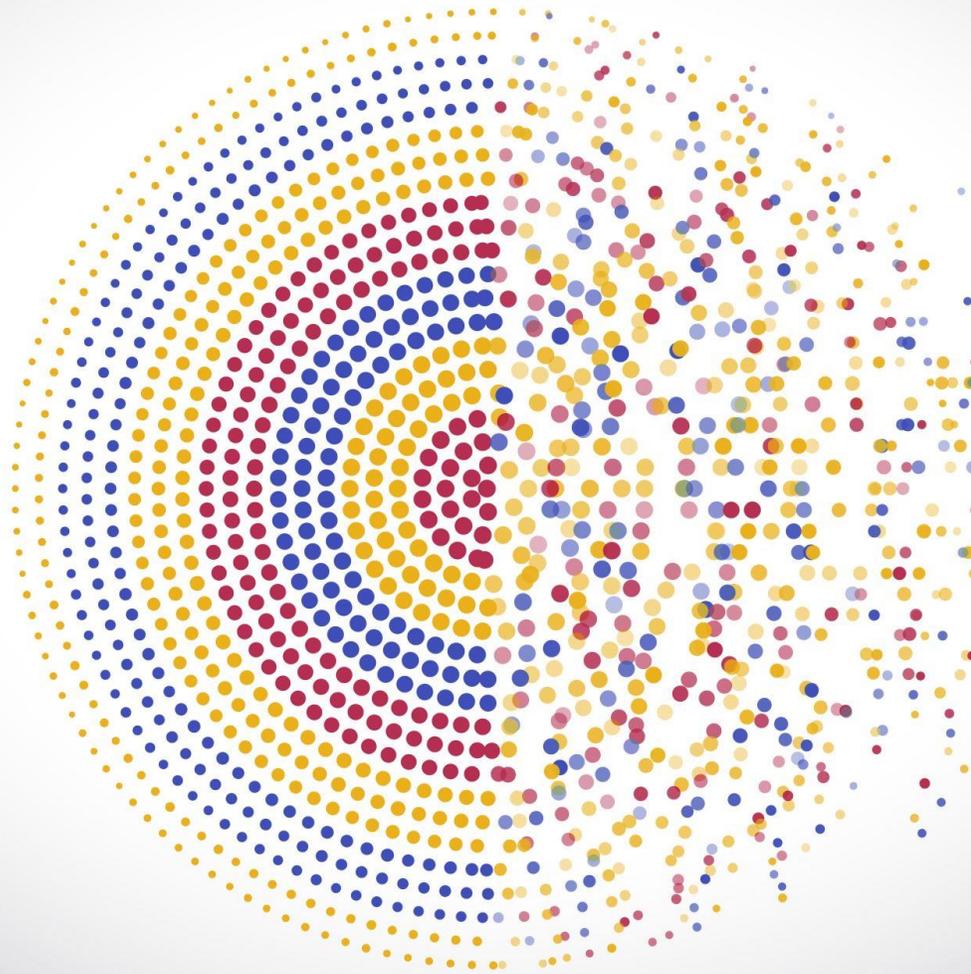


Independent review of allegations of racism in Cricket in Scotland (commissioned by **sportscotland**)

