

Area of Work	Project	Owner	Concise Report & Benchmark 2020		2021	2022	3 Year goal
Governance	EDI Group	LH			Consider other networks and people of expertise – guest speakers/co-optees. Reclarify /confirm ToR, purpose, goals, ambitions (esp in light of Covid) Clarify ways of working with Glamorgan and optimising joint plan	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	Long-term EDI plan in place		<ul style="list-style-type: none"> Current version reviewed regularly (twice pa?) 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 and growing number of club 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"> Concise version of plan on website Leagues begin to gather and publish equality data 	<ul style="list-style-type: none"> Visibility: awareness of all CW equality & diversity work known to network All leagues with equality data – and action plan 	<ul style="list-style-type: none"> All organisations in Welsh cricket collecting and, where appropriate, publishing equality data and action plans
	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 		<p>Ability to track profile of inclusivity across website (functionality built in via news story tags)</p> <p>Increase adoption wherever possible of Welsh language in comms and offer eg club audit surveys in Welsh and English.</p>	Achieve best practice in marcoms around inclusive imagery	Continue best practice in marcoms around inclusive imagery and proportionate representation of content

	General Business Practice	LH	Review recruitment practice and approach for Exec and Board.	Recruitment practice totally inclusively developed and pipeline of talent developing (NomCo responsibility for Board)	Set standard for inclusive and safe recruitment in cricket and Welsh sport.	Extend inclusive approach into all areas of People (procurement, development)
			<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	Assess whether EIA are useful All senior members trained. Unconscious bias and transgender training /workshop for Exec/Board	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 (individual) 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 with ECB (build on SHMS) 	<ul style="list-style-type: none"> ECB - Develop individual CRM for any participant in cricket

Women's & Girls' Cricket	Girls' Cricket	MF	Kwik Cricket & Lady Taverners' Schools festivals	Secondary Schools C2S Girls only projects links Softball league teams	C2S girls wide programme in secondary schools (with ECB – detail to follow)	C2S girls wide programme in secondary schools
			Girls' softball festivals	Use the opportunity of Dynamos Cricket re development of girls' cricket within schools/clubs	Extend girls' teams and sections and playing offers. Continue to build Dynamos	Dynamos leagues ?
			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. Girls All-Stars 1500 6 Girls hubs within each area Establish Girls' Leagues	Consider cluster clubs/alliances to develop girls' Cricket further. Girls' All-stars 2000 Girls Dynamos 1000? 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	Women's Welsh Cup launched Facilitate further activity from the new festivals/leagues. Club Development Planning. Grow S Wales & N Wales Hardball cricket networks (Friendly league beneath SW league)	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.	In line with W&G Action plan and Audit findings	Developing sections and teams.
	Women in leadership		Diverse club governance	Cricket Wales Board to meet 40% League leadership outreach Women on club & league committees Explore ECB Cities programme support.	Develop initiatives to embed more women in club and League Leadership (benchmark 2021 – 15% of committee positions held by women)	Aim for more women to become club committee members (25% target)

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".*

Disability Cricket	Special Schools' outreach	LR	Delivery of schools 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.	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. Grow Table Cricket across schools within hub networks and in between these hubs	Hubs supported by aligned schools programme 60 schools engaged
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			Focus on grassroots offer. Current schools outreach needs to align more with hub model; 45 schools engaged	Local areas need specific funding to develop this area.		
	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.	Build disability hubs to engage with each junior league in Wales. S1s rolled out in 3 LAs	Disability Hubs networked across all areas of Wales 9 hubs across Wales
	Disability Cricket Clubs	LR		Sustain and expand ECB Champion Clubs DIT pilot DSW – Revisit Insport Accreditation. Realign with Clubmark clubs initially	CW Panel for Silver level Insport (November). Roll our DSW DIT to clubs. Develop Champion Clubs concept.	One dedicated Disability Cricket Club in each District. Develop a network of coaches experienced in disability cricket work
	Wales & Performance	MT & LR	Successful first overseas disability tour to Sri Lanka held in Oct 2019.		Possible MAS tour	
			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	Glamorgan Cricket/ Sporting Memories 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, inc one at Sophia Gardens
			Use the momentum of clock cricket in Aneurin Bevan HB	Expand to other 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	Grow membership across Wales

