



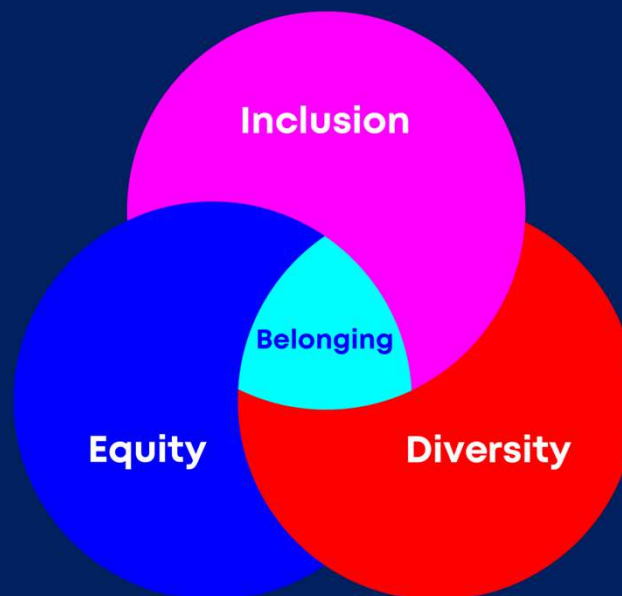
Cricket Shropshire

Equity, Diversity & Inclusion

Operational Plan 2025



**RAISING
THE
GAME**



Continuing being **visible**, **accessible** and **approachable** as a team



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Equity, Diversity & Inclusion Operational Plan 2025



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**RAISING
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Continuing being **visible**, **accessible** and **approachable** as a team



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Journey so far



**RAISING
THE
GAME**

Nov 2020

Need for a County wide plan **agreed** at Board Level

2021

Phase 1

Roll out of **CSE/CCE Prevent** Training to Board, Chairs and Partner Group Leads.

EDI On-Line

awareness training Staff, Directors and Partner Groups, plus clubs

2022

Phase 2

Roll out of **Face to Face** EDI Training to Staff, Board, Club Chairs, Club Captains and Partner Groups

Produced **Captains' Charter**



2023

Phase 3

Expand delivery of Face to Face EDI Training including **Anti-Discrimination** – Board, Staff, all Club Captains and Partner Groups

Clubs sign up to Anti-Discrimination Policy and **General Conduct Regulations**.

EDI Focus Group formed

Club workshops commenced

2024

Phase 4

Deliver face to face at Clubs and partner groups

To listen to what is happening on the ground

Banter / Bullying and reporting

To support clubs to construct an **EDI Development Plan**



ONGOING

**MAKING CRICKET
THE MOST
INCLUSIVE TEAM
SPORT**



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**RAISING
THE
GAME**

2025 Plan on a page

2025 FOCUS AREAS	Education & Culture	Opportunities	Event Calendar Planning	Showcase Best Practice	Reward and Recognition
Activity	<p>Continue to roll out the Club Workshops</p> <p>Production of Development Plans</p> <p>South Asian Focus Group</p> <p>Team Managers setting EDI goals</p> <p>Mental Health signposting support</p>	<p>League: writing new constitution – ensure representation on Management Committee</p> <p>Officials: roadshows and workshops to expand reach from just 30 “panel” umpires</p> <p>County Club: to introduce representation into the organisation</p> <p>Youth voice: Build on the Youth Committee set up in Jan '25</p> <p>Female Forum continue into 2025 influencing decision making</p>	<p>Local and National publicity of key events</p> <p>Utilise ECB resources to guide</p> <p>Local groups – identify and promote</p>	<p>Promote local and national initiatives</p> <p>Share “best practice” from ECB Focus Group</p> <p>Increase awareness through social media and publicity</p> <p>Data capture use information which is available i.e. females playing weekend cricket</p>	<p>Have a regular celebration event of achievements, whether annually, twice yearly, quarterly.</p>



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Education and Culture

2025 PLAN

Jan - Mar

April – June

July - Sept

Oct - Dec

Jan - Mar

Clubs / SCCC

Face to Face
Workshops –
Development Plan
submissions

Playing Season
Match visits

Playing Season
Match visits

End of season
review sessions

Use the EOS
reflections to
compile 2026 Plan

South Asian Focus
Group

Set up group and scope purpose

Collect date – have
those conversations

End of season
review sessions

Use the EOS
reflections to
compile 2026 Plan

Team Members
Goal Setting

Utilise CPA Strategy discussions to identify goal setting
ideas and measures for business groups i.e. W&G,
Pathway, Community etc..

