

Northamptonshire County Cricket Club

EDI PLAN



INTRODUCTION

Much has happened within Cricket since the first version of Northamptonshire's EDI plan was envisaged in 2021. Mounting high profile reports of discrimination within the County game lead to the commissioning by the ECB of 2023's Independent Commission for Equality in Cricket (ICEC) report. The conclusions of that report were damning of the game, and its recommendations wide ranging. Cricket had serious issues with discrimination, particularly with regards to race and gender.

Despite the good work done to increase participation amongst under represented groups, particularly evident in the Women's and Girls game over the last decade, it is clear more needs to be done. Whilst increasing the diversity of participants is important for the long term future of the game, institutions and organisations have to change too. New demographics cannot be integrated into a game still run in the same way, by and for the same type of people, as it was a half a century ago. New voices need to be heard.

Our plan showcases everything we have done, and are doing, as well as what we intend to do in the future. The alignment of many of the recommendations of the ICEC report with these firms that we had already made a start on the right track, and we are proud of what many of these initiatives are already accomplishing.

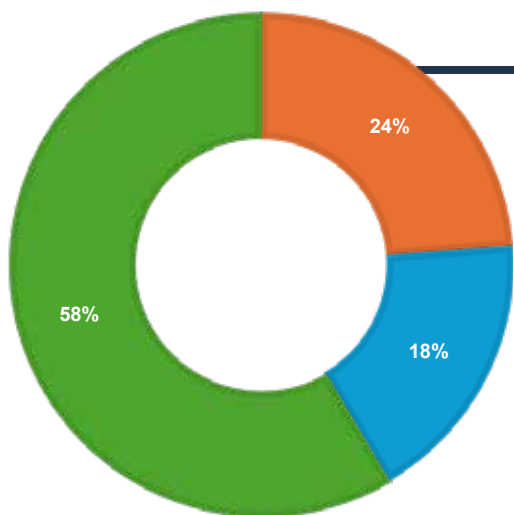
This should not be taken as complacency, however. We will not be satisfied until discrimination in all forms is completely eradicated from our sport. We will not allow ourselves to stand by whilst members of our community are still receiving abuse. Whilst we can still look at two babies born in Northamptonshire and know from little more than their parents background, gender or postcode which is more likely to have a successful future in the game, we will continue to look for ways to level the playing field. Only then will we be able to truly say that our goal, cricket for all, has been achieved.



NORTHAMPTONSHIRE DEMOGRAPHICS

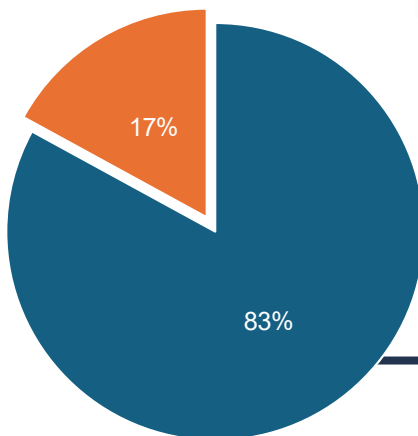
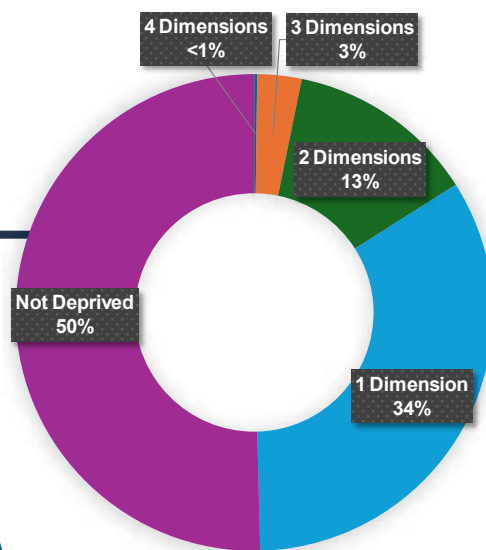
POPULATION: 784,700