Louise Tideswell, Director



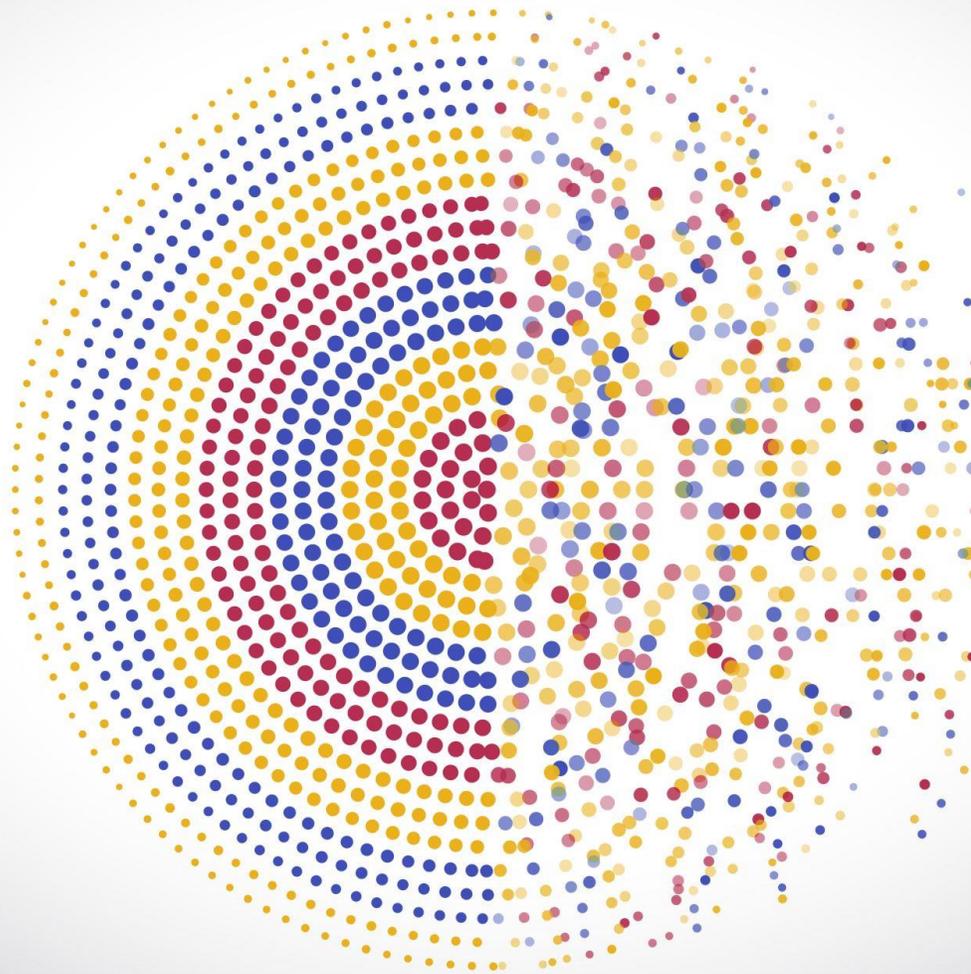


Stage 1 – Desktop review (Jan- May 2022)

A desktop review of policies and procedures in line with best practice through the lens of:

- EDI
- Racial inequality
- HR

- Cricket Scotland policies
- Regional Association policies
- Club policies
- Junior Development Group policies

