



# #onegame

**Equality, Diversity and Inclusion Plan**

**A game for everyone**



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**BUILT ON A FOUNDATION OF EQUALITY, DIVERSITY AND INCLUSION**

**Our ambition: To transform the culture of cricket in Devon**

**#onegame** is a  
priority element to  
our game wide  
strategic plan  
**'A Game for  
Everyone'**

It has been  
developed and  
shaped with  
reference to the  
ECB's EDI Plan  
and Cricket  
Partnership  
Agreement

## OUR KEY AREAS OF FOCUS

### GOVERNANCE AND POLICY

We will lead by example

### EDUCATION AND TRAINING

We will promote greater EDI awareness

### GROWING THE GAME

We will create more opportunities for more people

### CREATE WELCOMING ENVIROMENTS

Ensure everyone feels welcome at our clubs



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## GOVERNANCE AND POLICY

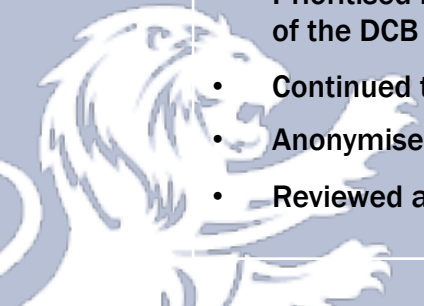
### We will: **Lead by example**

#### What we have done so far....

- Developed our #onegame strategy
- Reviewed the composition of the Devon Cricket Board Ltd
- Maintained 30% of DCB Ltd Directors being female
- Engaged an external consultant to support recruitment of new Directors
- Adopted and implemented the ECB Anti-Discrimination Code
- Adopted the ECB General Conduct Regulations
- Collected and analyzed participation data from the Performance Pathway
- Taken part in the Independent Commission for Equality in Cricket survey
- Continued to support and publicise the ECB's discrimination reporting portal
- Responded to individual cases of alleged discrimination in Devon
- Prioritised resource and investment into diversifying the operational arm of the DCB Ltd
- Continued to enhance our safer recruitment policy and process
- Anonymised application forms for professional roles
- Reviewed all professional job adverts

#### What we still need to do....

- Appoint New Directors to the DCB Ltd from more inclusive and representative backgrounds
- Establish an EDI sub-committee of the DCB Ltd
- Review the composition of our professional staff and analyse gender-based pay
- Promote and support our member associations to reform in line with our #onegame strategy
- Review our #onegame strategy and produce a progress report annually
- Collect more detailed EDI related data from the Devon Cricket network
- Increase investment into our Performance Pathway hardship fund
- Re-establish our Disciplinary / Complaints Committee
- Promote more good news stories about the work we are doing to create equality, be more inclusive and develop diversity in Devon Cricket



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## EDUCATION AND TRAINING

### We will: Promote greater EDI awareness

#### What we have done so far....

- Delivered our 2<sup>nd</sup> female only Foundation Coach course
- Run the Western Storm Champions training for girls
- Run a women and girls officiating CDP
- Utilised the Chance to Shine girls' leadership programme
- All staff have undertaken PREVENT training (Anti Radicalization)
- All staff and Directors have undertaken Safeguarding Training
- All staff and Directors have undertaken Anti Discrimination training
- All coaches involved in our Performance Pathway have either completed or are in the process of completing Safeguarding refreshers and Anti Discrimination training
- Delivered table cricket training to schools and young leaders
- Run Schools Disability CPD training
- Increased awareness by running a Disability Open Day
- Continual promotion of inclusive programmes across Devon
- Engaged and partnered new stakeholders in our delivery

#### What we still need to do....

- Run further Disability Champions Club training events and promotion
- Continued delivery of female only coaching courses
- Run stage 1 or 2 female only officiating courses
- Promote and champion a campaign of anti discrimination education throughout our club network
- Support the ECB to disseminate EDI training for club officials
- Train and support more coaches to work with people with a disability
- Support clubs with



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## GROWING THE GAME

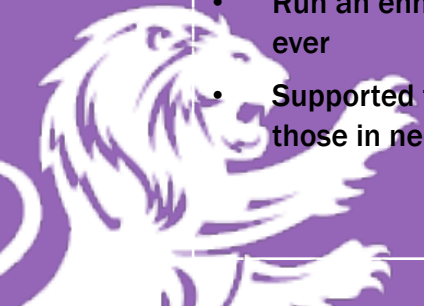
### We will: Create more opportunities for more people

#### What we have done so far....

- Offered year-round Super 1's opportunities for people with a disability
- Offered and delivered All Stars free places to children who received free school meals
- Offered and delivered Dynamo's Super-Charged free places to children who received free school meals
- Increased the number and percentage of girls attending national programmes (All Stars and Dynamo's)
- Enhanced our delivery of Wicketz and its hubs in Plymouth
- Supported Afghan refugees to play cricket in Exmouth
- Partnered with StreetGames UK in Plymouth to enhance opportunities for people involved in antisocial behavior
- Established the new Devon Cricket Girls League
- Run an enhanced programme of cricket for more women & girls than ever
- Supported to Lords Taverners to recycle cricket kit to be used to benefit those in need

#### What we still need to do....

- Grow our Disability Champions Club offer to more clubs
- Re-establish the Disability Performance Pathway
- Support young people in Torbay with Chance to Shine Street
- Visit more SEND schools in partnership with ECB and the Lords Taverners
- Deliver Chance to Shine to schools with high percentages of children who received free school meals
- Deliver against our Inclusive Communities plan
- Reduce the costs involved across the Performance Pathway
- Develop stronger links between girl's cricket at school and club offers
- Develop further opportunities for Afghan refugees across Devon
- Support clubs wishing to run programmes that focus on inclusion and diversity



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## CREATE WELCOMING ENVIRONMENTS

**We will: Ensure everyone feels welcome at our clubs**

### What we have done so far....

- Developed Disability Champions Clubs
- Utilised the County Grant Scheme to enhance club facilities
- Promoted the ECB's Creating Welcoming Environments guidance
- Initiated a review of cricket club facilities across the whole county, as part of our new Facilities Strategy

### What we still need to do....

- Run club focused workshops to help clubs improve their inclusivity
- Continually promote use of the County Grant Scheme to enhance facilities for women and girls at clubs
- Sharing best practice examples with all clubs
- Support Disability Champions Clubs with financial support and advice

