

Area of Work	Project	owner	Concise Report & Benchmark 2020	2021	2022	3 Year goal
Governance	EDI Group Membership	LH	<p>Tariq Awan and Sue Phelps from Board added to Group. Jennifer Owen Adams assumed Chair in April 2019. New Board Director Sian Webber to join Group from 2020 onwards.</p> <p>Sarah Williams to provide external input into Group</p> <p>Group rationalised to focus on main EDI areas</p> <p>Group meets virtually in 2020</p> <p>Consider BAME Board co-option</p>	<p>Equality plans completely embedded in CW Operational Plan</p> <p>Equality plans emerge from all CW functional groups within the network</p>	<p>EDI plan is firmly embedded to CW Operational planning. And GCC CW joint strategy via KPI tracker</p> <p>Equality plans appear within, Leagues plans.</p>	<p>EDI group’s plan is embedded in operational plan with clearly marked up equality areas rather than a standalone EDI plan for scrutiny and planning</p> <p>EDI action plans further embed into the game e.g. as well as safeguarding equality appears on club agendas.</p>
	publicity	MF	Transparent reports and plans ref EDI on website. Generic content on both websites.	Leagues begin to publish equality data	All leagues with equality data	Visibility equality work across whole network on both CW and GC websites
	General Business Practice	LH	<p><u>recruitment</u></p> <ul style="list-style-type: none"> <li>- Plan to advertise jobs to recruit more diverse applicants:</li> <li>- CVs anonymising</li> <li>- monitoring for applicants to track success embed equality into our inductions</li> </ul>	Recruitment practice totally inclusively developed	Recruitment practice totally inclusively developed	Recruitment practice totally inclusively developed
			<p><u>Comms/Marketing</u></p> <ul style="list-style-type: none"> <li>- profile of inclusive cricket on channels</li> </ul>	Ability to track profile of inclusivity across website (functionality built in)	Achieve best practice in marcoms around inclusive imagery	Achieve best practice in marcoms around inclusive imagery

		<ul style="list-style-type: none"> <li>- % of content dedicated to BAME, W&amp;G, disability cricket, diverse communities</li> <li>- Consider imagery on our channels to ensure proportionate diversity</li> </ul>			
		<p><u>General business meetings</u></p> <ul style="list-style-type: none"> <li>- statements we use if we are interviewing/meeting people at SG to ensure we ask if they have special needs e.g. access to building, engineering time in long meetings for people to pray?</li> </ul>	Statements developed and implemented	Statements tested against good practice	Statements tested against good practice
		<p><u>Eq Impact assessments</u></p> <ul style="list-style-type: none"> <li>- Before launching an initiative.</li> <li>- All senior team members trained in EIAs</li> <li>- Part of general induction</li> </ul>	<p>Plan of action for all areas that require EIA</p> <p>All senior members trained</p> <p>Unconscious bias and trans gender training</p>	<p>Assess whether EIA are making a good contribution</p> <p>All senior members trained</p>	<p>Assess whether EIA are making a good contribution</p> <p>All senior members trained</p>
		<p><u>Data collection</u></p> <ul style="list-style-type: none"> <li>- Improving our knowledge of who is in cricket</li> <li>- Develop data within the limitations of no ECB game-wide CRM)</li> <li>- Transparency /visibility publishing the action plan on the website</li> </ul>	<p>Better understand data around individual strands of EAP work</p> <p>Publish EAP and EDI papers</p>	<p>Implement individual CRM approach for cricket in Wales</p>	<p>Develop individual CRM for any participant in cricket</p>

<b>Women &amp; Girls Cricket</b>	Girls' Cricket	MF	<p>girls' softball festivals: Kwik Cricket &amp; Lady Taverner's Schools festivals</p>	<p>Use the opportunity of Dynamos Cricket. Further delivery and sustainability &amp; development of girls' cricket within schools/clubs</p> <p>KC – Secondary Schools C2S Girls only projects with links to Softball league teams</p>	<p>KC – C2S girls wide programme in secondary schools</p>	<p>KC – C2S girls wide programme in secondary schools</p> <p>SW- Work in partnership with MCC to ensure Girls' Hub sustainability</p>
			<p>hub &amp; development projects to be delivered with transition from all stars</p> <p>2019 All-stars girls = 23.67% i.e. 915</p>	<p>Continue the transition from girls' out of All Stars and look to increase the number of girls' only teams from U9-U12.</p> <p>2021 girls all-stars 1500</p> <p>MW -6 Girls hubs within each area</p>	<p>onwards to work with cluster clubs to develop girls' Cricket further.</p> <p>2021 girls all-stars 2000</p> <p>MW - Access to a girls Hub / Dynamos within each local LA</p>	<p>Build on the S Wales cricket W&amp;G group plans to grow girls U11 &amp; U13s across All of Wales</p> <p>2022 girls all-stars 2500</p> <p>SW- Establish NW Girls' League/festival format</p>
			<p>Mapping exercise of girls' playing cricket in which clubs/areas has been completed by the Women &amp; Girls' Officers.</p>	<p>Determine a new range of growth hubs beyond 2021</p> <p>South West: postponed 2020 to 2021 – New SWJCL U11's &amp; U13's girls only league. Keep growing in 2022 and build towards U15s in 2023</p>		<p>Girls' Club participation doubles in the strategy period</p>

