



# Promoting Cricket for All

Oxfordshire Cricket's Equity, Diversity and Inclusion Plan 2022



# OUR AMBITION

---

At Oxfordshire Cricket we strive to develop and protect the future of cricket by making it the sport of choice for all in Oxfordshire

Through an ongoing series of steps that make a real difference, we will ensure that anyone that engages with Oxfordshire Cricket feels safe, welcomed and included regardless of their social background, race, gender, religion, sexuality or physical and neural ability.

We have worked hard to put in place both a culture and framework and we understand there is more to do. We can always be better.

The aim of this plan is to set out what success looks like, the deliverables, and who owns them.

It is all about the doing - we will be measured on our actions. As things change we aim to adapt, include all and strive to create more and more pathways for everyone to access cricket.





# INTRODUCTION

To many, cricket is not just a sport but it is a way of life. It is a team sport played by a vast range of individuals from different backgrounds, coming together to play, compete and enjoy each other's company. It is not just about developing playing skills, it is a theatre for developing life skills, forging relationships and bringing together people who would not otherwise socialise. It is about winning together, losing together and sharing life experiences, including helping others. There are no limits to the greater good that the game can achieve.

Our job as the governing body of cricket in Oxfordshire is to foster the growth of the game and grow our cricket family. That family includes players, clubs, officials, coaches, volunteers and supporters. To do that we have to remove all barriers to entry, promote advocacy, set high standards and focus on the things that matter most in the development of the game. Our Equity, Diversity and Inclusivity (EDI) plan is aimed at doing just this.

Irrespective of where we think we are today, there is always room for improvement. Our initial focus in delivering this plan will be to invest in State School Secondary cricket, we believe this is the vanguard of delivering our EDI plan. We all care passionately about the lack of sporting opportunities given to state school boys and girls compared to Independent schools. Our job is to level up that opportunity and close the gap in coaching time to enable state school players to have a equitable chance of selection for our pathway squads. This will work hand in hand with our established bursary system. We will be running a continuous stream of fundraising activities to top up a fund that we will be investing in.

In parallel to this, we will continue to grow our maturing women and girls programme, increase the number of disability hubs and provide coaching to minority ethnic groups in urban areas. Our '8' days of cricket at Wormsley in 2022 is designed to showcase our total range of cricket and community programmes. We look forward to seeing you at these events. In the meantime please take comfort that the Board of Oxfordshire Cricket are discharging their EDI responsibilities as a priority and as always we welcome your feedback :

<https://www.oxfordshire.cricket/news/confidential-feedback/>

Chris Clements  
Chairman, Oxfordshire Cricket  
cclements@oxoncb.com



# OUR PILLARS



## Data, Insight and Reporting

We will collect data on diversity and representation, and welcome feedback.

We will use the insight gained to inform our thinking and actions. We will report this to the Board, our workforce, members' and partners.



## Education, Training and Awareness

We will educate and train, while always maintaining an awareness of issues and ensure we are transparent and inclusive.



## Inspired to Play

We will create easily accessible pathways for anyone interested in working with or playing cricket in Oxfordshire. Within this framework, we will ensure that all will be selected and supported on a selection on merit basis and without bias.



## Work with Communities to Build for the Future

We will work with communities to make cricket the sport of choice for all and we will invest in the development of coaches, and celebrate role models and leaders.



## Governance, Policies and Procedures

We will ensure we have the best governance structures in place to make Oxfordshire Cricket a fair, safe and inclusive place for all








# Data, Insight and Reporting



We will collect data on diversity and representation, and welcome feedback. We will use the insight gained to inform our thinking and actions. We will report this to the Board, the workforce, our members' and partners.

## To Achieve this we will:

 <b>Deliver</b> Mid-year and year-end staff and board surveys with specific feedback on inclusivity, culture, satisfaction and engagement.	 <b>Do</b> An annual audit of: <ul style="list-style-type: none"><li>• Oxfordshire Cricket workforce and board</li><li>• Oxfordshire Cricket participants, and parents</li><li>• All escalated issues from clubs, leagues and affiliated members</li></ul>	 <b>Publish</b> Annually the feedback from the survey to the Board, workforce and members' that reports on: <ul style="list-style-type: none"><li>• Annual workforce and board survey</li><li>• Annual staff survey feedback.</li></ul>	 <b>Monitor</b> Equal opportunities recruitment data.	 <b>Conduct</b> Exit interviews with departing staff.
---	---	--	--	--

## Success will look like:

- A real grasp of the challenges to ensuring EDI success.
- Analysis and profiling of the demographic of our people working in and playing cricket will be used to inform planning and decision making.
- A culture of openness, feedback and action.





# Education, Training and Awareness



We will educate and train the board and workforce, always maintaining an awareness of issues and ensure we are transparent and inclusive.

## To Achieve this we will :



### Educate

- Deliver EDI and Anti Bias training to all members' of the board and workforce
- Ensure that the selection process is fair and unbiased



### Ensure

A recruitment process is transparent and modern that adheres to statutory requirements and follows best practice



### Promote

Opportunities so that anyone interested has access to the application process



Imagery and communications, to ensure it is inclusive and reflective of the workforce and the local community.

## Success will look like:

- A diverse mix of people on the board with representation that reflects our community.
- Allocation of pay and responsibility is unbiased.
- Transparency in how individuals are selected and justification of why.





