

**Cricket Scotland
Equality Diversity and Inclusion Advisory Group
Terms of Reference**

1. Remit

To assist and advise the Board of Cricket Scotland Limited (“CSL”) and the lead Cricket Scotland (“CS”) manager with their responsibilities on equality diversity and inclusion (EDI) issues. The CSL Board and lead CS manager have the responsibility to: -

- promote EDI throughout CS and, more widely, cricket in Scotland
- ensure implementation of the CS Equity Policy through a robust and realistic action plan
- monitor and report on compliance with EDI legislation
- design and implement appropriate KPIs for monitoring purposes
- ensure that CS and the cricket community in Scotland is advised on EDI issues
- propose and review policy and procedures relevant to EDI
- lead CS in progressing through the ‘Equality Standard for Sports’ levels established by sportscotland

All to enable CS to meet its strategic objective of cricket becoming an inclusive sport.

For complete clarity, the Group has no accountability for policy design or implementation – it is purely an advisory group established by the Board of CSL to assist it and the lead CS manager in fulfilling their responsibilities in this area.

2. Membership (as of 1 November 2016)

- Tony Brian (Chair) – appointed by the CSL Board
- Ian Sandbrook, Head of Participation – lead CS manager
- Nicola Wilson, Women and Girls` Participation Manager – CS Staff
- Sai Majeed (volunteer)
- Debbie Noble (volunteer)
- Kirsteen Ross (volunteer)
- Sandy Hodge, sportscotland representative

Attendance

All members of the EDI Advisory Group are expected to attend quarterly meetings where possible. Failure to attend less than half the annual meetings could lead to a member being replaced on the group if agreed by the remaining committee members.

Length of Term

Length of term for a member to serve on the EDIAG is 3 years at which point a minimum of 2 members will retire by rotation and be replaced by 2 new members.

Chair of the EDIAG is a 3-year term. At the end of this term, CSL will appoint a new Chair for the group.

The EDIAG can co-opt new members onto the group as they deem necessary to help fulfill the group's function

3. Meetings

- Minimum of four meetings per year
- Quorum of 3
- Papers will be distributed at least 5 days in advance

4. Reporting

- The minutes of the Group's meetings will be submitted for noting and consideration of any recommended action to the Board of CSL and to the Senior Management Meetings of CSL.

5. Flexibility

- Due to the nature of EDIAG and the remit it has, there is agreement that the Terms of Reference for the group need to be flexible to reflect the constantly shifting equality landscape. Therefore, there is agreement that the Terms of Reference can be amended, with CSL Board approval and agreed by the majority of the EDIAG members present at a meeting. Changes will be effective immediately.

TORS approved by EDIAG on 1st November 2016.