AGE



Children Adults Over 65 Adults Under 65

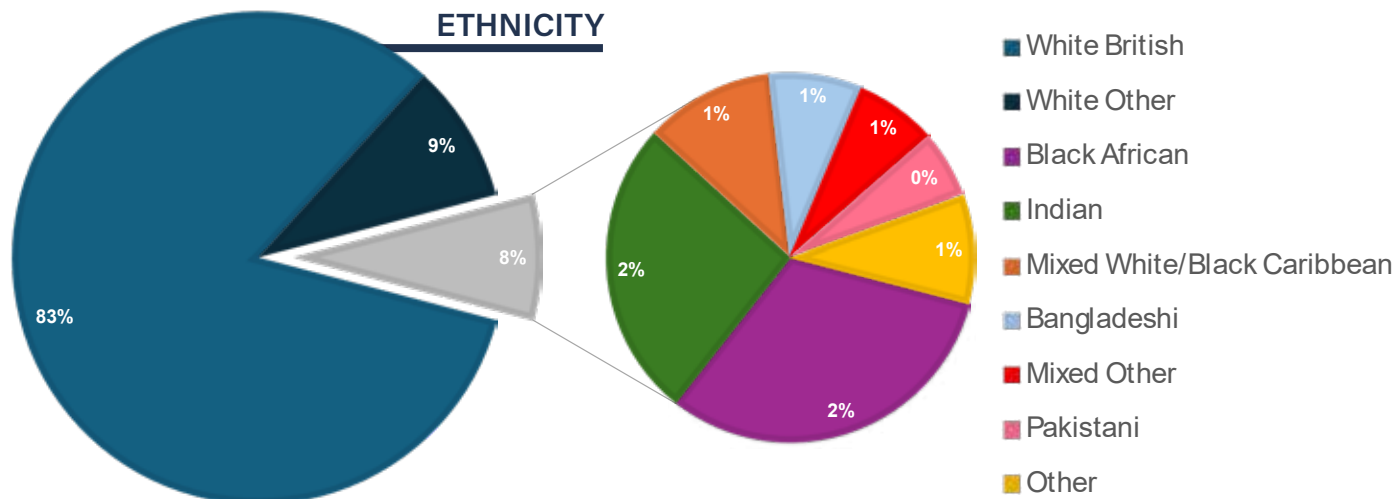
DEPRAVATION



No Disability Disability

DISABILITY

ETHNICITY



- White British
- White Other
- Black African
- Indian
- Mixed White/Black Caribbean
- Bangladeshi
- Mixed Other
- Pakistani
- Other

POLICIES

“ Our EDI policies aim to enhance and advance opportunities for those from diverse backgrounds by promoting awareness, appreciation and acceptance across the club and wider community.

We look for outcomes that celebrate different cultures, beliefs, ideas and cognitive diversity.”

Our policies are constructed through collaboration and feedback from diverse groups internally and externally.

Our policies reflect ECB's EDI objectives and guidelines. We lead our Community Clubs, Leagues and Organisations to have policies that demonstrate an understanding of Equity, Diversity and Inclusion and the importance of these in making their Group or Club accessible to everyone in their communities.



POLICIES

Our Commitment

We will establish, promote and publicise clear and simple methods for reporting instances of discrimination.

What We've Already Done

Introduced website button and equality@nccc.co.uk email address to enable employees and the wider cricket network to anonymously report concerns.

What We'll Do Through the Next 12 Months

Continue to promote methods of reporting unacceptable behaviour, ensuring our investigations and resolutions are both thorough and fair.

Our Commitment

We will ensure that our board(s) put EDI at the heart of their agenda and are representative of our community as a whole.

What We've Already Done

We have actively recruited to our board to ensure that its gender and ethnicity are more representative of our County as a whole. Appointed a board member with specific responsibility for Equity, Diversity and Inclusion and ensured EDI is a standing item at all board meetings.

What We'll Do Through the Next 12 Months

Establish links and alliances with groups representing diverse communities, to ensure they have a role in informing our decision making and planning going forward. EDI Officer to work with departments to ensure all activity is aligned with the ECB's response to the ICEC report, and that its future impacts are taken into account in future planning.