			Clubs with both a women's and girls' sections 2020 = 27	Clubs with both a women's and girls' sections 2020 = 35	Clubs with both a women's and girls' sections 2020 = 40	Clubs with both a women's and girls' sections =69
	Women's Cricket		A calendar of club led Women's Softball Cricket Festivals to be delivered in summer  to pilot for the first time.	South Wales Women's Softball League  Pembrokeshire Hardball teams & other Hardball teams to continue with leagues/events  SW- NW Softball League launch (likely to be 2021)	Facilitate further activity from the new festivals/leagues.  Club Development Planning. Grow S Wales & N Wales hardball cricket networks	Women & Girls' Officers to continue to embed the offer of Women's Cricket at focus clubs.  W&G participation doubles in the strategy period
			North Wales- Hardball festival to be piloted based on club need. Several forums/club meetings have been held with all the key clubs delivering on Women's Cricket with the target being focused development work.  Hardball teams 19	Grow hardball teams  KC – Grow South West Women's regional league – Radyr to join Newport & Briton Ferry Steel in 2020 more likely to 2021 if no season.  Develop softball taster sessions to feed into structured W&G teams	SW-Establish NW Hardball hubs based on need.	Hardball teams 32
	Cluster Clubs- ECB		Funding received from the ECB around the cluster club target model to part fund the roles of officer. Each area has established what clubs could form an ECB	Develop cluster clubs year 2 Emphasise on development & sustainability with cluster clubs.	Develop cluster clubs year 3	Cluster clubs year 4

			cluster club for Women & Girls’.	KC Sustain the new South Wales Softball league via these clusters and softball local festivals.		
	Women in leadership		Diverse club governance	Cricket Wales Board to meet 40%  League leadership outreach	Develop initiatives to embed more women in club leadership	more women to become club committee members
	Grant aid funding		suspended pending COVID 19 emergencies Future facility/small grant funding will have criteria around Women & Girls’ Cricket provision. Workforce likely to be a key area to develop across Wales.	Develop quality network applications to develop infrastructure in clubs for W&G  KC – Use any ECB direct WGs funding wisely – ensure WGs development roles. Sustain the current contracts.	Develop quality network applications to develop infrastructure in clubs for W&G	Develop quality network applications to develop infrastructure in clubs for W&G  SW- Sustained Women & Girls’ Officers in post
<p><i>Disability Cricket: To obtain an ethos of inclusion across Wales at all levels of Cricket participation as a natural procedure and ensure that people with any impairments are respected and valued for the contribution that they make to the game, under the “One Game Banner”.</i></p>						
<b>Disability Cricket</b>	Special Schools’ outreach	LR	Delivery of school’s programme at 4 schools in North Wales across the winter by community coaches which has linked into Colwyn Bay, Wrexham/Gwersyllt & the new Disability Cricket Hub in Dolgellau. Focus on grassroots offer.	New disability poster to be circulated to all clubs to increase awareness of opportunities available  Schools programme to align with club and hub development	All school activity totally aligned to hub growth	Hubs supported by aligned schools programme

			Current schools outreach needs to align more with hub model  45 schools engaged	KC – Local areas need specific funding to develop this area.		60 schools engaged
	Hubs	LR	North Wales hubs also aware that if there is a talented player there is a pathway available  5 hubs across Wales	Lords Taverners Super 1 bid for hubs across Wales. To include two new North Wales hubs and consolidation of existing three  2021 Super 1s bid to also include hubs in South Wales build on Aston Martin options  SW: Revisit Lord Taverners bid and look to find other sources of funding. Link local schools programme with local hubs – this needs to be Cricket Wales led at host club venues.	Build disability hubs to engage with each junior league in Wales	Disability Hubs networked across all areas of Wales  9 hubs across Wales
	Disability Cricket Club	LR	one dedicated Disability Cricket Club in each District. Currently 5	SW – Revisit Insight Accreditation. Realign with Club mark clubs initially		one dedicated Disability Cricket Club in each District. =9
	Wales & Performance	MT & LR	Successful first overseas disability tour to Sri Lanka held in Oct 2019. Sri Lankans potential future visit  National Development centres in Wales x4	4	6	National Development centres in Wales x8

