



**REVISITING
#OneGame**

A game for everyone



#OneGame

Built on a foundation of Equity, 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

Education and Training

Growing the game

Creating Welcoming Environments

Governance and Policy

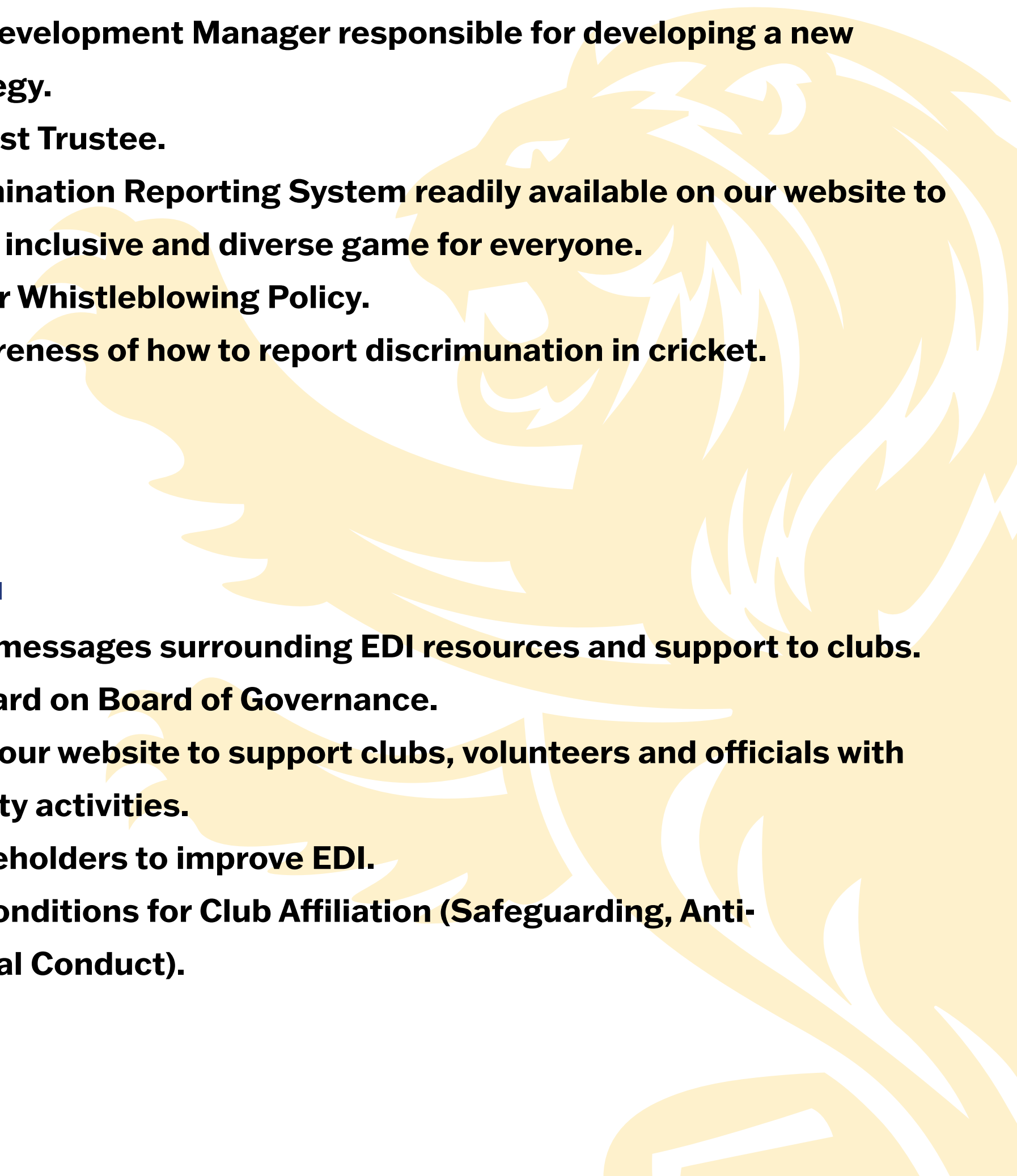
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What we have achieved in the last 12 months...

