

Area of Work	Project	owner	Concise Report & Benchmark 2020		2021	2022	3 Year goal
Governance	EDI Group Membership	LH	Jennifer Owen Adams (Chair) Sue Phelps Sian Webber Sohail Rauf Ali Abdi	Mark Frost Gabby Basketeer Sue Wells Les Randall	Consider other networks and people of expertise	Consider other networks and people of expertise	Consider other networks and people of expertise
	Plans	MF	Long EDI plan in place		<ul style="list-style-type: none"> current version reviewed Equality plans completely embedded in CW Operational Plan Equality plans emerge from all CW functional groups within the network 	<ul style="list-style-type: none"> EDI plan is firmly embedded to CW Operational planning. And GCC CW joint strategy via KPI tracker Equality plans appear within, Leagues plans. 	<ul style="list-style-type: none"> EDI group's plan is embedded in operational plan EDI action plans further embed into the game e.g. as well as safeguarding equality appears on club agendas.
	Visibility	MF	Transparent reports and plans ref EDI on website. Generic content on both websites.		<ul style="list-style-type: none"> Visibility: awareness of all equality & diversity work known to network Concise version of plan on website Leagues begin to publish equality data 	<ul style="list-style-type: none"> All leagues with equality data 	<ul style="list-style-type: none"> Visibility equality work across whole network on both CW and GC websites
	Comms		<ul style="list-style-type: none"> profile of inclusive cricket on channels % of content dedicated to BAME, W&G, disability cricket, diverse communities Consider imagery on our channels to ensure proportionate diversity 		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
	General Business Practice	LH	Review recruitment practise -		Recruitment practice totally inclusively developed	Recruitment practice totally inclusively developed	Recruitment practice totally inclusively developed
			<u>Equality Impact assessments</u> - Before launching an initiative. - All FT team members trained - Part of general induction		Plan of action for all areas that require EIA Unconscious bias and trans gender training	Assess whether EIA are useful All senior members trained	Assess whether EIA are making a good contribution All senior members trained
	Data collection		<ul style="list-style-type: none"> Improving data of who is in cricket within limitations of no ECB CRM publishing the plan on the website 		<ul style="list-style-type: none"> understand strands of EAP work league & club committees 	<ul style="list-style-type: none"> Implement individual CRM approach 	<ul style="list-style-type: none"> Develop individual CRM for any participant in cricket

Women & Girls Cricket	Girls' Cricket	MF	Kwik Cricket & Lady Taverner's Schools festivals	Secondary Schools C2S Girls only projects links Softball league teams	C2S girls wide programme in secondary schools	C2S girls wide programme in secondary schools
			Girls' softball festivals	Use the opportunity of Dynamos Cricket re development of girls' cricket within schools/clubs		
			Hub & development projects 2019 All-stars girls = 23.67% i.e. 915	Continue transition of girls' from All Stars & increase girls' only teams from U9-U12. 2021 girls all-stars 1500 6 Girls hubs within each area Establish Girls' Leagues	consider cluster clubs to develop girls' Cricket further. 2021 girls all-stars 2000 Access to a girls Hub / Dynamos within each local LA	Build on the S Wales cricket W&G group plans to grow girls U11 & U13s across All of Wales 2022 girls all-stars 2500 Work with MCC to ensure Girls' Hub sustainability
			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	S. Wales Women's Softball League SW- NW Softball League launch (likely to be 2021) Develop softball taster sessions to feed into structured W&G teams	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
			Hardball festivals Form forums/club meetings focused development work. Hardball teams 19	Grow hardball teams Pembrokeshire Hardball teams & other Hardball teams to continue with leagues/events Grow South West Women's regional league –	Establish 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 cluster club for Women & Girls'.	Develop cluster clubs year 2 Emphasise on development & sustainability with cluster clubs. Sustain the new South Wales Softball league via these clusters and softball local festivals.	Develop cluster clubs year 3	Cluster clubs year 4
	Women in leadership		Diverse club governance	Cricket Wales Board to meet 40% League leadership outreach Women on club & league committees	Develop initiatives to embed more women in club leadership	more women to become club committee members

Disability Cricket: <i>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>							
Disability Cricket	Special Schools' outreach	LR	Delivery of school's prog at 4 schools in N Wales across the winter by community coaches linked into Colwyn Bay, Wrexham/Gwersyllt & the new Disability Cricket Hub in Dolgellau. Focus on grassroots offer. Current schools outreach needs to align more with hub model; 45 schools engaged	New disability poster to be circulated to all clubs to increase awareness of opportunities available Schools programme to align with club and hub development Local areas need specific funding to develop this area.	All school activity totally aligned to hub growth	Hubs supported by aligned schools programme 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	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 Clubs	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.	
	Wales & Performance	MT & LR	Successful first overseas disability tour to Sri Lanka held in Oct 2019.				
			National Development centres x4	4	6	NDCs x8	
2x National team players Deaf.			2	5	One National team Deaf.		
Two County teams in BACD			2	2	Three County teams BACD		
		National visually impaired team (not in place)	25%	50%	National visually impaired team.		
Older People & Dementia Friendly work	AH	Build on the partnership with Sporting Memories	Dementia Friends / friendly communities work create 2 clubs	4 clubs	Cricket clubs inclusive & safe environments 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. Podcasts	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		

