



**CRICKET  
SCOTLAND**

**Equality, Diversity  
& Inclusion  
Newsletter – Nov  
2016**

# Equality, Diversity & Inclusion

[Edition 1, Volume 1]

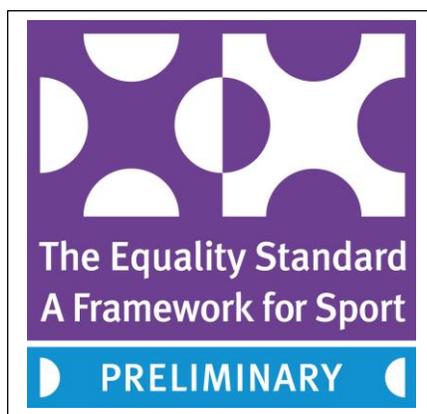
## Welcome from Chair of Cricket Scotland

As Chair of Cricket Scotland's Equality Diversity and Inclusion Advisory group I am delighted to welcome you to this, the first, newsletter updating the Scottish cricket community on the activities underway to make cricket the most diverse and inclusive sport in Scotland. We are already in a good place with our players, coaches, officials and volunteers coming from so many different backgrounds and communities - but we know we can go so much further. We can do this particularly by expanding the girls' and women's game and introducing the joys of cricket to disability athletes - two initiatives discussed in this newsletter. Hopefully what you read below will give you some useful ideas about how your team or club can thrive by being even more welcoming to all sections of society in Scotland.

With very best wishes

## Cricket Scotland Achieve 'Preliminary' level on the Equality Standard Framework

CS were absolutely thrilled to reach the 'preliminary' level on the Equality framework at the end of 2015. A considerably amount of work has gone on behind the scenes to meet the requirements of the framework and recognition of achieving 'preliminary' level is a great step for Cricket Scotland and shows we are a sport committed to embracing everyone.



## Equality, Diversity and Inclusion Advisory Group

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The group was set up at the end of 2015 to help drive forward improvements in all things relating to equality, diversity and inclusion. The group advise and guide the Cricket Scotland professional staff to implement improvements. Your advisory group members are:

Tony Brian, Cricket Scotland Chair

Ian Sandbrook, Cricket Scotland Head of Participation

Nicola Wilson, Cricket Scotland Women and Girls' Participation Manager

Kirsteen Ross, volunteer

Debbie Noble, volunteer

Sai Majeed – volunteer

Sandy Hodge, sportscotland Partnership Manager

## Females on the CS Board!

The recent governance changes at Cricket Scotland has had the hugely positive result of 3 females now featuring on the boards of Cricket Scotland. This is up from zero!

Sue Strachan is an elected woman's rep on the CSHL Board. Shelley Watson and Angela Casey are both independent directors on the CSL Board.

We hope this sets a good example for our regional associations and clubs as well. Cricket needs more diversity on our committees and boards if we want to ensure we are hearing from, and representative of, all sections of our sport. There's no doubt that having this input and different perspectives will help cricket cater for all people and drive further growth in the sport.

## Cricket Scotland Staff and Board Directors commitment to Equality

As part of Cricket Scotland's work in achieving 'Preliminary Level' on the Equality Framework, we have made a

commitment as an organisation to ensure all staff and board directors have received basic Equality Training. Staff and Directors have been attending courses delivered by Plan4Sport, in conjunction with sportscotland, to ensure we are all up to date with current practice for equality, diversity and inclusion.

## Women and Girls' Cricket – The future!

Nicola Wilson is now on board as the new Women and Girls' Participation Manager tasked with growing the number of females playing, coaching, volunteering, officiating and supporting cricket in Scotland. This is the first time Cricket Scotland has had a dedicated role for growing participation in the female game and is a hugely positive step forward and recognition of the importance we are placing on getting more females playing cricket.

Cricket Scotland has made the conscious decision to expand the resource, both financial and human, available to female cricket. This is potentially our

biggest growth area as a sport and we want to see more females engaged in our great sport. Therefore, some of the additions include:

- Stephen Knox appointed as the coach for the Women's National Team. The national team have enjoyed unprecedented success over the last year and head to the final World Cup Qualifying event in Sri Lanka in February
- Rosy Ryan has started as the Women and Girls' Development Officer for the West of Scotland
- We are currently interviewing for a Women and Girls' Development Officer for the East, in conjunction with Inch Park Community Sports Club based in Edinburgh South
- We have invested additional resource into the Girls' U16 Regional Development Centres across the country

## **Child Protection and Safeguarding**

Cricket Scotland are now 100% compliant with minimum operating requirements set by Children 1<sup>st</sup> with regards child protection. With the addition of Colin McDougall as the dedicated Child Protection Officer for Cricket Scotland, and Ramsay Allan taking on the PVG Administration role, the processes,

training and advice in this important area have improved considerably. Cricket Scotland are now seen as one of the leaders on child protection by Children 1<sup>st</sup> and sportscotland. There will be further advice and support for clubs coming out soon in this important area, and there will also be a dedicated section on the new Cricket Scotland website that will hopefully be more concise and user-friendly for clubs.

## *Exciting Developments to look out for!*

### **Launch of new Disability Cricket Strategy and Programme**

Cricket Scotland have been working hard behind the scenes, with support and advice from the EDI Advisory Group, to develop a strategy for disability cricket in Scotland. We recognise this has been a gap within cricket in Scotland and want to ensure we provide great opportunities and experiences for everyone. We are aiming to launch the new strategy and programme early in 2017 and we are currently in negotiations with partners to make this come alive!

### **Community Engagement Coordinator role in Glasgow**

Following on from a consultation evening in Glasgow regarding this position, Cricket Scotland are currently in negotiations with partners to turn this into a full-time role to work with BAME communities. The aim of this role is to help Cricket Scotland achieve its aim of becoming the most diverse sport in Scotland. We want to reach out to people of all backgrounds and circumstances, and give them opportunities and experiences in cricket that make a positive impact on their lives and a sense of belonging to cricket. Again, we hope to have details of this in place in early 2017 so we can start this positive work.

### **Equality, Diversity and Inclusion Champions!**

Are you passionate about equality, diversity and inclusion? Are you interested in cricket? Then we want to hear from you! Cricket Scotland are seeking people interested in becoming our `EDI Champions` to be advocates for EDI and provide support to the cricket community as we raise awareness on our journey to becoming the most diverse sport in Scotland. Please contact Ian Sandbrook on the details below if you are interested.

For more information on any of the topics in the newsletter please contact Cricket Scotland Head of Participation, Ian Sandbrook – [iansandbrook@cricketscotland.com](mailto:iansandbrook@cricketscotland.com)





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