- Appointed new Trustees to the Devon Cricket Foundation from more inclusive and representative backgrounds (50% female, 50% male).
- Increased investment in our Performance Pathway hardship fund.
- Promoted good news stories about the work we are doing to create equality, to be more inclusive and develop diversity at the Devon Cricket Foundation.
- All staff have completed ECB EDI training.
- Partnered with Her Game Too Cricket to tackle sexism at all levels of cricket.
- Employed a Community Development Manager responsible for developing a new Community and EDI strategy.
- Appointed an EDI Specialist Trustee.
- Embedded the ECB Discrimination Reporting System readily available on our website to ensure we are creating an inclusive and diverse game for everyone.
- Reviewed and updated our Whistleblowing Policy.
- Promoted and raised awareness of how to report discrimination in cricket.

What we will do in the next 12 months...

- Continue reviewing our #OneGame strategy and produce a progress report annually.
- Continue collecting more detailed EDI related data from the Devon Cricket Network.
- Complete the ongoing review of policies to utilise the expertise and diversity across the Devon Cricket Foundation.
- Re-establish our disciplinary/complaints committee.
- Establish an EDI Sub-Committee of the Devon Cricket Foundation.
- Become a disability-confident employer.
- Continue to share recent messages surrounding EDI resources and support to clubs.
- Achieve ECB Silver Standard on Board of Governance.
- Utilise the ECB Toolkit on our website to support clubs, volunteers and officials with their inclusion and diversity activities.
- Actively partner new stakeholders to improve EDI.
- Roll out ECB Terms and Conditions for Club Affiliation (Safeguarding, Anti-Discrimination and General Conduct).