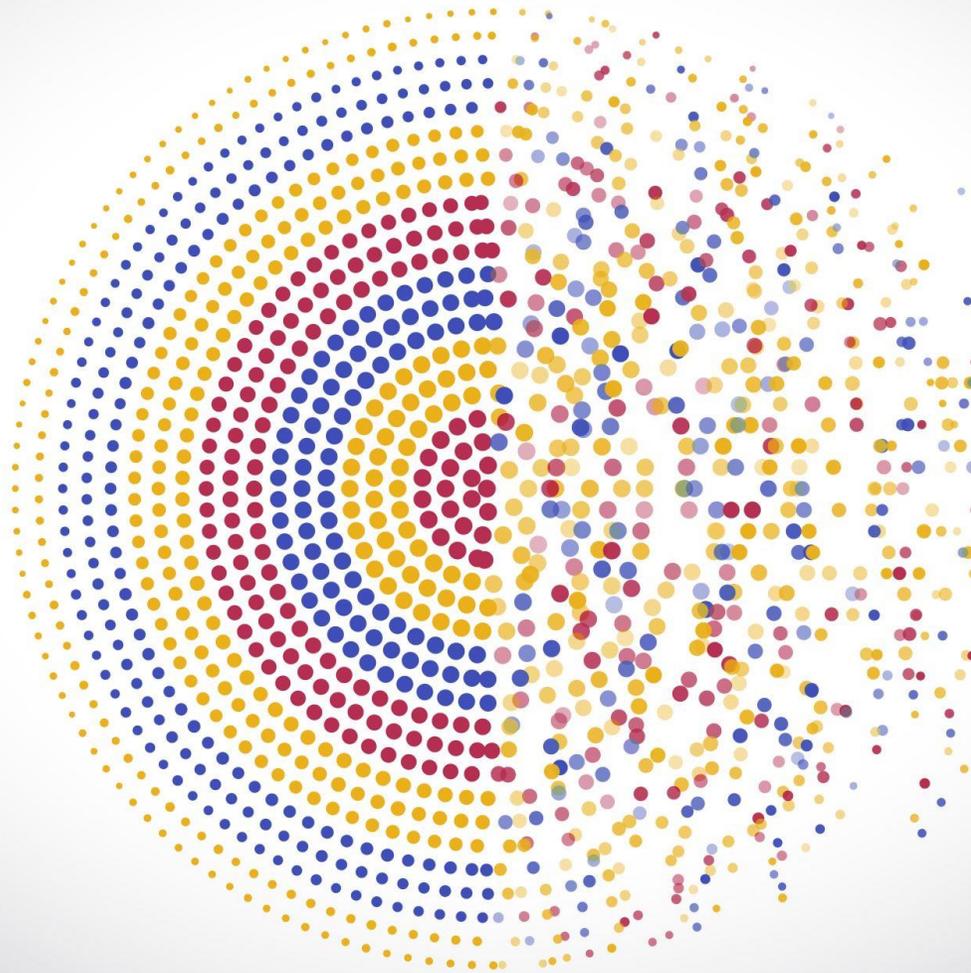


Stage 2A – Consultation (Jan – May 2022)

- 1:1 interviews with all Board Members of both Bodies
- 1:1 interviews with all staff members of Cricket Scotland
- 1:1 interviews with Scotland Men and Scotland Women players
- 1:1 interviews with High Performance staff

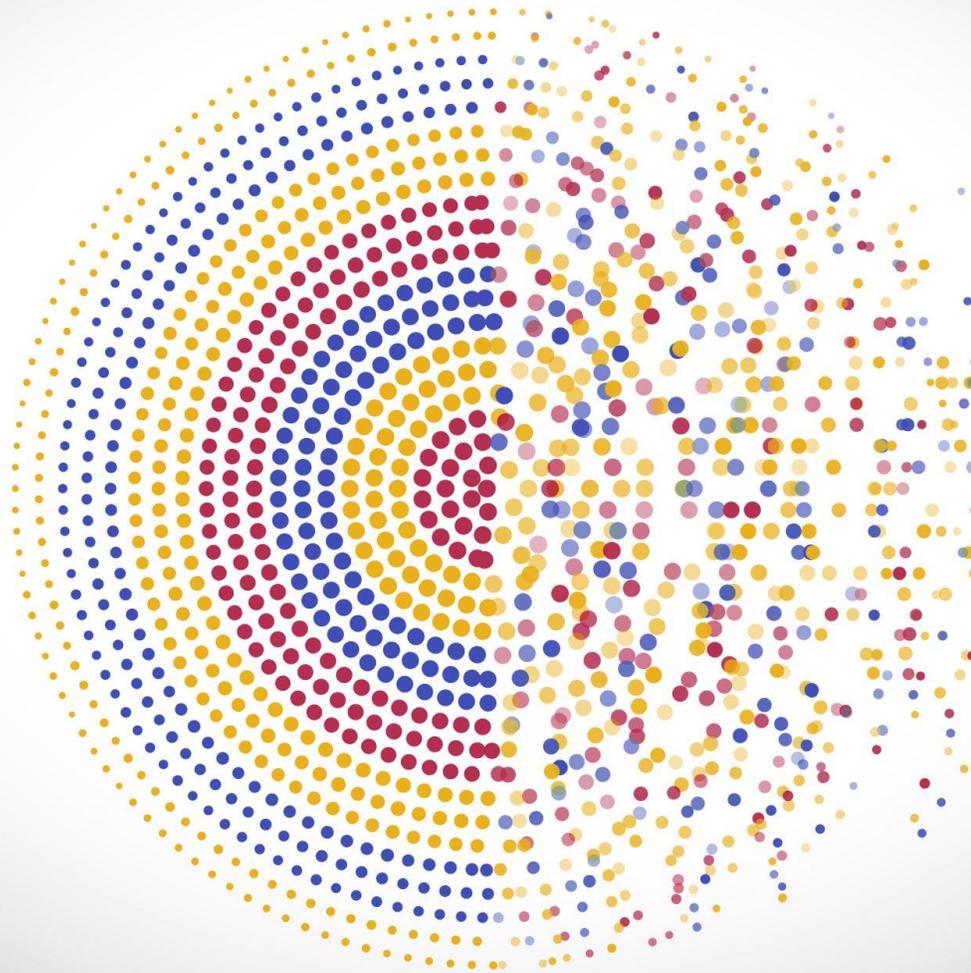
Who next?

