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| **Governance** | **Project** | **Owner** | **Benchmark 2022** | **2023** | **2024** | **3 Year goal** |
| EDI Group | LH | Sue Phelps (Chair); Dr Samara Afzal; Leshia Hawkins; Mark Frost | | | |
| * Consider other networks and expertise. * ToR confirmed. Policy Statement agreed. * Meet with Glamorgan 1x a yr. | * Consider other networks and people of expertise – and remit, purpose * Consider whether the group has completed its mission and EDI is in our DNA? * If so, what is the next level of success? | | |
| Plans | MF | * Joint Action plan published * KPI Tracker * Equality plans emerge from all CW functional groups within the network | * Equality plans completely embedded in CW Operational Plan & Joint GC Tracker * Equality plans appear within Leagues plans and growing number of club plans. | | |
| Visibility | MF | * Concise version of plan & report on website <https://cricketwales.org.uk/news/cricket-in-wales-unveils-equity-diversity-and-inclusion-plan> * Generic content on both websites. | * Leagues begin to gather and publish equality data * Visibility: Awareness of all CW equality & diversity work known to network * All leagues & organisations with equality data – and action plan | | |
| Comms |  | * Profile of inclusive cricket on channels % of content dedicated to EDI strands of work * Ability to track profile of inclusivity across website * Achieve best practice in marcoms around inclusive imagery | | | |
| General Business Practice | LH | * Recruitment practice totally inclusively developed and pipeline of talent developing (NomCo - Board) * Adopt ECB objectives | | | |
|  | * Equality Impact Assessments applied * Training of staff & board Plan agreed | * Maintain visibility on the Board Agenda * Report back on ECB 12-point plan and own action plan to Sub-Comm and Board * Evolve EDI training (inc Diverse Cymru, ECB Inclusive Leadership) | * Plan for all areas that require EIA | Top Award of Equality Standard; Maintain ECB top award in CPA |
| Data collection |  | * Procure data across protected characteristics in club audit, so that we can revise our development plans:   + Welsh language development   + LGBTQ+ | | | |
| Equality Standard |  | * Achieved Intermediate level * Develop 2020-23 Action Plan / Review of Eq Standard (purpose etc); Attain next level (in new system) * Work on equality data gathering Staff & Board Equality training | | | |
|  | Training |  | ECB EDI Leadership Programme (SMT)  Diverse Cymru: Cultural Competency & unconscious bias  C2S EDI Programme  Club network: Anti discrimination module(s) | | | |

**KEY ISSUES, OPPORTUNITIES AND RISKS**

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| **Issue/ Opportunity** | **Action points** | **Progress** |
| Funding | Reduction of SW funding will make expanding some areas of work more challenging, however ECB has intimated that its new direction on deprived communities will be supported with additional resource. | C2S focus on 40% FSM schools  Street projects  Free ASC & Dynamo centres |
| Sustainability | Sustainable projects that have long term impact. Identifying volunteer support to drive after initial investment is key to many projects within EDI. | Currently evidence (gathering and monitoring) is weak. |
| Interventions in many areas of EDI, e.g., deprived communities, are often high maintenance and cost to set up and more challenging to become sustainable. |  |
| Youth Voice | Listening to future generations’ thoughts and feedback is another area of development | Begin plans to set up structure to cultivate feedback (not solely a Safeguarding initiative) |
| Staffing Structures | With aforementioned comments on high maintenance, management of new and ongoing projects will need a rethink of staffing to enable this to happen without undermining flagship mainstream programme delivery | Maximise new CW Area team structure to build capacity within social inclusion work |
| Areas of weaker engagement | Underdeveloped networks e.g., LGBTQ+ (and ECB’s transgender policy requires a refresh and training)  We should connect with and engage more new partners e.g., Streetgames and others with similar outcomes. Identifying key gatekeepers to new networks is a known good practice. |  |
| The lived experience | Developing case studies/role modelling |  |
| Parity of depth of targets across strands of work | Ensure (long term) we have the same depth of goals/ targets across each area. |  |