Our Commitment

We will, via our interactions with the public, display our commitment to ensuring cricket is perceived as a game for all, and make it clear that Northamptonshire allies itself with those facing discrimination and those seeking to end discrimination in all forms.

What We've Already Done

Undertaken a review of our social media channels to ensure that they reflect and reinforce our position as a proactively anti-discrimination organisation.

What We'll Do Through the Next 12 Months

Support and publicise initiatives aimed at promoting understanding of diverse communities, and the challenges faced by marginalised groups. Ensure all communications are accessible, including subtitles, audio description etc.

POLICIES

Our Commitment

We will ensure our recruitment procedures are fair and equitable, and take active steps to ensure our workforce is reflective of our community.

What We've Already Done

Introduced "blind" recruitment procedures, to protect against unconscious biases. Ensured diversity within all our interview panels. Reevaluated the language we use in our job advertisements to ensure it isn't subliminally exclusive.

What We'll Do Through the Next 12 Months

Establish mechanism to ensure all advertised vacancies reach underrepresented communities. Include a question around EDI implications of role(s) in all interviews. Commit to being a disability confident employer.

Our Commitment

We will work with other stakeholders and sports clubs across Northamptonshire to ensure we learn from their experience, as well as giving them the benefit of ours.

What We've Already Done

Working through NSport with other professional sports clubs within the County.



INCLUSION & ENGAGEMENT

Our club is a cricket club for everyone where everyone feels included, safe and able to voice opinions and concerns without fear of judgement and/or retribution.

Our club is a cricket club that listens to the voice of others and takes fair steps to ensure equity for all.

Our club's recruitment policies across the board are inclusive and provide equal opportunities for all backgrounds to participate and apply.

Our activities around inclusion and engagement consider data but also factors that impact data including background, protected characteristics and treatment of players and staff.



INCLUSION & ENGAGEMENT

Our Commitment

We will ensure that we have an appropriate offer to ensure that all individuals have access to our game.

What We've Already Done

Run Super 1 Disability program in Northampton, Rushden, Wellingborough and Towcester. Run Lords Taverners competition for SEN schools and hosted finals at The County Ground. Worked with Northants Cricket League to establish a hardball Women's Cricket League within Northamptonshire. Worked with East Midlands Women's League to Women's softball league. Established hard-ball girls leagues at U11 and U13 level. Run "Young Leaders" program for Girls aged 14-17 to facilitate them to volunteer within sport. Established Indoor League's for Women and for girls.

What We'll Do Through the Next 12 Months

Continue to support traditional clubs and leagues in delivering cricket to our historic core audience. Work with West Northants Council to introduce "walking" cricket program. Introduce program to fund cricket equipment to young people from lower socio-economic groups. Establish new Super 1s centres in Kettering and Corby. Run Personal Development programs as part of Super 1 programme. Host Cube Disability Sports Day at the County Ground. Expand Lords Taverners Table Cricket program to 15 schools (up from 11). Double the number of Girls leagues we run (from 2 to 4). Intake 15 more girls onto our Young Leaders program. Set up two new girl's Indoor Leagues. Start Girls Indoor Transition to Hard Ball Programme. Run Girls-only summer and Easter camps. Hold Disability Showcase during Super 1s finals day. Host England Deaf Cricket for the first time outside London.

Our Commitment

We will ensure our facilities and workforce are fit for purpose.

What We've Already Done

Appointment of full time Women & Girls and Disability development officers to drive development of the game
Appointment of EDI Lead Officer to ensure.

What We'll Do Through the Next 12 Months

Recruit coaching staff from the Bangladeshi community to enable our Bangladeshi program to restart sustainably.
Add a Multi-faith prayer space and sensory room at The County Ground as part of a planned refurbishment, to better meet the needs of our spectators.

INCLUSION & ENGAGEMENT

Our Commitment

We will ensure selection to our talent pathways is fair and inclusive

What We've Already Done

Analysis of pathway intake (nominees and successful candidates) to identify demographic and socio-economic areas which are under represented and/or disadvantaged. Made our Summer County program free to all Boys and Girls. Enabled Girls to trial for our talent pathway for free.