- Focus groups with each Regional Association Management Committee
- Focus groups with coaches
- Focus groups with Match Officials
- Focus groups with grassroots players and Club volunteers



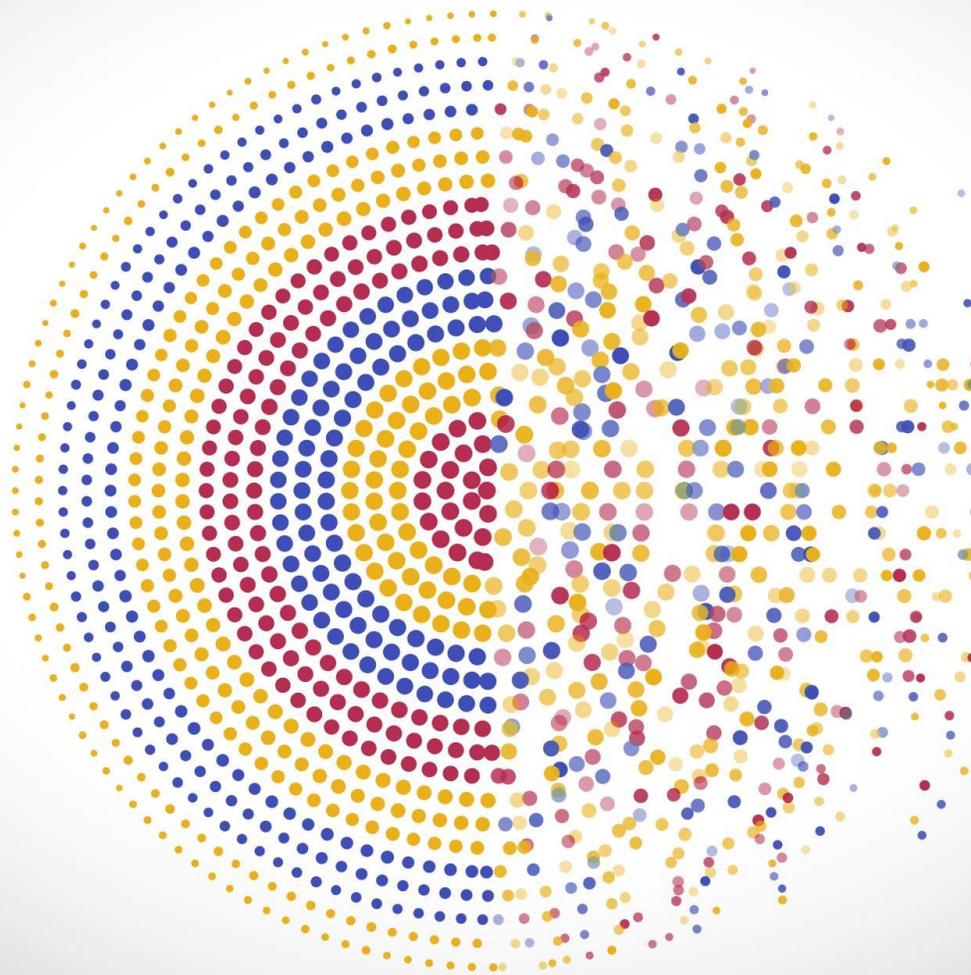
Stage 2B – Case Management (Jan – June 2022)