**SPECIFIC AREAS OF WORK**

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| **Women & Girls’ Cricket** | **Project** | **Owner** | **2021 Baseline** | **2022 Goal/ Actual** | | **2023 goal** |
| Total number of clubs with a girls' section\* | MF | 37 | 54 | **52** | 67 |
| Total number of clubs with a women's section\* | 60 | 85 | **70** | 86 |
| Girls' specific (U17) club teams | 28 | 58 | **43** | 90 |
| Women's (17+) club teams | 65 | 106 | **84** | 109 |
| Total Players W&G (not inc ASC/DYN) | 1209 | 2132 | **2842** | 2132 |
| All-Star girls sign ups | 1163 | 1359 | **1128** | 1359 |
| Dynamos girls sign ups | 785 | 982 | **745** | 982 |
| Clubs with a girls' section only | 9 | 9 | **24** | 27 |
| Clubs with a women's section only | 36 | 49 | **61** | 66 |
| Clubs with both a women's and girls' sections | 24 | 25 | **27** | 35 |
| % of affiliated clubs with a female offer | 35% | 53% | **57%** | 65% |
| Profile |  |  |  | [**IWD**](https://cricketwales.org.uk/news/iwd-supporting-women-girls-on-and-off-the-pitch)  [**Girl Guiding & Nat progs**](https://cricketwales.org.uk/news/cricket-wales-and-girlguiding-cymru-team-up-for-summer-2022) **see 350 girls playing cricket** [**here**](https://cricketwales.org.uk/news/girl-guides-and-cricket-a-perfect-storm-june-15th-2023)  [**Celebrate W&G**](https://cricketwales.org.uk/news/womens-girls-cricket-in-wales-lets-celebrate)  [**Women’s Welsh Cup**](https://cricketwales.org.uk/news/womens-100-welsh-cup-draw-announced) | |
| Infrastructure |  |  |  | South & North Wales softball leagues in place | Hard ball league in South Wales |
| % females on committees (Clubs) |  | 15% |  | **15%** | 18% |
| % females on committees (Leagues) |  | 10% Juniors  3% Seniors (Open Age) |  | **12% Juniors**  **5% Seniors** | 14% Juniors  7% Seniors |
| Hard ball teams |  |  | 12 | **15 teams in 2022** | 20 |
| Soft ball teams |  |  | 58 | 61 in 2023 | 65 |
| Other outputs | Lady Taverners’ Schools festivals |  |  | 25 | 16 | 26 |
| ECB Countdown Schools cricket |  |  | 24 | 25 | 25 |
| Girls’ softball festivals |  |  | 21 | 24 | 24 |
| Women’s Softball Cricket Festivals |  |  | 31 | 31 | 36 |
| Tactics | 3x full time DO’ delivering above targets. / Creation of a new volunteer led group to oversee W&G development at a Wales and regional level. / Capture the benefits of national programme and girls’ interventions and retain interest transitioning participants into current and new structures. / Connecting with new networks e.g., guides, brownies, diverse community networks. Female-only coaching and officials courses. | | | | | |

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| **Disability Cricket** |  | | **2021** | **2022** | **2023** |
| SEND outreach | Area Teams | 4 schools covid impacted | 12 x Schools (Table Cricket) | TBA |
| Hubs | LR | No hubs due to Covid | 3x hubs across Wales (Swansea & Newland & Port Talbot) | Disability Hubs networked across all areas of Wales (target 9 hubs across Wales) |
| Super 1s | Area Teams |  | Lords Taverners Super 1s All running  Conwy; Haverfordwest; Newport | 12 |
| Coaches |  | Offer DIT training | Develop a network of coaches  Offer DIT training | Develop a network of coaches  Offer DIT training |
| Insport accreditation |  | Bronze status | Bronze status | Working toward Silver |
| Champion Clubs | LR | Lisvane; Whitchurch; Haverfordwest; Colwyn Bay; Port Talbot | Lisvane; Whitchurch; Haverfordwest; Colwyn Bay; Port Talbot | One dedicated Disability Cricket Club in each District |
| Wales & Performance | MT & LR | Division 1 ECB 3rd | Division 1 hardball ECB | Achieve Promotion back to D40 Division 1 |
| Regional (South) division team players Deaf. | Regional (South) division team players Deaf.  CW North (Macs) North division | Begin to identify any talented players from North Wales into Senior side. |
| Two County teams in BACD | Two County teams in BACD | Continued development of North MACS side |