			2x National team players for the Deaf.	2	5	One National team for the Deaf.
			Two County teams playing in the BACD competition	2	2	Three County teams playing in the BACD competition
			National visually impaired team (not in place)	25%	50%	National visually impaired team.
<b>Older People &amp; Dementia Friendly work</b>		AH	Build on the partnership with Sporting Memories	Dementia Friends and dementia friendly communities work that has started and could be extended 2 clubs	4 clubs	Cricket clubs to be inclusive and safe environments for people affected by dementia  8 sporting memory clubs
			Use the momentum of clock cricket in Aneurin Bevan HB	Engage with one more health board	2 more Health boards	All health boards
			Explore how heritage can support older people  Set up online accessibility of heritage products e.g. <u>Podcasts</u>	Set up Friends of Glamorgan/Wales Cricket Heritage  Online 'Winter Talks'  Clubs website	Make resource available to clubs to co-host club heritage sections	Grown membership across Wales
<b>Black, Asian Minority Ethnic Work</b>	Governance		Re set BME cricket stakeholder group  Set up Glamorgan Advisory Group	Re fresh current strategy	Identify key enablers and influencers	Mature offer for BAME cricket
	Data	AA/ MF	2020: Club Membership = 8% BAME. Wales Population 5.9% All Stars 2019: Asian any: 3.53%; Any mixed white & Black African Caribbean: 0.39%	ASC; Any Asian 6%. Any mixed white & Black African Caribbean: 1%	ASC; Any Asian 7%	ASC; Any Asian 8%

	Pop ups	Cardiff: Pop Ups / Ambassadors Continued X5 Pop ups Focus on Indian Community	X7 Pop ups Cardiff Develop National Lottery scheme	X8 Pop ups Cardiff. Develop National Lottery scheme	X10 pop ups Summer programme; being more stand alone; better data capture.
		Newport: 1 x pop up	1x Pop up KC – would like funding for a pop-up club in Swansea (Hafod /Sandfields area)	2 pop ups Newport	3 pop ups
		Swansea 1 pop up	New Cohesion Cup KC this looks like it will be postponed to 2021 in Swansea – start with 4 teams.	1 pop up Swansea	
	Cardiff	City Cup delivery Cricket Cohesion Cup Grande Finale involving Cardiff Community Policing: Emergency Services Fun Day Participation	City Cup / Cohesion Cup	Growth on BAME specific competitions options	
	Newport	Publicity; winter training for 12 at NISV. School visits St Woolos, Pillgwenlly, and Maindee Primary School: BAME Cricket Festival (15); all stars (4); Weekly Junior Cricket Coaching (Summer 25); City cup team (prepared but not involved).	New Cohesion Cup W&G	plan in place with RM and Newport CC  City Cup linked to Newport CC	
	Girls	Butetown Pavilion project & Grangetown girls football tasters of cricket to girls from Somali and Arab ethnicity who frequent the pavilion,	Need to connect into wider clubs. Girls softball set up	Girls hard ball set up	.
	Women	Initial pilot sessions Women’s Connect first; Streetgames; community leaders; build relations with clubs; leader development	Bolly Crik in 2021 Softball league BAME w&g Plan for women’s BAME softball wider plan		Mirror cohesion cup to embrace BME women to take part