What We'll Do Through the Next 12 Months

Ensure a specific EDI representative accompanies selection meetings at all stages to ensure all EDI implications are taken into account by coaching staff. Deliver MCC hub training to upskill girls from state schools outside our talent pathways, facilitating their access in the future.

Our Commitment

We will actively seek to be a partner for community activity.

What We've Already Done

Hosted ECB's 2023 Caribbean Cricket Festival. Hosted T20 showcase match v Grenada with Caribbean cultural theme.

What We'll Do Through the Next 12 Months

Host our own Caribbean Cricket extravaganza, showcasing both Caribbean cricket, as well as other aspects of community and culture.



COMMUNITY

“Our talent pathways work to remove barriers for people from diverse backgrounds to ensure all have access to cricket.”

Our coaching reflects diverse backgrounds and we strive to ensure we make the most of the diverse backgrounds our coaches come from.

Our Talent Pathways will work to give the same opportunities no matter the gender of the participant.

We lead the participation offers within the County so that there are opportunities for all, to include people from LSEG, ethnically diverse communities, those with disability and other underrepresented groups.



COMMUNITY

Our Commitment

We will look to work with communities to ensure their voices are heard in decision making and planning, and to enable cricket to play a role in delivering social benefits.

What We've Already Done

Club EDI officer has joined Northamptonshire Black Communities Together working group, aimed at helping eliminate barriers to participation in sport to those from diverse ethnicities. Held open forums in Wellingborough and Northampton to listen to community groups. Diverse Communities Group established. Partner in Holiday and Activity Food Programme through our summer activity. Run Northampton Street Club, focusing on areas of low socio economic development.

What We'll Do Through the Next 12 Months

Revamp and relaunch a Diverse Communities Group, ensuring individual communities are appropriately represented. Establish new Street clubs in Corby & Wellingborough. Run events aimed at highlighting the importance of Mental Health Awareness and support, with particular focus on girls mental health.

Our Commitment

We will look to actively take cricket into communities.

What We've Already Done

Run informal softball activity for Afghan community in Northampton. Set up Luton Steelbacks & Peterborough Steelbacks Programs to serve ethnically diverse communities in surrounding counties. Run Free Dynamos programmes in areas of economic disadvantage for those entitled to free school meals. Run All Stars & Dynamos projects in Wellingborough to meet needs in deprived communities. Worked with Chance to Shine to focus schools program on areas of economic and social disadvantage and underrepresented diversity.

What We'll Do Through the Next 12 Months

Extend Luton Steelbacks Academy to Peterborough. Relaunch cricket sessions for Bangladeshi community at the County Ground.



TRAINING

“ Our club has committed to continuous learning for all staff and players by establishing effective education programmes to support and embed a robust culture of EDI.”

Our club encourages “on-the-job” training to ensure equity and fairness is part of the fabric and foundations of our culture.

We identify areas of knowledge and practice where our Community Clubs, Leagues and Organisations require training support and then we sign post and deliver training and resources to those areas.

“ We promote the benefits of inclusion within our Community Clubs, Leagues and Organisations.”



TRAINING

Our Commitment

We will ensure all our staff and volunteers have the training they need to help us meet our EDI aspirations.

What We've Already Done

Playing and professional coaching staff undertaken PCA training on EDI issues. All front facing and recreational staff trained in supporting public to access complaint and grievance procedures. Senior executive team undertaken training on leadership in EDI and anti-discrimination. Given bursary places on coaching courses to coaches of diverse ethnicity, female coaches and applicants with financial difficulties. Focused on recruiting and training female volunteers.

What We'll Do Through the Next 12 Months

All our talent pathway coaches will receive bespoke training around issues of diversity and inclusion. All Directors will undergo EDI training. All new employees will undergo an EDI session as part of their induction process. Expansion of female volunteer training program from 25 to 40 women.

Our Commitment

We will assist clubs in making sure they are in a position to meet and exceed the expectations of the ECB anti-discrimination code.