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| **Deprived communities** |  |  | **2021** | **2022** | **2023** |
| Refugees & Asylum workers | MF | Afghan programme at SG | Ongoing support via M Ilyas outreach; connecting with NCC and GC games. | Expanded outside of SE Wales |
| Non-Club locations: Wicketz | Llanrumney; Rhondda | Expand to Ely; 6x Wicketz Hubs + volunteers recruitment; various GC community projects; | Subject to funding |
| Non club all-star / dynamos (intros) centres Bursaries | |  |  | | --- | --- | | 8 urban ASC & Dynamos programmes | 12 (as above) | | Inner city (non-club) All stars & Dynamos programmes | 900 free places |
| Evidence |  | Clearly articulate impact of cricket outreach in changing lives | <https://cricketwales.org.uk/news/cricket-wales-evidence-to-welsh-government-inquiry> | Clearly articulate impact of cricket in changing lives |
| Rural Deprivation |  |  | Develop appropriate measures e.g., inter club comp. | Valleys Focus, in addition to Street |
| Street social inclusion projects |  |  | 5x locations | 15 locations |
| Benchmark with other sports |  |  |  |  |
| Talent Pathway |  | £4,905 total bursaries allocated across 28 players | £6,535 total bursaries allocated across 67 players  (\*approximately 10-11% of regional programme) | £6,575 total bursaries allocated across 49 players  Area with most applicants=CWN(16) |
| Tactics | Seek out sustainable projects / attract new sources of funding / align with new direction of ECB’s emerging Youth Strategy | | | | |

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| **Diverse Communities** |  |  | **2021** | **2022** | **2023** |
| Cultural events |  | X3 | Ramadan Midnight project & Female Iftar event  Refugee support via NCC & tickets offer, Diwali at Sophia Gardens | Ramadan Midnight project & Female Iftar event  Refugee support via NCC & tickets offer |
| Grow National Prog centres |  | X2 | 6 National Prog centres (Bay Dragons, Grangetown, Riverside, Go Girls, Pill, Ringland) |  |
| Grow W&G sections |  |  | 3 W&G “satellite hubs” feeding to Llandaff in 2022 | W&G local offer linking to clubs |
| Mainstream midweek cricket |  |  | Cardiff Mid-week affiliation / relationship with CW |  |
| Generate pathway noms |  |  | 10 players | Glamorgan Cricket Links with all programs |
| Governance |  |  | Develop data from audit around EM % on club committees |  |
| Data |  | 2021 Club Audit ethnic diversity:  18+ = 10.17; U18 = 9.54% | 2022 Club Audit  18+ = 13.05; U18 = 11.61% |  |
| Cardiff |  | Cricket Cohesion Cup Grande Finale: | City Cup / Cohesion Cup/ Community Countdown Cup | Review comps & align with growth  Cohesion Cup  Vibrant link With Wicketz Program |
| Newport |  |  |  | See Street |
| Swansea |  |  | **Set up of inaugural TAWE league 6 diverse new teams involved** | Street potential (Hafod /Sandfields area); Cohesion Cup local police |
| Volunteers/ workforce |  | Coach Education Bursaries Female | Use bursaries & Dream Big | Support Street |
| Funding & Resource |  |  | Street: developing 2x inaugural street projects in Cardiff / Newport |  |
| Profile |  |  | * <https://cricketwales.org.uk/news/late-night-ramadan-offer-featured-on-bbc-wales> * <https://glamorgancricket.com/news/ramadan-tapeball-league-a-big-success> * <https://www.bbc.co.uk/sport/cricket/61554565> * <https://www.itv.com/news/wales/2022-05-24/world-number-one-test-batsman-marnus-labuschagne-visits-cardiff-school-children> * <https://glamorgancricket.com/news/glamorgan-launch-t20-campaign-at-grange-pavilion> * <https://glamorgancricket.com/news/mojeid-ilyas-appointed-as-diversity-champion-and-talent-scout> |  |
| **Tactics** | Deploy FT staff resource and advisor (P/t); create a suite of new networks and sustained locally run projects/ seek out ‘Street’ funded projects | | | | |

