the whole game that will identify actions and support for all stakeholders within our network.

Schools Cricket in Wiltshire

Where are we now?

Full Schools programme offered to schools across Wiltshire via Chance to Shine, with priority access given to schools in areas of deprivation or high Free School Meal numbers within their school

A comprehensive programme of primary school and secondary school competition offered, including indoor and outdoor, girls and mixed competitions

An opportunity for schools to access Cricket engagement days on a first come, first served basis

Free All Stars and Dynamos Cricket programmes offered to identified schools in areas of deprivation or with high Free School Meal percentages

Our ambitions

To work with more schools in identified areas of deprivation and increase the entries in to our school competitions

Work with our clubs to improve the communication channels and accessibility for children engaged via our school delivery

Our actions

Review the way in which we promoted our schools programme, in order to try to reach more schools that traditionally do not access our coaching or competition offers

Identify way of increasing our coaching workforce so that we can deliver to more schools

Club Cricket in Wiltshire

Where are we now?

In 2022, we have 92 affiliated clubs. However, data from within these 92 clubs is limited meaning we do not have much diversity data from which we can benchmark ourselves against.

Our ambitions

To provide pro-active education and support to our network of affiliated clubs around the importance of EDI

To reach a point whereby our affiliated clubs meet the same diversity targets within their committees as we do a Board, notably 30% female representation and 10% ethnic minority

For all Wiltshire Cricket Development Officer support in clubs to have a link to EDI, either through encouragement to introduce a broader playing offer, or through advice to improve facilities and culture so that it becomes more welcoming and inclusive

Our actions

In 2022, we will be asking all affiliated clubs to demonstrate their commitment to the ECB Anti-Discrimination Code by making a commitment to Wiltshire Cricket that they will adopt the code at their next AGM, and by completing and returning a survey to Wiltshire Cricket confirming adoption

EDI is now being featured within club facing events such as Club forums

In 2022, we will release a club self-assessment scorecard for clubs to use. This will be a first support tool for clubs to use so that they can begin to assess the experience that players, volunteers and/or visitors receive at all contact points with the club

In 2022, we will be conducting a first affiliated club audit that will capture baseline participation data against which we will be able to measure future changes to diversity within our game.

Junior Club Cricket in Wiltshire

Where are we now?

As of the 2021 season, we had 91 mixed teams competing in organised outdoor Junior leagues and competitions, and 7 Girls teams competing in organised outdoor Junior Girls only leagues and competitions

As of the 2022 season, we have 17 clubs running Girls sections

In the 2021 summer, we had 1930 registrations on to All Stars and Dynamos programmes, of which 29% were female

Our ambitions

To increase the number of Girls club competitions, and the number of girls playing cricket as we strive for more gender equality across our game

To have more diversity within our junior sections, both from a coaching and governance perspective, and more diversity within our junior league committees

Our actions

In 2022, we are collecting baseline participation data against which we will be able to measure changes to the gender balance in our game, and against which we can measure increases in participation

Continue to offer wide range of competitions, coaching programmes and opportunities for children to try cricket in both club and non-club settings, including a mix of soft ball and hard ball, and girls and mixed programmes and competitions

Adult Club Cricket in Wiltshire

Where are we now?

As of the 2021 season, we had 216 mixed teams competing in organised outdoor Adult leagues and competitions, and 19 Women's teams competing in organised Women's only Adult leagues and competitions

As of the 2022 season, we have 21 clubs running Women's sections

Our ambitions

To increase the number of Women's club competitions, and the number of women playing cricket as we strive for more gender equality across our game

To have more diversity within our club committees, and more diversity within our adult league committees

Our actions

In 2022, we are collecting baseline participation data against which we will be able to measure changes to the gender balance in our game, and against which we can measure increases in participation

Conduct a regular players survey to identify any barriers to access, and to identify any new competitions that should be delivered

Community Programmes in Wiltshire

Where are we now?