What We've Already Done

EDI to form part of Pre-season club development forum(s) highlighting the importance of EDI to clubs & volunteers.

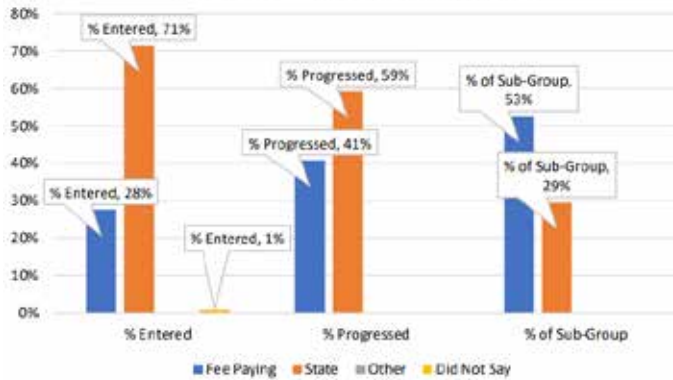
What We'll Do Through the Next 12 Months

Further support clubs in improving their understanding of EDI.

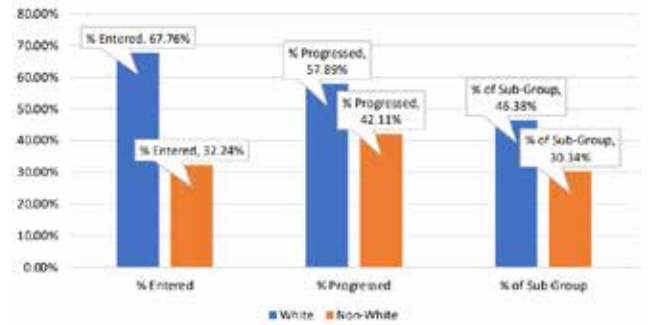


BOYS TALENT PATHWAY INFORMATION

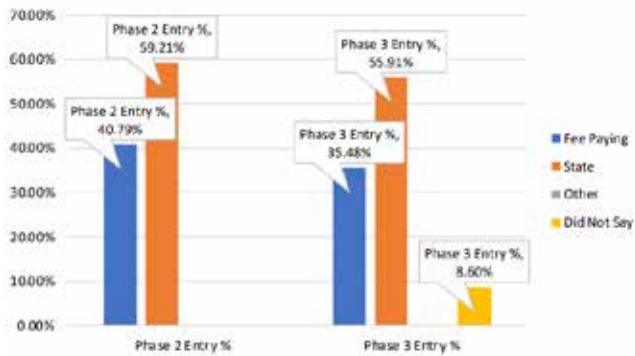
Phase 2
Entered vs Progressed by Education



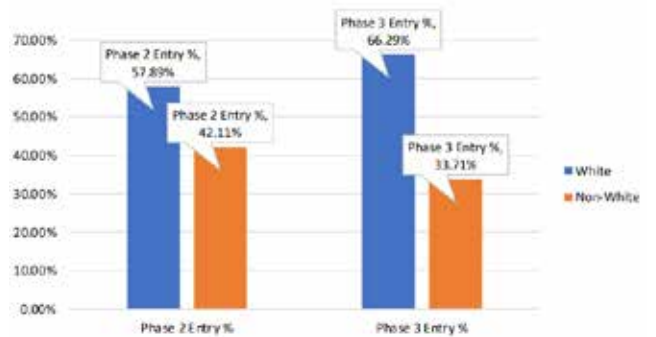
Phase 2
Entered vs Progressed by Ethnicity (Simplified)



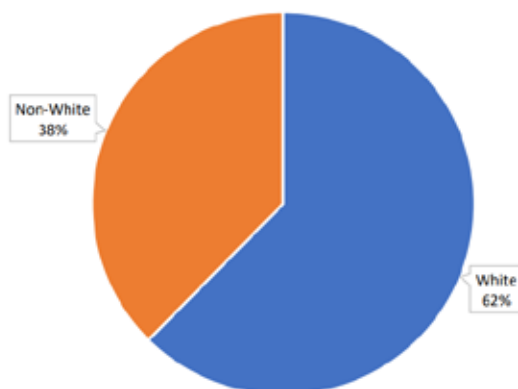
Phase 3
Entry from Phase 2 vs Phase by Education