Education and Training

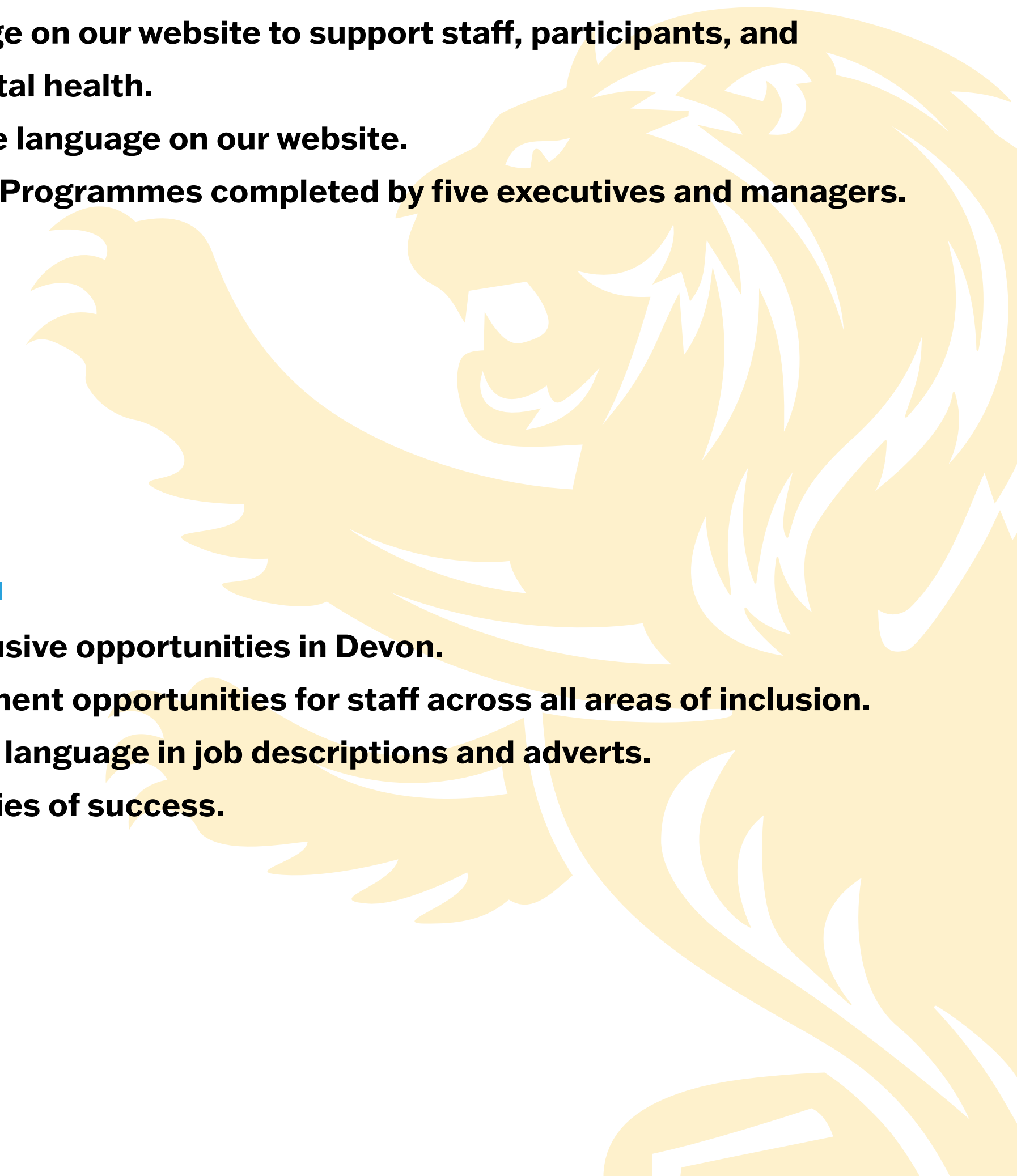
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What we have achieved in the last 12 months...

- Delivered female-only Foundation and Core Coach courses.
- Delivered two female-only officiating courses.
- Promoted and championed ECB Anti-Discrimination Education through our club network.
- Trained and supported staff to work with individuals with a disability.
- Signed all staff up to Mental Health First Aid training to support wellbeing of staff, participants and volunteers.
- Launched a Wellbeing page on our website to support staff, participants, and volunteers with their mental health.
- Continued use of inclusive language on our website.
- ECB Inclusive Leadership Programmes completed by five executives and managers.

What we will do in the next 12 months...

- Provide further support through our website to help clubs enhance volunteer diversity.
- Share updates from the Independent Commission for Equity in Cricket to our workforce.
- Continue to deliver female-only coaching courses.
- Run further Disability Champions Club events and promotions.
- Continue to promote inclusive opportunities in Devon.
- Provide ongoing development opportunities for staff across all areas of inclusion.
- Continual use of inclusive language in job descriptions and adverts.
- Sharing further case studies of success.