Diverse Communities	Governance	AA/ MF	Re-set Diverse communities cricket stakeholder group (previously BAME) Set up Glamorgan Advisory Group	Listening campaign Refresh current strategy in Cardiff/Newport Work with ECB (new role in P&G) to ensure volunteer workforce are supported to understand / deal with issues of race. ECB Core Cities / City Programme Exec support?	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%	Target ASC; Asian 6%. Mixed white & Black African Caribbean: 1%	ASC; Asian 7% Dynamos 6%	ASC; Asian 9% Dynamos 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 Find external funding to support work (ECB, SW, other charitable/public or private)	X10 pop ups connected Summer programme; better data capture.
	Cardiff		Newport: 1 x pop up		2 pop ups Newport	3 pop ups
	Newport		City Cup delivery Cricket Cohesion Cup Grande Finale: Emergency Services Fun Day	City Cup / Cohesion Cup in Swansea	Growth on specific competitions options – consider links to the Hundred	
	Swansea		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	
	Girls			Pop-up in (Hafod /Sandfields area) Cohesion Cup local police	Pop-up in (Cohesion Cup local police	Pop up Cohesion Cup local police
	Women			Need to connect into wider clubs. Girls softball set up inc Dynamos	Develop girls' softball	Develop girls' Hardball opportunities
	Women		Initial pilot sessions Women's Connect first; community leaders; build relations with clubs;	Softball league – W&G leader development	Cohesion Cup offer for Women? Bolly Crick ? Align to girls' development work.	Expand competition offers

	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 & Resource		Funding Applications – being more creative; Optimise national lottery grant	Funding Applications in line with strategy	ECB City Prog Exec Support	
	All Stars & Dynamos Cricket		Successful Grangetown scheme: & Roath Connect with Grangetown & Bay Tigers Link with Foodbank initiative?	Grow ASC in traditional 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. Profile of Sohail and others in the community / youngsters in Reg or WAG pathways?	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/Intl fixtures	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.	Ad hoc, owing to Covid, but opportunity to support Afghan community, especially in Cardiff	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
	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

	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
	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 – develop Dynamos Intros	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	HM/ MW/ DC / MF / MT	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	Consider diversity of senior coaching staff on pathway and their education in relation to diverse communities	Implement Advisory group recommendations Hosting Western Storm	Implement Advisory group recommendations Hosting Women's international cricket
	Whole family /community offer	MF	Baby Dragons: introduced an U4 in T20s The All Stars ticket offer to clubs for internationals was well received.	Opportunity with Welsh Fire Women's team & Western Storm playing in Wales	Develop family offers with advent of Dynamos cricket sessions in the summer Family Days at Blast/Kids go free.	Develop family offers with advent of Dynamos cricket sessions in the summer Family Days at Blast/Kids go free.

					Consider facilities eg baby changing, multi-faith rooms	
	Education		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	Consider 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	Review of Eq Standard (purpose etc) - Work on equality data gathering & EIAs. Staff Equality training	Board level training	ATTAIN ADVANCED LEVEL IN 2023 (nb criteria bring reviewed in 2021)
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 (NB CPA Standard)	Clear channels developed to hear the voice of the young person

					Use Social media responsibly to develop feedback on cricket Wales' cricket products	
LGBT		MF	LGBT sport Cymru group. Banner at Sophia Gardens. rainbow laces players & BTEC. CW commitment to Stonewall website.	Formal membership of LGBT Sport Cymru	Develop equality data Pride Cymru opportunity in summer holidays	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 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.						