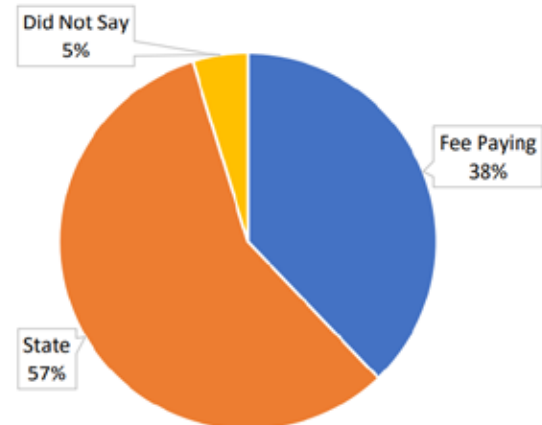
Phase 3
Entry from Phase 2 vs Phase 3 by Ethnicity



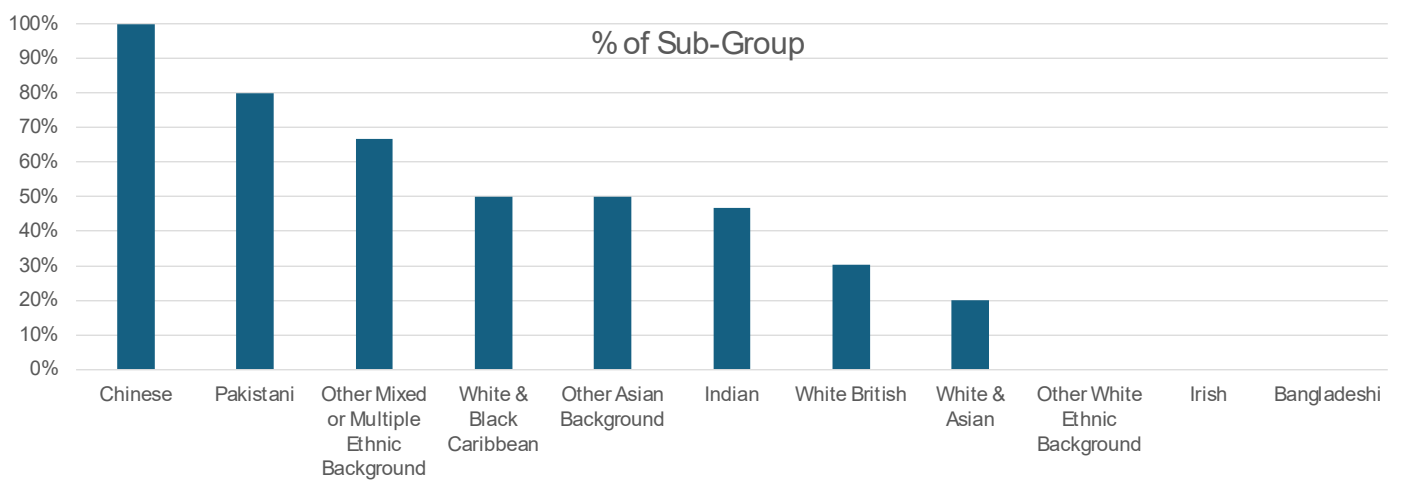
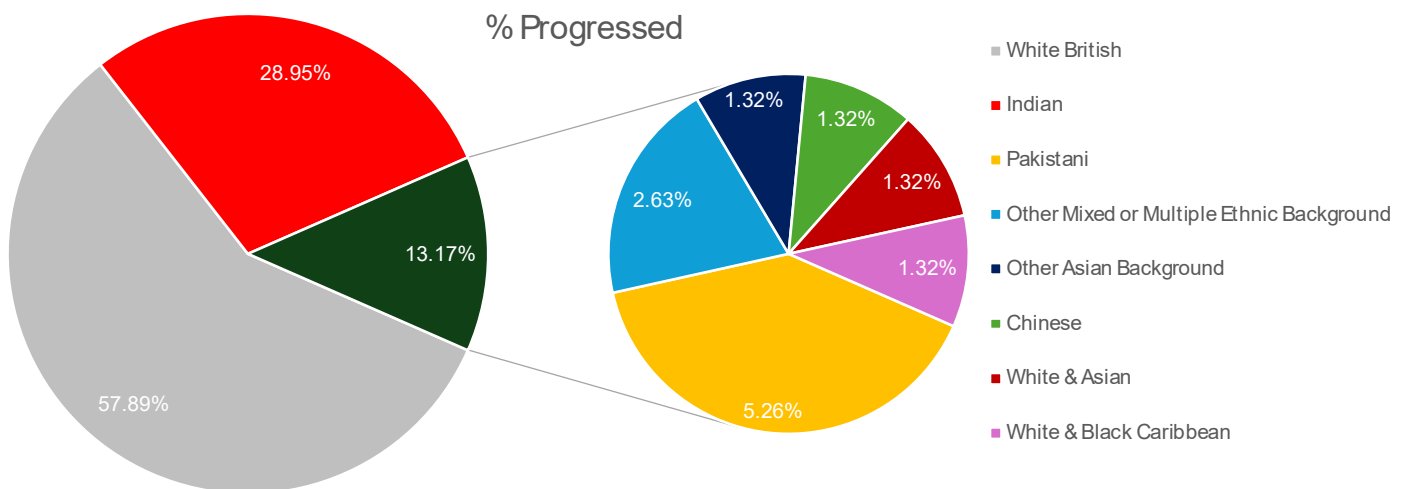