Growing the game

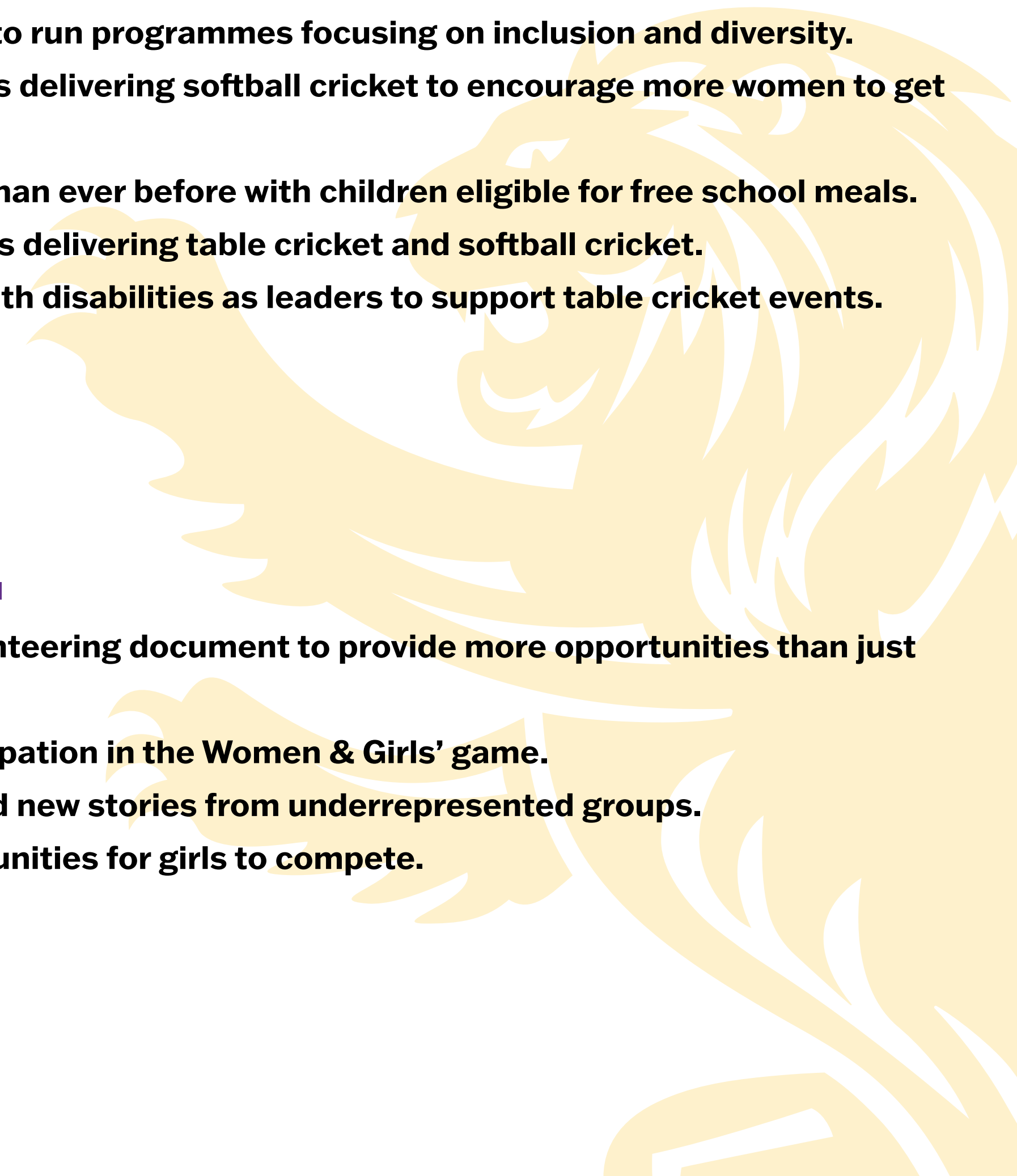
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What we have achieved in the last 12 months...

- Reduced Performance Pathway costs for players and parents.
- Developed two new Street Cricket programmes for young people aged in Torbay and Plymouth.
- Developed two programmes in partnership with MCC Foundation to provide more opportunities for state school girls to play hardball cricket in West and South Devon.
- Rolled out our own girls-only hubs for state school girls in East and North Devon to provide wider opportunities to play hardball.
- Supported clubs wishing to run programmes focusing on inclusion and diversity.
- Increased number of clubs delivering softball cricket to encourage more women to get involved with the game.
- Worked in more schools than ever before with children eligible for free school meals.
- Worked in 11 SEND schools delivering table cricket and softball cricket.
- Upskilled young people with disabilities as leaders to support table cricket events.

What we will do in the next 12 months...

