



**CRICKET  
SCOTLAND**

# Equality, Diversity & Inclusion

## Action Plan 2021-2023



Welcome to the Cricket Scotland Equality Action Plan (EAP) which details the progress we aim to make in the years 2021-2023.

We have made significant progress on Equality Diversity and Inclusion in the last few years, and we are committed to building on that progress and pursuing our aims as documented.

Our key areas for action reflected in our EAP will be

- Women and Girls
- Ethnically diverse communities
- Disability

We have ambitious plans underpinned by a commitment throughout the organisation to progress becoming a more inclusive, diverse organisation and to be able to welcome any person no matter their age or protected characteristics to join us and gain the enjoyment and health benefits of being part of our cricket family.

In order to be truly inclusive, we feel the time is right to not only consider the profile of our present members but also to reach out into communities such as the Ethnically Diverse, Disability and LGBTQi communities to learn from them how we might be more welcoming. To do that, we plan to embark on significant engagement projects by working with members of each community in a structured manner. The output of these projects will be used to inform our future actions.



**We understand that we may need to seek expertise from outside of Cricket Scotland to enable us to do this work effectively and we are prepared to reach out for knowledge and expertise wherever and whenever it is required. Our current partnerships with organisations such as Lord's Taverners and Chance to Shine but also Glasgow Caledonian University will be key to these consultations.**

**Sue Strachan (she/her)**

**President of Cricket Scotland**

**Nicola Wilson**

**Head of Development Cricket Scotland**

**Equality Lead**

**On behalf of the Equality Delivery Group and the Boards of Cricket Scotland**

**March 2021**

**Equality Delivery Group (April 2021):**



**Sue Strachan – CS President**

**Nic Wilson - CS Head of Development**

**Ammar Ashraf – CS Community Engagement Manager**

**Rosy Ryan – CS Women & Girls Development Manager**

**David Bordes – CS Workforce Development Manager**

**Barry McGeachy – CS Disability Development Officer**

**Priyanaz Chatterji – Scottish Cricketers Association**

**Neil Caldwell – CS Match Officials Association**

**Lesley Gilmartin – Business Leader, B+C Executive at Badenoch and Clark**

	Target	Responsibility	Action	Progress	R A G	Expected Completion
	Servicing					

	<b>Board and Equality Delivery Group (EDG)</b>				
1.1	EDG reviewed and expanded with representatives from all areas of the cricket community in Scotland plus an external member. New TOR accepted to discuss and action on equality issues relevant to CS	Board/CEO/Equality leads	Add reps from: *independent/external *match officials *coaches *contracted players	New expanded Equality Delivery Group is being formed	2021
1.2	CSHL and CSL Board members consider the report and recommendations of EDG at each meeting and provide appropriate communication and direction, via the Regional Associations, to the cricketing community in Scotland.	Boards	On the agenda for each CSL and CSHL Board meeting with written report from EDG. All Regional Association reps have Equality Diversity and Inclusion responsibilities in remit.	Commenced 2021, established as standard procedure 2022	2022

1.3	Monitor diversity of the Boards, Staff, Regional Association committees, Cricket Scotland Match Officials Association(CSMOA) and CS committees for three target groups: Ethnic Diversity, Sex and Disability	EDG / Boards	Collect data annually	Board diversity 2020 headlines: * Male 69% Female 31% * 92% over 45 years old * 0% has disability * 6.67% from Asian ethnicity		2021 and annually
1.4	Board to consider and approve targets proposed by EDG based on profiling and consultation (see 1.14)		EDG consider and recommend targets	Await 2021 census data Plan consultation 2021 Consultation completed 2022 Advice to boards 2022/2023		2023
1.5	Ensure that Equality, Diversity and Inclusion is embedded in our Strategy and actions	Board/CEO	Board to receive written updates from EDG for each meeting, standing item on agenda	Strategy 2020-2023 approved and launched (adjustments made due to covid)		2021
1.6	Provide a Board Member with expertise and enthusiasm to chair the EDG	Board	Board member to be identified for EDG	Cricket Scotland President chairs EDG 2021		2021
1.7	Connect with charities/groups for support LGBTI+ sports charter, SAMH, etc	EDG	Identify and connect with relevant external groups and sign appropriate charters			Completed by end 2021