We are currently running 3 x Super 1s Disability Hubs across Wiltshire

We are currently running a programme of Table Cricket available to all SEN schools in Wiltshire

We currently have 1 x Youth Street Cricket programme available in Swindon

Our ambitions

We plan to grow our Disability offer to include 4 x Super 1s hubs, an increasing Table Cricket programme and SEN coaching available in schools

As the next development of Disability Cricket in the county, we would like to introduce a County Disability team in to our talent pathway structure

We would like to increase the provision of Street Cricket to include a second centre in the county

Our actions

To be able to increase the number of community programmes we deliver, we recognise the need to grow our coaching workforce and as such we plan to recruit another Community Coach to our Development team

During the 2022 summer we will identify an appropriate second venue in Wiltshire to host a second Street Cricket programme. This will be based around the area most in need, taking in to account deprivation and access to local cricket clubs

We will pro-actively continue to promote the Disability Champion Club initiative to our Cricket clubs with the aim of encouraging more clubs to make a commitment towards supporting Disability Cricket

Pathway Cricket in Wiltshire

Where are we now?

Pathway Cricket is currently offered for Girls from Under 11s to Women's 1st XI and for Boys Under 10s to Men's 1st XI. However, we are aware that we do not currently collect much data around the players that are selected on to talent pathway programmes

In 2022, we launched a Talent Pathway Support Fund for cricketers within our pathway facing financial difficulty

The 2021-2022 winter talent pathway programme was the first in which we were able to assign a minimum of 1 female coach to each of our girls talent pathway programmes

Our ambitions

To create more diversity within our pathway, amongst both players and coaches. This will be achieved by removing barriers. This diversity may include a number of measures, dependent on the data we identify.

To drive awareness of our Talent Pathway Support Fund and ensure that there are significant funds available to support cricketers who qualify for support through the fund. This will form part of reducing the barriers to participation within pathway cricket.

Our actions

We will re-launch our Charitable Trust to initially become a home for the funding aligned to our Talent Pathway support fund. Future fundraising events will be with the specific intention of raising funds for our Support fund.

Ahead of our 2022-2023 talent pathway programmes, we will review the data we collect on players, in order to develop some baseline measures against which we can review the backgrounds and demographics of those involved in our pathway programmes.

We will continue to promote bursary opportunities in order to attract more diversity within our talent pathway coaching workforce.

We will introduce a Disability pathway programme for 2022-2023

We will make a conscious effort to ensure reporting on pathway cricket is equal across both female and male teams

Education

Where are we now?

All permanent members of staff have undertaken Anti-Discrimination training

All Chance to Shine coaches have undergone EDI training

Our ambitions

For all Board members, permanent members of staff, casual coaches and leagues/associations leads to have undertaken Anti-Discrimination training

Our actions

All Wiltshire Cricket Board members will complete Inclusion and Diversity training by the end of the 2022 summer

Once available, we will set timeframes for complete of Anti-Discrimination training for all casual coaches and league/association leads

Once available, we will promote Anti Discrimination training to all stakeholders in the county

Our EDI sub group will identify further training opportunities for staff that we feel would enhance their education and ability to deliver positive EDI outcomes within their work areas

Delivering our EDI Plan

To support the delivery of this plan, and also the development of our full EDI plan in later 2022, we will do the following:

1. Continue to meet regularly as an EDI sub-group to develop and evolve our EDI planning
2. Develop staff targets around EDI so that it becomes truly embedded in all of our work
3. EDI now forms part of our regular Board Agenda, meaning progress against our EDI planning will be regularly reviewed and challenged
4. We will keep our network updated on progress against this plan, and will develop support for our stakeholders to increase and improve their equity and diversity
5. We will provide our clubs with a suite of tools to start assessing themselves against some key EDI measures
6. We will celebrate any great examples of EDI, for example through our ECB Grassroots Cricket Awards

Most importantly, we at Wiltshire Cricket Limited aspire to lead the whole game in Wiltshire to make positive changes so that our game continues on its journey to become truly welcoming and inclusive.