**Ethnic Diversity of Cricket in Wales**

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| **Talent Pathway EM Data** |  | 2021 | **Benchmark 2022** | **2023** | **2024** | **3 Year goal** |
| Regional players |  | 12% | 10% EM on pathway | 17% on pathway |  |  |
| Glamorgan Academy (for info) | 5 | 10% | 11% EM boys academy  7% EM girls’ academy | 14% boys’ academy  11% girls’ academy |  |  |
| Glamorgan Professionals (for info) |  | 9% | 9% | 15% |  |  |
| **Clubs** |  |  |  |  |  |  |
| U18 membership | 7 | 9.54% | 11.61% | Club audit 2023 Aug |  |  |
| Over 18 Membership | 6 | 10.17% | 13.05% | Club audit 2023 Aug |  |  |

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| **Welsh Language** |  | **2021** | **2022** | **2023** | |
| Implement the Welsh Language plan | Bilingual recruitment / major announcements / audit format | Implement plan and advance WLC relationship with self-assessment. Deliver quick resources, training. / develop focus group |  | |
| Set up Grwp Cymraeg |  | First meeting 10 May 2022; TOR and vision; Update Welsh Language policy. |  | |  |
| 1. Look for ways to encourage all clubs to consciously use incidental Welsh in training sessions |  | Ask Q within Audit as to whether support would be welcome. | Provide support to clubs to enhance use of Welsh in activities and collateral;  Roll out social media template tool see [here](https://cricketwales.org.uk/news/how-to-use-welsh-in-your-social-media-announcements) |
| 1. Consider / Grow membership |  | (Ian Gwyn Hughes and WL commissioner’s officer) |  |
| 1. Grow awareness in clubs of Welsh speakers |  |  | Provide support to clubs to enhance use of Welsh in activities and collateral |
| 1. Encourage more cricket bodies to use and embrace the use of the language e.g., region’s / NW league. |  | Article & links to Golwg <https://cricketwales.org.uk/news/cymreigio-a-chynnal-cymreictod-criced-ledled-cymru> |  |
| 1. Use the Hundred (via GC) to further embody the Welsh identity in Cricket in Wales. |  |  |  |
| 1. Badges to encourage conversation |  | WLC to send |  |

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| **Listening to the Youth Voice** |  |  | **2021** | **2022** | | **2023** |
| Youth Boards/Groups | Safeguarding Lead | Hearing the voice of the child under discussion. North Wales has established a Young Ambassadors | Understand best practice and implement via Innovation groups | | Develop Pathway feedback QR codes; new SG lead to develop own action plan, following ECB and NSPCC CPSU audit |
| **LGBTQ+** |  |  | **2021** | **2022** | | **2023** |
| Planning | MF |  | Engagement in Pride August festival. | * Cricket in Wales is clear about effective strategies to engage the LGBTQ+ community and embed into the game | |
| Develop practical initiatives |  | LGBT Sport Cymru  Glamorgan ticket networks | * Combine with GC in local opportunities | |
| Develop data that is useful |  |  | * Gather data from Club Audit and develop questions that derive local responses | |
| Transgender Policy |  | Updated ECB policy awaited |  | |

Notes

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| **Role of the CW Board and EDI Group about Equality:** |
| 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 and embed this in our DNA. |
| Ensure that Cricket Wales meets equality related legislation in all its activities |
| **Role of the SMT about Equality (internally and externally):** |
| 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. |