- Created a confidential means for individuals in Cricket to disclose their personal experiences, including racial inequality or other discrimination
- This will be in place until June 2022, with the potential to extend or reduce based on uptake and engagement
- Where needed we have signposted our concerns to be investigated by:
 - Police Scotland
 - Children First
 - HR and legal experts



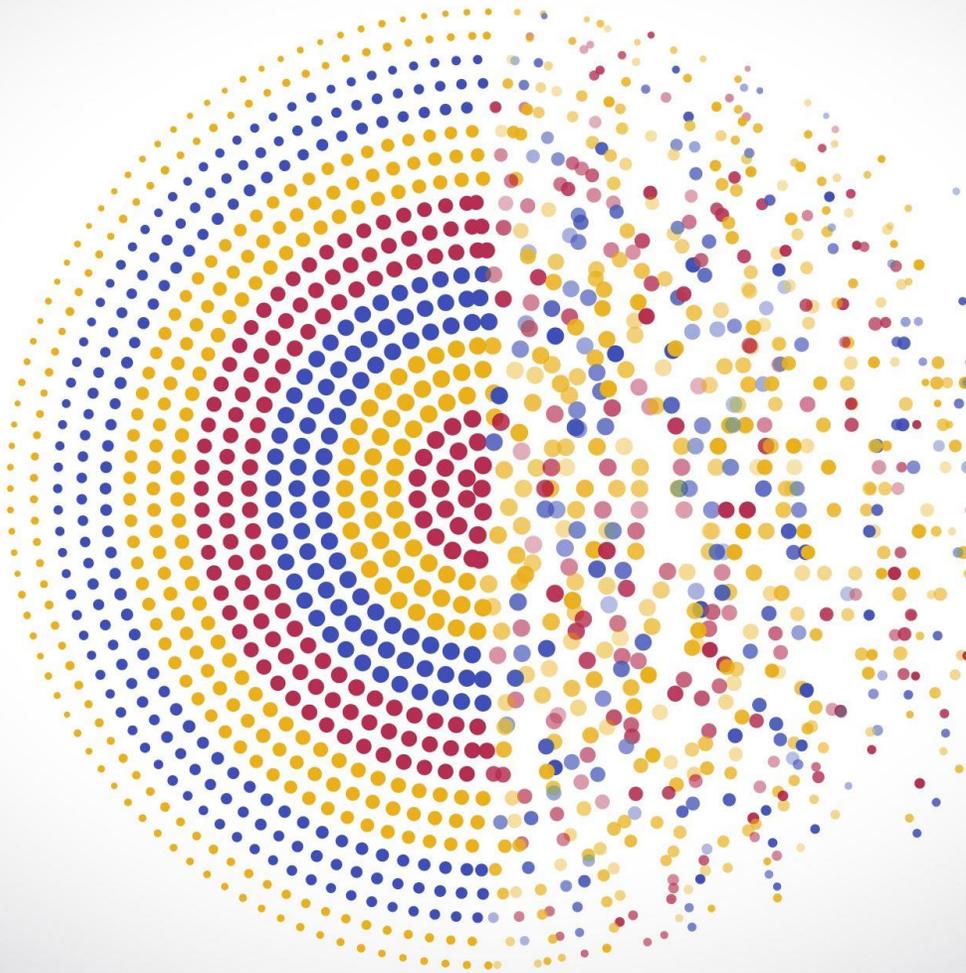
Stage 3 – Online surveys with analysis (April 2022)

- Anonymous online survey on racism in cricket
- Launched yesterday
- Please promote this to anyone involved in cricket who would like to help shape the future of the sport
- The link will be made available to all after the AGM and has been promoted