	<b>Policies</b>				
1.8	All policies are updated to appropriately reflect required standards for equality	HR / CEO/ CS Leadership Team	Review all policies on a three-year rolling basis	Recruitment policy reviewed 2021 Equality Impact Assessments from year 2022	2023
	<b>Recruitment and Retention</b>				
1.9	Ensure all job descriptions, job adverts and advert locations encourage diversity of applicants	HR / CEO/Marcomms	All job descriptions and adverts are screened and advertised as per recruitment policy		2021
1.10	Amend CS generic job advert to include a statement encouraging an open application process and that CS welcomes applicants with any disability, background or beliefs and include anonymous equality profile form	CEO/Marcomms/EDG	Job advert to be reviewed by EDG		2021
	<b>Monitoring</b>				
1.11	Collect equality data for members, staff, board, officials and coaches by survey and membership data	Head of Development/EDG	New digital platform 2021 to include equality data collection from members/users  Use survey in addition to membership data		2021  2022
1.12	Report yearly on recruitment process	HR/CEO	Yearly summary of recruitment figures and breakdown	Summary collation of data at the end of the year	2021

1.13	Assess future changes to HR best practice and how we integrate them	HR/CEO	Awareness of changes through Sport Scotland and review implementation of these as needed	<a href="#">Consider blind shortlisting</a>		2022
1.14	Stakeholder consultation	EDG	Conduct a stakeholder consultation with wider cricket community and external to seek opinion in how we might address inequalities and perceptions	<a href="#">Design consultation in 2021</a> <a href="#">Deliver consultation 2022</a> <a href="#">Report recommendations to boards 2022</a>		2022
	<b>Communication</b>					
1.15	Improve the communication and awareness of equality strategy both internal and external to CS	Marcomms/ Head of Development	Make EDI more prominent on website (page with policy and TOR) and present equality action plan to all staff including EDG, TOR and Equality policy	<a href="#">Marcomms to review website and internal/external comms</a>		2022
1.16	EDI is always considered on all CS media channels	Marcomms/Operations	Continue to monitor all content	<a href="#">review end 2021</a> <a href="#">embed annual review process 2023</a>		2023



1.17	Ensure all marketing and imagery used is equitable	Marcomms/ Head of Development	All marketing material to ensure diversity is reflected  Identify gaps in media library and address	review end 2021 embed annual review process 2023		2023
1.18	Provide regular updates to appropriate partners, stakeholders and sponsors	Marcomms/ Head of Development	Equality section in each monthly CS newsletter	CS newsletter launch 2021 With section on equality and presidents blog		2022 2021
	<b>Commercial and Events</b>					
1.19	When negotiating sponsorship deals, encouraging sponsorship of both men's and women's programmes	CEO/Marcomms/C ommercial		From 2021		2023
1.20	Ensure provision of facilities for groups with protected characteristics at all CS events, and advertise them – disability access, halal food etc and include in customer experience feedback survey	Operations/ Events	Liaising with venues and using information from customer feedback surveys to improve future experiences	Explore present position 2021 Checklist from 2022 Standard procedure by 2023		2023

Programmes					
	<b>Women and Girls</b>				
2.1	Increase female participation in all areas of cricket in Scotland	Women & Girls Development Manager (WGDM)	WGDM to lead delivery of strategy  2500 participants across senior, junior and modified formats	Women & girls' programmes and increased playing opportunities as part of all Regional Development Officers' remit and KPIs – workplans from 2021	2023
2.2	Recruit, retain and develop female coaches 100 Active and Qualified Female Coaches 20 Active and Qualified Match Officials	Women & Girls Development Manager/ Workforce Development Manager/CS Match Officials Association	Female only coaching, umpiring and scoring courses + mentoring programme	*Introduction to Cricket Coaching 2021  *Foundation 1 2021  *Umpiring 2021	2023
2.3	Promote the provision of female friendly facilities and club environments – 15 Female Cricket HUBS	Women & Girls Development Manager	Educate staff and clubs in barriers to female participation  Identify funding options to support facility adaptations	12 hubs 2020  12 hubs 2021  15 hubs 2023	2023