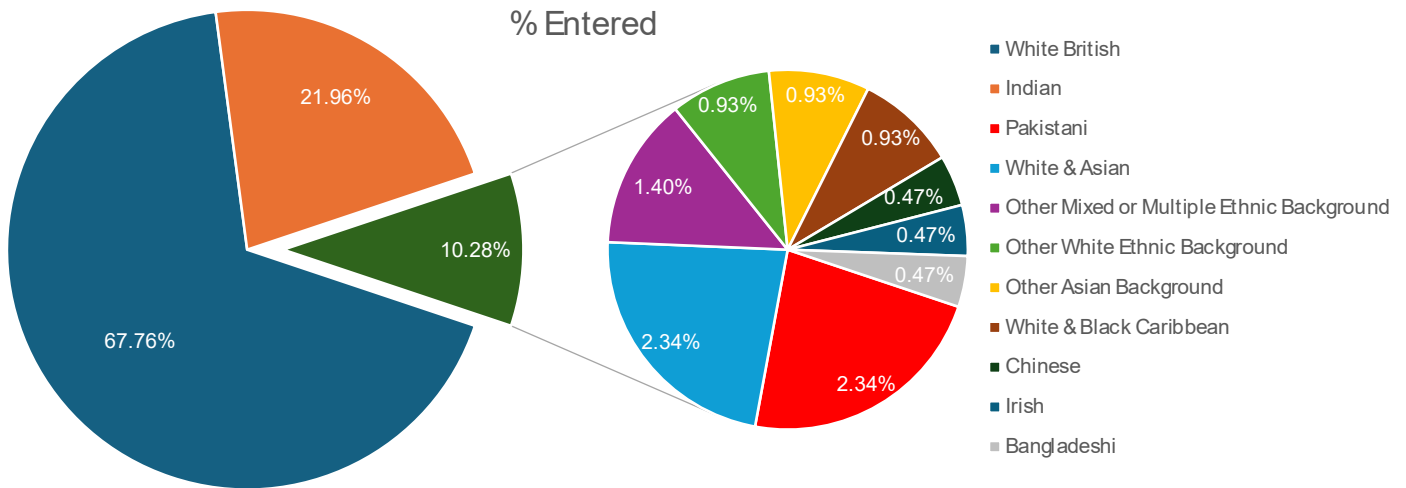
Phase 3 Breakdown by Ethnicity



Phase 3 Breakdown by education



BOYS TALENT PATHWAY INFORMATION





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