



Northamptonshire County Cricket Club
**EQUALITY, DIVERSITY & INCLUSION
PLAN**

MAY 2022

W.I.P



NCCC's EDI activities were formed prior to the ECB's **12-Point Plan** and the presentation of our plan reflects this.

Our plan focuses on all aspects of EDI including but not limited to race, gender, social background and sexuality.

We have shown how the pillars of EDI we have created (Policies, Engagement, Inclusion, Community, Training) meet the EDI objectives.

The plan is evolving as we meet more members of diverse communities, consider our internal and external practices, analyse key data and commit to progressing the EDI agenda across the club from the Board, to staff, to the players.

The measures we have undertaken and the actions we have put in place are reflective of the conversations we have had and that we are committed to ensuring our plans reflect ECB priorities and are sustainable.

POLICIES	INCLUSION	COMMUNITY	ENGAGEMENT	TRAINING	EDI
CORRESPONDING ECB EDI PLAN POINTS: 1, 2, 11, 12	CORRESPONDING ECB EDI PLAN POINTS: 6, 7, 8, 9	CORRESPONDING ECB EDI PLAN POINTS: 6, 7, 8, 9	CORRESPONDING ECB EDI PLAN POINTS: 2, 6, 7, 8, 9, 11, 12	CORRESPONDING ECB EDI PLAN POINTS: 1, 3, 4, 5, 11, 12	STATUS DEC 2021
<p>Publication and review of EDI Statement posted on NCCC website.</p> <p>Edi breaches and complaints procedure revised and reviewed.</p> <p>equality@nccc.co.uk Email set up For independent whistleblowing reporting.</p> <p>Board achieved silver governance standard on composition for EDI.</p> <p>NCCC Welfare and EDI group established for 2022.</p> <p>Enhanced by the inclusion of board member Shivani Kaushike with risk, governance and EDI expertise.</p> <p>Regular and detailed discussion on EDI at board meetings to ensure it remains priority.</p> <p>Review of all relevant policies, including our strategies for inclusion and opportunities for all protected characteristics.</p> <p>To ensure standardisation with ECB direction.</p> <p>Executive and board level engagement with complaints.</p> <p>Review of board recruitment practices board discussion on EDI to be planned.</p> <p>Adherence to CPA standards 3.1 anti-discrimination code and equality and diversity.</p> <p>Creation of board driven meaningful and measurable EDI statements.</p> <p>Review of objectives across exec.</p>	<p>Disability cricket offer 2 sites in Northamptonshire.</p> <p>Table cricket for local special needs education.</p> <p>Appointment of Pratik Rachh as disability officer.</p> <p>Women's indoor cricket league</p> <p>20 clubs identified to assist with W&G women's softball festivals continued.</p> <p>Easter fun days aimed at girl's participation.</p> <p>Girls summer camps.</p> <p>Appointment of new women & girl's officer.</p> <p>Northampton Bangladesh association two 8-week programmes of all stars and Dynamos running prior to the summer holidays- offering free spaces with clothing and equipment.</p> <p>Collection and analysis of data to understand reasons behind low participation amongst protected groups and engagement with schools and other institutions to consider actions to address this.</p>	<p>Two open forums took place 21/22 March met Asian & West Indies communities to discuss participation in partnership with Northamptonshire sport. <i>*See Inclusion for outcomes</i></p> <p>Sri Lankan Community engaged with recreational soft ball.</p> <p>Free cricket sessions for those children entitled to free school meals.</p> <p>Free cricket offer to be set up this summer in Corby.</p>	<p>EDI Forum planned for Northants Cricket Clubs.</p> <p>League players survey carried out requesting players for Asian and West Indies communities to engage with NCCC</p> <p>10% Responded from those communities from a database of 700.</p> <p>Daventry Northamptonshire's 5th largest town, has no cricket club engaged with local authority, survey sent to all residents and Allstars & Dynamos programmes have been set up.</p> <p>Review and completion of ICEC Requests and consideration of incorporation of key learnings into current EDI plan.</p> <p>Engagement with coaches and review of recruitment processes to ensure fair procedures.</p>	<p>Directors awareness training on NCCC interim and long term plan minuted December 2021.</p> <p>Front supporter and participation staff trained in the procedures to support breaches & complaints procedure.</p> <p>Dressing room culture.</p> <p>Coaches and players delivered by PCA.</p> <p>Head coach education training.</p> <p>Director EDI Forum planned April 22.</p> <p>On line staff training to commence once received from ECB.</p>	<p>Northamptonshire BAME Community 9%</p> <p>ACADEMY ETHNICITY % 21/22</p> <p>BRITISH ASIAN 38%</p> <p>ACADEMY COACHING ETHNICITY</p> <p>BRITISH ASIAN 50%</p> <p>EPP ETHNICITY % 21/22</p> <p>BRITISH ASIAN 30%</p> <p>PATHWAY Asian, Indian, Pakistani, Sri Lankan, Caribbean 48%</p> <p>Luton Steelbacks Academy in partnership with Shared Learning Trust</p> <p>Peterborough Steelbacks Academy in partnership with Thomas Deacon Academy.</p> <p>Partnership with London Schools Association.</p>