- Link non-traditional cricket settings such as Wicketz & Street Cricket into the Performance Pathway; helping provide pathway opportunities to more underrepresented groups.
- Achieve parity across Boys' and Girls' County Age Group Performance Pathways.
- Continue widening participation of underrepresented groups through our Wicketz, Super 1s & Chance to Shine Street programmes.
- Develop an inclusive volunteering document to provide more opportunities than just playing cricket.
- Continue widening participation in the Women & Girls' game.
- Share and post more good new stories from underrepresented groups.
- Offer more school opportunities for girls to compete.



Create Welcoming Environments

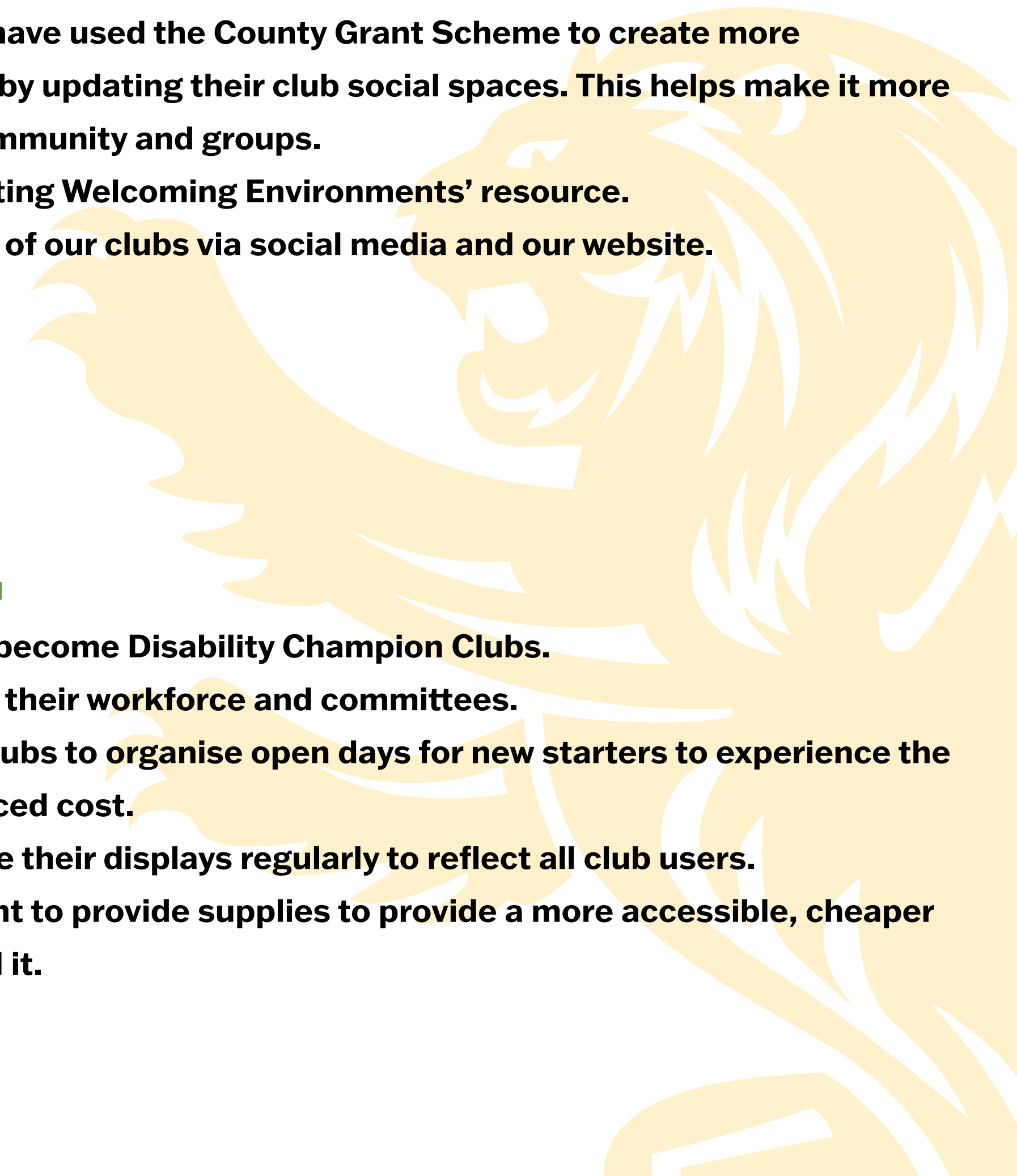
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What we have achieved in the last 12 months...