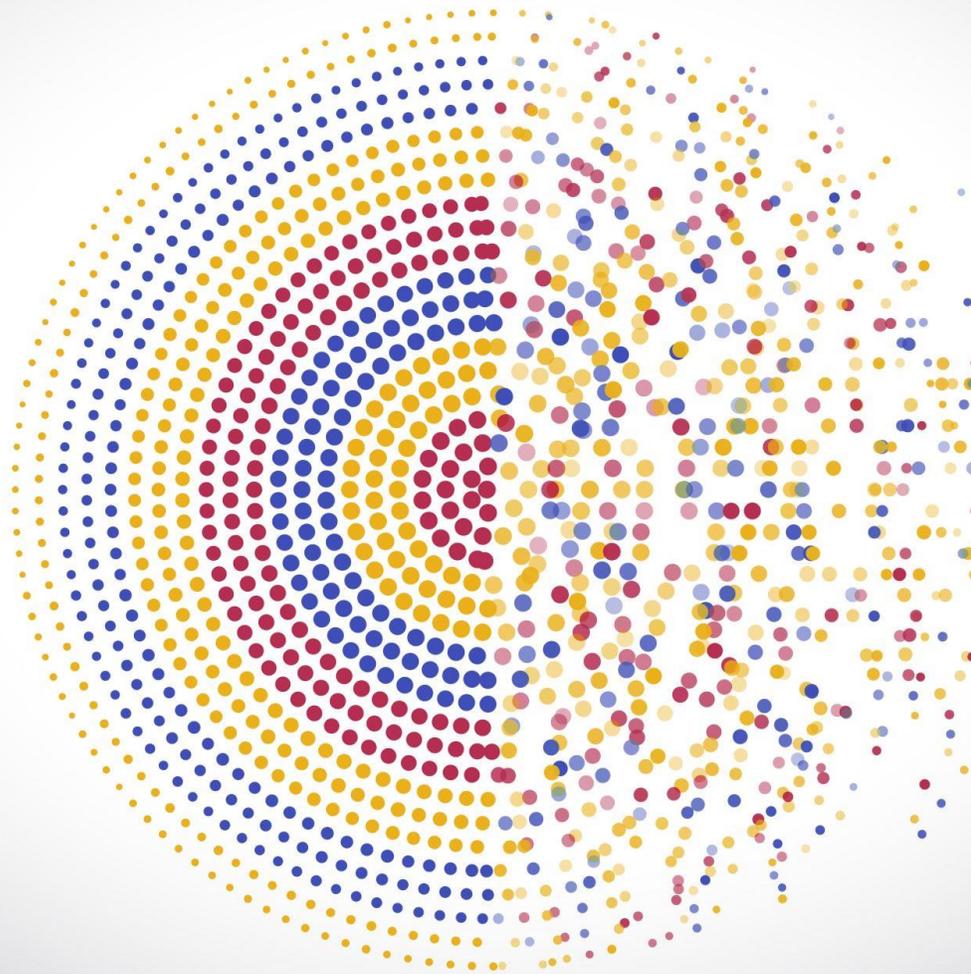
Publish High Level Recommendations Report (late July 2022)

Support the public release and community engagement in the report, with Cricket Scotland and with the individuals and communities most affected.



Interim key messages from the Independent Review Team:

- We want to be clear again that the role of Plan4Sport is to carry out a **review** into the allegations of racism within cricket in Scotland – **it is not an investigation**. Our role is to listen to as many people as possible involved in cricket from all aspects whether as players, former players, staff or umpires
- Our aim is to hear from anyone who has either experienced or witnessed racism or racial abuse in any form, through a 1:1 consultation or via the anonymous survey
- We have listened to many reports, and where applicable we have already signposted these to the most appropriate agency to deal with. They will carry out any investigations



Interim key messages from the Independent Review Team:

- We have already talked with hundreds of people and have heard examples of racism in cricket
- We have also heard examples of other forms of discrimination, inequality and poor practice in cricket. These issues will be reported separately to Cricket Scotland so that they do not detract in any way from the focus of this review
- We want cricket to be inclusive and welcoming to everyone