

Cambridgeshire Cricket Limited Equity, Diversity and Inclusion Action Plan

Equality Statement - Cambridgeshire Cricket Limited, in all its activities is fully committed to the principles of equality of opportunity in cricket, and is responsible for ensuring that its job applicants, employees, workers, office holders, volunteers, participants or members as well as those participating in or watching the Board's activities are treated fairly and are able to conduct their activities free from discrimination, harassment or intimidation.

Governance	Staff including Coaches	Marketing	Delivery & Community Engagement
We aim to			
Lead with accountability and commitment	Build a diverse team that reflects the communities we serve	Promote equality, diversity and inclusion whenever we can	Develop inclusive environments where everyone feels safe and welcome & Empower people to make positive change across cricket
We will do this by			
Having a Board Champion for EDI	Having a named member of staff to lead this area as Equality Officer	Reviewing use of wording / pictures in social media, website etc	Ensuring equality data collection of all CCL activities and comparison of CCL activity data to demographic data
Creating an Equality, Diversity and Inclusion Action Plan including identifying and reducing barriers for underrepresented groups, reasonable adjustment, transgendered athletes	Participating in the ECB EDI Survey	Ensuring links on our website to appropriate external partners	Ensuring equality data collection of CYC activities and comparison of CYC activity data to demographic data
Delivering compulsory training for Board Members around EDI	Delivering compulsory and regular EDI training on themed areas for staff	Using storytelling throughout our communication to advocate for inclusion and encourage the cricket network to tell their own stories of equity, diversity and inclusion	Delivering a training offer around EDI for clubs and leagues
Offering guidance and training for stakeholders and other partner organisations	Ensuring links made to specialist external partners and groups who can offer support and advice	Publishing the Anti-discrimination code on the CCL website	Adjusting the offer made by CCL to improve inclusivity and increase diversity
Developing an inclusive and welcoming culture within cricket through the Board, the staff team and those leading cricket activities	Developing Equality recruitment statement, data collection of applicants for jobs and explore anonymised recruitment tools to strengthen our approach to fair recruitment	Promoting and encouraging reporting experiences to The Independent Commission for Equity in Cricket (ICEC)	Working with clubs to offer a welcoming culture that is consciously inclusive

The R & G subgroup to highlight to other subgroups what areas they must address around EDI including review of all policies and procedures	Establishing transparent processes for development and progression for all staff and coaches including EDI objectives	Publishing and publicising an annual EDI review	
Ensure the Board is representative of the community we serve exceeding 30% female representation and an ethnic diversity target based on local demographics			
Establishing a process to monitor complaints and allegations for all cricketing activity within the County regardless of lead organisation			
We will measure this through the following KPIs (regularly reviewed)			
Board Champion appointed by/at AGM 2022	Within existing staff team Equality Officer appointed by end March 2022	Website review by end May 2022	Initial comparisons shared with Board (Nov 2021)
EDI Action Plan approved Board by Nov 2021	ECB EDI survey completed by 90% of staff Nov 2021	Website updated with wording / external links by end June 2022	Performance team/CYC committee to review activities and offer by end June 2022
Anti-discrimination training launched to Directors and staff - Jan 2022	Anti-discrimination training completed by all staff by end March 2022	Ensure promotion of inclusion / good news stories once a month as a minimum with immediate effect	Training plan agreed by Jan 2022
R & G subgroup to review other subgroup responsibilities around EDI (Spring 2022)	Head of Cricket Operations to ensure staff team create links to appropriate external partners by July 2022	Link to ICEC and whistleblowing (anti-discrimination) link on our website with immediate effect	Growth & Participation team/ subgroup to review offer and activities by end June 2022
Representative Board with 30% female and appropriate ethnic diverse target by AGM 2022	Head of Cricket Operations to develop appraisal and personal development processes by end June 2022	Summary of EDI actions reported at AGM 2022 and EDI report published in November 2022	Target KPI's set for the 2022 season around EDI
Target KPI's set for the 2022 season and longer term around EDI	Target KPI's set for the 2022 season around EDI		
May 2022			