- Shared best practice across our networks via case studies, social media, website and directly with all clubs.
- Utilised the ECB & initial hygiene products by putting dispenser and female hygiene products into a number of cricket clubs.
- 20% of our clubs used the County Grant Scheme to create more welcoming environments for women and girls.
- 10 of 55 of our clubs who have used the County Grant Scheme to create more welcoming environments by updating their club social spaces. This helps make it more appealing to the wider community and groups.
- Promoted the ECBs 'Creating Welcoming Environments' resource.
- Celebrated achievements of our clubs via social media and our website.

What we will do in the next 12 months...

- Encourage more clubs to open their clubs facilities to the wider community by working with key stakeholders.
- Provide resources to support clubs with community engagement.
- Continue supporting clubs to encourage female participations.
- Continue to promote use of the County Grant Scheme to modernise and improve facilities for women, girls and people with disabilities.
- Utilise the 'Youth Voice' by asking young people how we can make our clubs more welcoming for them.
- Encourage more clubs to become Disability Champion Clubs.
- Support clubs to diversify their workforce and committees.
- Support and encourage clubs to organise open days for new starters to experience the game for free or at a reduced cost.
- Encourage clubs to update their displays regularly to reflect all club users.
- Clubs to recycle equipment to provide supplies to provide a more accessible, cheaper option for those who need it.





Our County in Numbers

Population

- 4th largest county by area
- Population: 1.2 million
 - ◇ 623,952 Female (51.3%)
 - ◇ 591,885 Male (48.7%)

Ethnicity

- 94.5% White British
- 5.5% non-White British

Disability

- 28.3% live with a disability or long-term health condition

Activity

- 1/3 of adults do not hit recommended guidelines of physical activity (150 mins/week)
- 1/2 of children do not hit recommended guidelines of physical activity (60 mins/day)



Areas of Deprivation

- 3 areas with higher deprivation levels than national average
 - ◇ Torbay (57%)
 - ◇ Plymouth (55%)
 - ◇ North Devon (52%)

Deprivation Population

- 276,561 people live in at least one dimension of deprivation
- Individuals in these communities are amongst the 20% most deprived in England



Our Programmes



- Wicketz Plymouth**
 - 4 hubs across the city



- Super1s Devon**
 - 3 active hubs
 - North Devon hub in 2024



- Chance to Shine Street**
 - 2 active hubs



- MCC Foundation Hubs**
 - 2 active hubs
 - State School Girls only



- DCF Girls' Cricket Hubs**
 - 2 active hubs
 - DCF equivalent of MCCF hubs

SCHOOLS DELIVERY

*School Delivery statistics correct as of 2022/23 academic year.
National Programmes statistics correct as of 2023.*

Over
140 SCHOOLS
ENGAGED

1 IN 10



schools had over 40% free school meals.

Over
20,000

CHILDREN DELIVERED TO
across our primary and secondary school curriculum and competitions offers

 **1,500+**

secondary school girls reached

National Programmes

2,839

participants

11th ranked county by National Programmes participant numbers



29%
of participants were female

PERFORMANCE PATHWAY

The Junior Performance Pathway is comprised of the Youth Development Cricket and County Age Group squads, and the Emerging Player Programme. The below figures refer to these squads.