	Volunteers/ workforce		Train New Activators in the community removing barriers that may exist with travelling – Deploying participants & gain new recruits with focus on growing Newport BAME Cricket and Women & Girls BAME Cricket Focus	Recruit to F1 courses Redeployment of trained volunteers:		.
	Funding		Funding Applications – being more creative Optimise national lottery grant	Service national lottery grant	Service national lottery grant	
	ALL Stars Cricket & Dynamos Cricket		Successful Grangetown scheme: build on 2018 April open day 75 children turned up – 38 sign ups & 2019 Roath (Gymkhana & Grangetown (Bay Tigers)  Use Foodbank initiative	Grow ASC in ALL S Asian clubs	Vibrant ASC programmes across key clubs	2020 plus to expand all-stars centres in non-club locations but also to ensure all BAME cricket clubs run their own All Stars Centres and Dynamos Cricket centres
	Profile		Build on CWC19 ref filing etc & ticket engagement  Sport Wales – school sports survey recognised a BAME increase and captured our project on camera	Build on bank of films created	Role models for participation across W&G	Role models as volunteers
	Connecting with the professional game		Guard of honour at Sophia Gardens International ticket allocation MCB	Use of the Hundred / T20 Blasts	Use of the Hundred/ T20 Blasts	Use of the Hundred / T20 Blasts
<b>Deprived communities opening the game</b>	Refugees & Asylum workers	MF	2019: Via the Glamorgan Stadium visit programme, connected with <i>Refugee and Asylum seekers</i> by partnering with local community and church groups to offer days where participants were able to feel involved, safe, and more settled in a new country.	Build on 2019 programme with closer links to these groups e.g. Rainbow centre / Oasis / Refugee Council / Space 4U	Work with six groups (refugees and trafficked individuals) seeking solace	Using BSBT programme International cricket and strong networks

	Charities		T20 Blast programme of charities	T20 Blast programme of charities  Want to open workshops working with prisoners' families supporting them and offering a remedial and fun time as they visit the stadium;	T20 Blast programme of charities	T20 Blast programme of charities
	NEETS		2018: Course for 10 NEET young people with <i>Vi-Ability</i> see film <a href="#">here</a>  2019 Experiences for <i>The Prince's Trust</i> NEETS at the stadium via its Fairbridge scheme We have run three sessions so far for 30 people	Develop funding and resource to support this engagement	Develop funding and resource to support this engagement	Develop funding and resource to support this engagement
	Home Office		Secured funding from the Building a Stronger Britain Together (BSBT) programme	Look to engage LEA 'paid' workshops	Look to engage LEA 'paid' workshops Evidence impact more	Look to engage LEA 'paid' workshops
	Food Poverty		Develop food poverty partner Citizens Cymru in COVID 19 If possible, represent SHEP School Holiday enrichment programme within the Cardiff local education authority offering cricket for children who are on free school meals and have nothing to do in the summer with little parental support;	Continue Food poverty relationship  Expand SHEP engagement	Continue Food poverty relationship  Expand SHEP engagement	Continue Food poverty relationship  Expand SHEP engagement
	Police & Armed Services		Created experiences at the stadium for a wide range of police and fire brigade cadet groups from across South Wales including indoor match tournaments; many of which are from deprived	Build on armed services covenant: Armed Services Day T20 match Woody's Lodge	Build on armed services covenant: Armed Services Day T20 match	Build on armed services covenant: Armed Services Day T20 match

			communities from across South Wales			
	Non-Club locations Wicketz		All stars centre <a href="https://www.bbc.co.uk/sport/wales/44633047">https://www.bbc.co.uk/sport/wales/44633047</a> all stars and BAME Grangetown & Roath in 2019	Link with BAME engagement	Link with BAME engagement	Link with BAME engagement
			Wicketz funding secured via Lords Taverners Centres in Llanrumney and Rhondda Valley	Centres in Llanrumney and Rhondda Valley Develop Gabby Basketeer's work programme Llanrumney growth Ferndale Abercynon	Centres in Llanrumney and Rhondda Valley  Grow centres across Wales	Renewed funding
	<i>Time Credits</i>		2019: Partnered with <i>Time Credits</i> to develop a family engagement programme with six primary schools in socially deprived neighbourhoods in Cardiff, Barry, Aberdare, and Monmouth. The programme involved after-school cricket clubs, overseen by Glamorgan community coaches, together with parents and their children. In all, 200 children were involved and the reward for them and their families, through time credits, was a voucher to visit Glamorgan's T20 matches at Cardiff	Resume programme to engage communities that would not normally watch a professional game	Resume programme to engage communities that would not normally watch a professional game	Resume programme to engage communities that would not normally watch a professional game
	Evidence		Clearly articulate impact of cricket outreach in changing lives	Clearly articulate impact of cricket outreach in changing lives	Clearly articulate impact of cricket outreach in changing lives	Cricket evidences its huge impact on underrepresented groups with a body of evidence that shows the life changing effect it can have