Diverse Communities	Governance	AA/ MF	Re set Diverse communities cricket stakeholder group (previously BAME) Set up Glamorgan Advisory Group	Re fresh current strategy	Identify key enablers and influencers	Mature offer for BAME cricket
	Data		2020: Club Membership = 8% under rep ethnicities; Wales Pop= 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 connected to clubs Develop National Lottery scheme	X8 Pop ups Cardiff. Connected to clubs	X10 pop ups connected Summer programme; better data capture.
			Newport: 1 x pop up		2 pop ups Newport	3 pop ups
	Cardiff		City Cup delivery Cricket Cohesion Cup Grande Finale: Emergency Services Fun Day	City Cup / Cohesion Cup in Swansea	Growth on specific competitions options	
	Newport		Publicity; winter training for 12 at NISV. School visits St Woolos, Pillgwenlly, and Maindee Primary School:	New Cohesion Cup W&G City cup team	plan in place Newport CC City Cup linked to Newport CC	
	Swansea			pop-up in (Hafod /Sandfields area) Cohesion Cup local police	pop-up in (Cohesion Cup local police	Pop up Cohesion Cup local police
	Girls			Need to connect into wider clubs. Girls softball set up	Girls hard ball set up	.
	Women		Initial pilot sessions Women’s Connect first; community leaders; build relations with clubs;	Bolly Crik in 2021 Softball league w&g leader development	Mirror cohesion cup to embrace BME women to take part	Mirror cohesion cup to embrace BME women to take part
	Volunteers/ workforce		Train New Activators in the community Deploying participants & gain new recruits with focus on Women & Girls	Recruit to F1 courses Redeployment of trained volunteers:	Fully trained volunteers to run junior sections in focus clubs	. Fully trained volunteers to run junior sections in focus clubs
	Funding		Funding Applications – being more creative Optimise national lottery grant	Funding Applications	Funding Applications	
	ALL Stars & Dynamos Cricket		Successful Grangetown scheme: & Roath Connect with Grangetown & Bay Tigers Use Foodbank initiative	Grow ASC in ALL S Asian clubs	Vibrant ASC programmes across key clubs	expand in non-club locations & ensure all focus cricket clubs run their own centres
	Profile		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 the pro game		Guard of honours 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

Deprived communities opening the game	Refugees & Asylum workers	MF	2019: Via the Glamorgan Stadium visit programme, partnering with local community and church groups to offer days where participants were able to feel involved, safe, and more settled.	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 Cricket4Good partnership with Citizens Cymru fighting food poverty CW partnership with 2 Wish upon a Star	T20 Blast programme of charities Review appropriate partnerships	T20 Blast programme of charities Review appropriate partnerships	T20 Blast programme of charities Review appropriate partnerships
	NEETS		Review options if funding arises	Review options if funding arises	Review options if funding arises	Review options if funding arises
	Home Office		Building a Stronger Britain Together Diversity & Inclusion winner BITC 2020	Look to engage LEA 'paid' workshops	Look to engage LEA 'paid' workshops	Look to engage LEA 'paid' workshops
	Food Poverty		partner Citizens Cymru in COVID 19 support SHEP School Holiday enrichment programme within the Cardiff local education authority offering cricket for children who are on FSM;	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 uniformed organisations across South Wales	Build on armed services covenant: Armed Services Day T20 match	Build on armed services covenant: Armed Services Day T20 match	Build on armed services covenant: Armed Services Day T20 match
	Non-Club locations Wicketz		All stars centre https://www.bbc.co.uk/sport/wales/44633047 all stars and BAME Grangetown & Roath in 2019	Link with clubs engagement	Link with clubs engagement	Link with clubs engagement
			Wicketz funding secured via Lords Taverners. Centres in Llanrumney and Rhondda Valley	Centres in Llanrumney and Rhondda Valley Ferndale Abercynon	Grow centres across Wales	Renewed funding
	<i>Time Credits</i>		2019: Partnered <i>Time Credits</i> family engagement in socially deprived neighbourhoods in Cardiff, Barry, Aberdare, and Monmouth. offer voucher to visit Glamorgan's T20	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 in changing lives	Cricket evidences its huge impact	

The Professional Game	Talent, Pathway & Professional Game		Current Glamorgan pathway diverse ethnicity = 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	Implement Advisory group recommendations connect with EDI	Implement Advisory group recommendations	Implement Advisory group recommendations
	Whole family offer		Baby Dragons: introduced an U4 in T20s 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 = first fully accredited cricket museum in the UK Stadium tours 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.	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
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		
Equality Standard	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

Youth Voice Boards	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
LGBT		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

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

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.