Pathway Player Numbers

348 **PLAYERS**
AGED
10 - 18

 **114 Girls**
 **234 Boys**

Representing

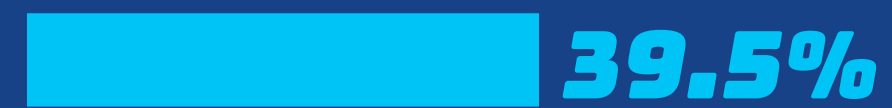
81 schools and
48 cricket clubs

Player Schools



Breakdown

Youth Development Cricket



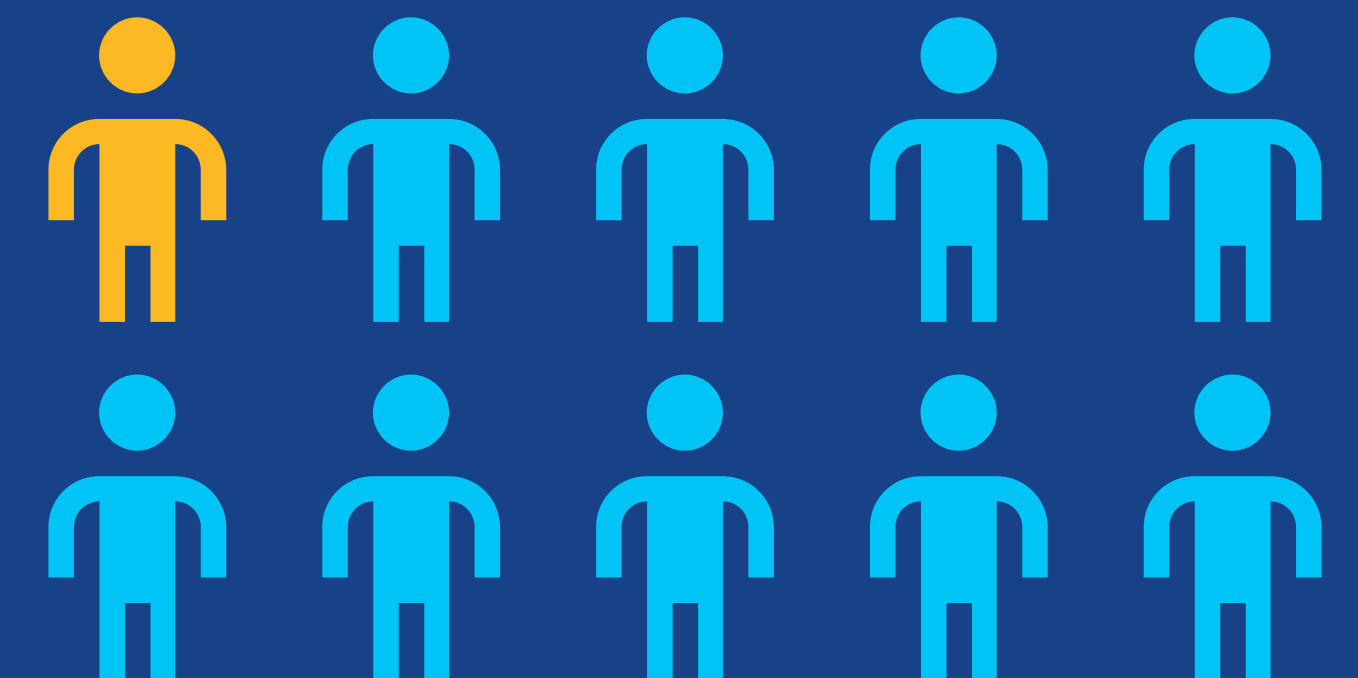
County Age Group



State/Grammar | Independent

Player Ethnicity

1 IN 10



players in our Pathway identify as non-'White British'.

The highest percentage ever in our Pathway.