NCCC's EDI PLAN DOCUMENTS PAST & FUTURE EDI ACTIVITIES, AND IS FURTHER SUPPORTED BY THE ECB 12 POINT PLAN

ECB's 12-point plan to tackle racism in cricket

Understanding and Educating more

1. Adoption within three months of a standardised approach to reporting, investigating, and responding to complaints, allegations, and whistleblowing across the game.

2. Full promotion of the aims of the Independent Commission for Equity in Cricket (ICEC) through proactive engagement with its investigations and recommendations.

3. Ongoing EDI training for all those who work in cricket, including all staff, volunteers, recreational club officials, umpires, directors, and coaches.

ADDRESSING DRESSING ROOM CULTURE

4. A full review of dressing room culture in all men's and women's professional teams, both domestic and international.

5. Delivery of a redesigned programme of player and coach education, addressing any gaps identified through the dressing room review.

REMOVING BARRIERS IN TALENT PATHWAYS

6. Action to aid progress into professional teams of people from diverse backgrounds (especially South Asian, Black and less privileged youngsters) through measures to address i) talent identification and scouting, ii) education and diversity of coaches and iii) targeted support programmes for players from diverse or under-privileged backgrounds.

CREATING WELCOMING ENVIRONMENTS FOR ALL

7. A full-scale review, in advance of the 2022 season, into the detection, enforcement, and sanctions against discriminatory and abusive crowd behaviour at each of our professional cricket grounds.

8. Delivery of plans (tailored to local communities) to ensure professional cricket venues are welcoming to all, including provision of accessible seating, food and beverage offering catering to all faiths and cultures, and the availability of facilities such as multi-faith rooms and alcohol-free zones.

9. Upgraded education in recreational cricket to ensure players, volunteers and coaches understand and champion inclusion and diversity in the game.

PUBLISHING LOCALISED EDI ACTION PLANS WITHIN SIX MONTHS

The ECB will today publish its 2021-2023 Equity, Diversity, and Inclusion (EDI) Action Plan with clear actions and targets. The ECB will then work with any of its members who do not yet have an EDI plan in place to create (or revise) their own localised version within six months, with actions to include:

10. A commitment to best practice governance with targets for Board diversity (30% female, locally representative ethnicity by April 2022) and plans to increase diversity across the wider organisation.

11. The introduction of fairer recruitment processes through measures including the immediate adoption of anonymised recruitment tools for senior roles, open appointment processes for all roles and the use of balanced and diverse panels to assess interviews.

12. Every senior executive employed across the game will have personal EDI objectives as part of their annual performance targets, driving leadership accountability.