<b>The Professional Game</b>	Talent, Pathway & Professional Game		Current Glamorgan cricket BAME = 10% of Wales age group squads Set up Advisory group to review any current unknown barriers and blind spots in preventing the smooth progress of talented BAME players  Run outreach foodbank project activities	Implement Advisory group recommendations	Implement Advisory group recommendations	Implement Advisory group recommendations
	Whole family offer		Baby Dragons: introduced an U4 area in T20s to offer options for all within families. The All Stars ticket offer to clubs for internationals was well received.	Develop family offers with advent of dynamos cricket  More than Rugby & Have a Go sessions in the summer  Family Days at Blast/Kids go free.	Develop family offers with advent of dynamos cricket  More than Rugby & Have a Go sessions in the summer  Family Days at Blast/Kids go free.	Develop family offers with advent of dynamos cricket  More than Rugby & Have a Go sessions in the summer  Family Days at Blast/Kids go free.
	Education	MF	The Museum of Welsh Cricket has become the first fully accredited cricket museum in the UK Stadium tour pupil figures for 2018 are 4,966 (Wales) & 8,149 (overseas) = 13,115. 2019 = 15,978	2021 rebuild programme and re balance towards more welsh-based schools	50:50 balance of tours Wales / Foreign schools	open access to as many high FSM schools as possible
			Riverside Challenge: engage 700+ children in high FSM schools close to Sophia Gardens	Riverside Challenge: engage 700+ children in high FSM schools close to Sophia Gardens	Riverside Challenge: engage 700+ children in high FSM schools close to Sophia Gardens	Riverside Challenge: engage 700+ children in high FSM schools close to Sophia Gardens
			Fusion partnership to boost the literacy and Physical well-being of pupils. A five-minute video celebrating the heritage of Sophia Gardens as a public park and	Develop new projects with Fusion to support schools in deprived communities	Develop new projects with Fusion to support schools in deprived communities	Develop new projects with Fusion to support schools in deprived communities

			recreational centre was created. See <a href="#">here</a>			
			Develop a festival approach for the Swansea/ Newport/ Colwyn Bay Glamorgan game.	Develop a festival approach for the Swansea/ Newport/ Colwyn Bay Glamorgan game	Develop a festival approach for the Swansea/ Newport/ Colwyn Bay Glamorgan game	Develop a festival approach for the Swansea/ Newport/ Colwyn Bay Glamorgan game
<b>Equality Standard</b>	Advanced level progress	LH	<u>Achieved intermediate level</u> Develop 2020-23 Action Plan	Work on equality data gathering & EIAs Staff Equality training	Work on equality data gathering & EIAs	ATTAIN ADVANCED LEVEL IN 2023
<b>Youth Voice Boards</b>	Youth boards	IW	Hearing the voice of the child under discussion  North Wales has established a Young Ambassadors and leadership programme who are meeting regularly and will be delivering events. The young people are aged 14-18 with an interest in volunteering in cricket.	Replicate N Wales experience across SW and SE  Consider youth area boards and representative to Main CW Board	Use Social media responsibly to develop feedback on cricket Wales' cricket products	Clear channels developed to hear the voice of the young person
<b>LGBT</b>		MF	LGBT sport Cymru group. Banner at Sophia Gardens. rainbow laces players & BTEC. CW commitment to Stonewall website.	endeavouring to engage more with this network Pride Cymru opportunity in summer holidays	Develop equality data	Cricket in Wales is clear about effective strategies to engage the LGBT community and embed into the game

<b>Role of the CW Board and EDI Group about Equality:</b>
Provide robust scrutiny, constructive challenge, and leadership support in respect to the development of equality and diversity within the Cricket Wales strategy
Ensure equal cricket outcomes for people from all sections of society
Ensure the creation of an inclusive and diverse workplace
Challenge the quality of Cricket Wales' contracting and procurement processes with respect to equality and diversity
Act as champions for people from all backgrounds and their interests
Promote equality, diversity and inclusion and reduce inequalities
Ensure that Cricket Wales meets equality related legislation in all its activities
<b>Role of the SMT about Equality (internally and externally):</b>
Lead the Joint Strategy with Glamorgan Cricket in delivering the equality outcome aimed at broadening the game.
Determine appropriate allocation and distribution of resources to achieve the equality outcome aimed at broadening the game
Support the Area Managers, Talent Manager, W&G Officers, Disability Officer, BME Co-ordinator, Welsh Language Ambassador, Community Coaches and Pathway Coaches to deliver on the equality outcome.
Communicate directly with all staff and Board Directors on equality matters
Accountability for achieving the equality outcome aimed at broadening the game
All Cricket Wales and Glamorgan staff have responsibility for ensuring that everyone is treated fairly. Cricket Wales Area Managers have responsibility to 'lead, inspire and influence' the voluntary cricket network in their Area while Community Coaches and Pathway Coaches are accountable for applying the principles of equality in all sessions they deliver and within all partnerships in which they work.