# Inspired To Play ✓

We will create easily accessible pathways for anyone interested in working with or playing cricket in Oxfordshire. Within this framework, we will ensure that all will be selected and supported on a selection on merit basis and without bias.

## To Achieve this we will :



### Work

With state schools and clubs to ensure that all players have accessible opportunities and the chance to play



### Ensure

- That Ethnicity, Gender, Sexual Orientation or any other aspect not relevant to selection does not affect decisions

- That coaches deliver inclusive environments that provide equal, and fair time to each individual



### Educate

Coaches, selectors, scouts via EDI and Anti Bias training



### Promote

Include Player Bursary Information in all communications at the start of a phase



### Support

- Families where cost is a barrier for participation by providing the opportunity to apply for financial assistance

- State school players who may not receive the same level of opportunity to develop their talent as their peers within the independent sector via additional coaching opportunities

## Success will look like:

- A balanced mix of players representing the diversity of our communities
- Confidence in a selection process that is based on merit
- Delivered channels for those that are from lower socio-economic backgrounds to fulfil their talent











# Work with Communities to Build a Future



We will work with communities to make cricket the sport of choice for all and we will invest in the development of coaches, and celebrate role models and leaders.

## To Achieve this we will :

 <b>Launch</b> <ul style="list-style-type: none"><li>• New programmes in urban areas and diverse communities</li><li>• Our schools strategy</li></ul>	 <b>Work</b> <ul style="list-style-type: none"><li>• With diverse groups</li><li>• With state schools, facility providers and coaches to level up the gap between state school and private school children</li><li>• With local partners and councils to reduce barriers and improve cricket provision in deprived areas making cricket the sport of choice for all</li></ul>	 <b>Create</b> <ul style="list-style-type: none"><li>• Targeted cricket promotion days in towns and suburbs that have a greater ethnic mix or poor representation in Oxfordshire Cricket</li><li>• A bespoke strategy for state school cricket</li><li>• Champion Disability Cricket Clubs</li></ul>	 <b>Promote</b> <ul style="list-style-type: none"><li>• Women &amp; Girls Cricket</li><li>• Disability Cricket</li></ul>	 <b>Celebrate</b> <p>Positive role models and those making a difference at their club or in their community</p>	 <b>Support</b> <p>Provide bursary support for those who wish to get into coaching</p>
---	---	--	--	---	--

## Success will look like:

- Increased numbers of people from minority communities taking up cricket.
- A trust-based relationship with local communities to promote cricket.
- Clubs and Leagues promoting programmes to inspire minority groups to play cricket.







# Governance, Policies and Procedures



We will ensure we have the best governance structures in place to make Oxfordshire Cricket a fair, safe and inclusive place for all

## To Achieve this we will :

 <p><b>Ensure</b></p> <p>Policies, Plans and Regulations are in Place and Aligned</p>	 <p><b>Review</b></p> <ul style="list-style-type: none"> <li>• Our policies to ensure they are relevant, progressive and support our culture and Inclusion objectives.</li> <li>• Our sponsors, partners and suppliers to ensure they are aligned to our inclusive values</li> </ul>	 <p><b>Create</b></p> <ul style="list-style-type: none"> <li>• EDI and other Policies</li> <li>• A dedicated team to handle complaints &amp; issues including a form for confidential feedback</li> <li>• OCB version of GCR and tie into all affiliated clubs and leagues</li> <li>• EDI training and make it available to affiliated Clubs and members'</li> </ul>	 <p><b>Promote</b></p> <p>Our Confidential Feedback</p>	 <p><b>Adopt</b></p> <p>The ECB's Anti-discrimination Code and communicate it to affiliated Clubs, organisations and the wider Oxfordshire Cricket network.</p>	 <p><b>Support</b></p> <p>Best practice recruitment procedures to ensure we are attracting diverse talent, including providing unconscious bias training to staff.</p>
--	---	---	--	--	---

## Success will look like:

- Having robust policies and procedures in place to create an inclusive and safe environment for all.
- Achieving the highest standards of equality, diversity and inclusion governance, exceeding expectations within the ECB framework.
- A diverse Board and Members' Committee that embraces EDI.



# OUR KPIs and Objectives



## Data, Insight and Reporting

KPI

An increase in the representation of minorities (more than simply race or religion) in cricket in Oxfordshire.

Objective

To better understand the demographics, aspirations and access for those that wish to be involved in cricket in Oxfordshire

Owner

Chris Clements and Nick Pinhol



## Education, Training and Awareness

KPI

A Fair representation of Oxfordshire Demographics

Objective

OCB has diversity at Board and Employee Level

Owner

Chris Clements and Chris Parkinson



## Inspired to Play

KPI

Ensure that all applicants have the same chance

Objective

Create a transparent and fair selection process for Pathway players

Owner

Matt Barnes and Nick Pinhol



## Work with Communities to Build for the Future

KPI

Increase participation levels in minorities, girls and women

Objective

Run Outreach programmes to increase Multicultural players and Women in Cricket

Owner

Nick Pinhol and Munaza Dogar



## Governance, Policies and Procedures

KPI

Deploy GCR and other policies

Objective

Ensure Policies, Plans and Regulations are in Place and Aligned and reviewed annually

Owner

Siri Siriwardene and John Patey



[www.oxfordshire.cricket](http://www.oxfordshire.cricket)  
[administrator@oxoncb.com](mailto:administrator@oxoncb.com)