2.4	Increase the number of female-only playing opportunities	Women & Girls Development Manager	<p>Launch Wee Bash Summer Edition 2021</p> <p>Develop four Regional Development Leagues 2023</p> <p>Double the number of teams entering school competitions by 2023</p>	<p>34 schools in 2019</p>		2023
2.5	More females on Regional Association committees, CS committees	CEO/ EDG	Equality development and annual profiling	<p>Equality development to be delivered 2021</p> <p>Baseline profiling 2021</p> <p>Make recommendations based on data 2022</p>		2023
	<b>Disability Cricket</b>					
2.6	Increase cricket involvement with Scottish Disability Sport	Disability Cricket Development Officer	<p>Higher visibility of cricket in Scottish Disability Sport (SDS)</p> <p>Inclusion training &amp; more imagery of Disability Cricket</p>	Start conversations with SDS in 2021		2023
2.7	Develop Disability Strategy and Action Plan	Disability Cricket Development Officer /Head of Development	<p>Disability strategy part of CS Strategy</p> <p>Communicated to stakeholders and staff</p>			2021

2.8	<p>Recruit, retain and develop disability coaches and more coaches with a disability</p> <p>Recruit, retain and develop umpires and scorers with a disability</p>	<p>Disability Cricket Development Officer /Workforce Development Manager/ CS Match Officials Association</p>	<p>*VI (visually impaired) training for Coaches</p> <p>*Disability coach education</p> <p>*Disability awareness training eg. autism awareness</p> <p>*Dedicated courses available for those with disability</p>	<p>Develop disability coach education and awareness plan 2021</p> <p>Develop disability match officials education and awareness plan 2021</p>		<p>2023</p> <p>2023</p>
2.9	<p>Deliver specific disability cricket events in identified regional hubs and clubs</p> <p>7 x hubs</p> <p>9 x Disability Champion Clubs (DCC)</p>	<p>Disability Cricket Development Officer</p>	<p>Open to all disability HUBS with Super 1s and Table Cricket</p> <p>Launch Champions Clubs Programme</p> <p>Other programmes:</p> <p>*Lord's Taverners Super 9s</p> <p>*Visually Impaired Events</p> <p>*Lord's Taverners competitions</p>	<p>4 hubs in 2020</p> <p>DCC launched 2021</p> <p>3x DCC in 2021</p>		<p>2023</p>
2.10	<p>More people with a disability on regional association committees, CS committees</p>	<p>Disability Cricket Development Officer</p>	<p>Equality development and monitoring</p>	<p>Equality development to be delivered 2021</p> <p>Baseline profiling 2021</p> <p>Make recommendations based on data 2022</p>		<p>2023</p>

	<b>Ethnically Diverse Communities (EDC)</b>					
2.11	More EDC representation on regional association committees, CS committees	CEO/EDG	Equality development and profiling	Equality development to be delivered 2021 Baseline profiling 2021 Make recommendations based on data 2022		2023
2.12	Recruit, Retain and develop more EDC coaches, match officials and volunteers	Community Engagement Manager/Workforce Development Manager	Explore barriers and enablers to EDC participation	EDC consultation 2021 EDC action plan 2022		2023
2.13	Target Ethnically Diverse areas with community engagement cricket programmes	Community Engagement Manager/Head of Development	Expand Wicketz programme to more cities in Scotland Launch Chance to Shine / Street Cricket programme	Wicketz hubs Edinburgh x 2 2021  Chance to Shine Edinburgh x 3 schools programmes 2021  Aberdeen x2 schools programmes and 1 street cricket programme 2021		2023
	<b>Talent and Performance</b>					
2.14	Offer support for athletes with financial constraints	Head of Performance Pathways	Make athletes and their families aware of support available	Financial support programme launched 2021		2023

2.15	Provision of equivalent support for male and female high performance and pathway programmes	Head of High Performance/ Head of Performance Pathways/CEO	<p>Alignment of existing coaching resources</p> <p>Enhancement of coaching teams for female regional and national teams</p> <p>Mentoring and development programme for female (high) performance coaches</p>	Women's full time head coach appointed 2021		2023
2.16	Make practical progress towards contracts for national women's team	Boards/CEO	Discussions at Board level regarding financial feasibility			2022



People					
Staff Development					
3.1	Conduct annual Training Needs Analysis regarding EDI for staff and boards	CS Leadership Team	TNA done as part of staff and board appraisals	All staff, boards, regional association committees to receive equality development 2021	2023
3.2	Oversee the delivery of EDI development for staff, boards, match officials, coaches, contracted players, regional associations	CS Leadership Team	Action plan for staff formed and training provided as necessary	Equality development programme Q2 2021	ongoing



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