Collect date – have
those conversations

Collect date – have
those conversations
Autumn/Winter
programmes

End of year
review sessions

Mental Health
Signposting

Light touch
awareness in
workshops

Consultation with subject matter professionals
Organise / attend training for relevant staff

Begin to compile
plan for 2026

Delivery of support
signposting /
sessions



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Opportunities

2025 PLAN

Jan - Mar

April – June

July - Sept

Oct - Dec

Jan - Mar

League
Constitution

Face to Face with
Executive to scope
reasons

SCB to re-write Constitution and regular
consultation

Final iteration
and roll out at
AGM – Nov '25

Monitor

Officials

Separate out working groups and activities for Umpires
and Scorers – Deliver workshops for both groups
separately

Mid or end of season
workshops –
temperature check

Implementation
of changes for
AGM - League

Changes to ACO for
2026 and compile
action plan

Youth Voice

Roll out of the Safeguarding and EDI cards to Pathway.
Continue with Youth Committee, listening and
compiling feedback for across the game

Collect data – begin
to have those
conversations with
other stakeholders

Collect data – have
those conversations
Autumn/Winter
programmes

End of year review
sessions to
implement into 2026
plans

Female Forum

Consultation on
playing offers

Continue
consultation with
female forum key
subjects – SGO's incl

Collect data – begin
to have those
conversations with
other stakeholders

Begin to compile
plan for 2026

Execute plan for
2026



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Event and Calendar Planning

2025 PLAN

Local and
National Events /
Dates

Utilise ECB
events info

Connect with
Local Groups /
Organisations

Jan - Mar

To re-post any
ECB/National
initiatives

April – June

To become a little more connected to
the events particularly locally

July - Sept

Oct - Dec

Production of
2026 calendar
locally

Preparation of
editorials to
support

Jan - Mar

Execute
calendar and
social media
promotions.

Be present at
a number of
events /
meetings etc.

The “Event Calendar and Planning” and “Best Practice” will merge.



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Showcase Best Practice



The “Event Calendar and Planning” and “Showcase Best Practice” will merge.



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Reward & Recognition

2025 PLAN

Have a regular celebration event of achievements, whether annually, twice yearly, quarterly.

Jan - Mar

To consider what, where and when?
From every area of the business and external

April – June

July - Sept

To recognise achievements

Oct - Dec

Jan - Mar

Set annual reward and recognition plan



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Key Measurables

Education and Culture:

- Number of clubs / persons – attended workshops (gender split?)
- Number of reports into League for EDI related v other reasons – more of a monitor
- Management structure before and during process

Opportunities:

- Team member KPI's

Key Dates / Planning:

- Number of events, attendees at events, feedback from events
- Hits on the website / social media



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Rationale of plan:

Continue to deliver the club workshops with clubs producing Development Plans:

- Following our regional group delivery of the messaging up to 2023, these club workshops have proven to be invaluable.
- Delivery is in the club safe space, a variety of members attending – numbers have been encouraging.
- Sessions are interactive and open to two way conversation
- It is relatable for the club and members as we speak about their environment, their experiences in club and interacting with other clubs
- Interesting additional considerations are unveiled – membership fees being restrictive, mental health people acting in an uncharacteristic way because of their mental health and the “head space” they are in, without anyone knowing.
- Changing culture, the unveiling of a lot of commonsense thinking, that it is not hard to do.
- The use of Anti Discrimination Code and General Conduct Regulations being acted upon is reassuring.



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Rationale of plan:

Expanding our subject matter and moving into areas to expand EDI:

- As our discussions have developed and our involvement with other partner groups it is allowing us to continue the messaging but in a more subtle way.
- Assisting the League to re-write their constitution which will lead to a more representative committee. Being able to show them that the numbers of females participating is steadily increasing.
- Our Community work is supporting the development of our staff – working in areas of deprivation, supporting asylum seekers, delivering programmes to Afghan refugees, SEND activity, summer camps in less advantaged areas.
- Mental Health signposting – through our conversations with clubs, some say it is because of their mental health is that they do not act rationally. They don't want to talk about it, so we are using a local practitioner, organisations like MIND and Samaritans along with Opening Up Cricket.



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Rationale of plan:

Listening to other groups:

- We recognise the need to hear from alternative groups to continue the breadth of our messaging. Hence, we have a representative focus group, which gave us the steer to to initiate the club workshops.
- Female group, which has suggested improvements for the League to consider – clubs to call visitors ahead of a game to see if there are any additional requirements ahead of their game i.e. anyone with a disability, any female players etc. so they are better prepared and the person turning up feels as though they have been considered.
- Youth Forum, this has only had one meeting but we intend for this to be a driver for the voice of younger participants and it has come from our Young Ambassador Programme which has been really well supported in recent years.
- South Asian forum a lot of early talk was about racist comments from white players, this is moving now to particularly Asian players now calling out Asian participants who are making unfavourable comments about whites. BUT is made in their native language, the exploration of this subject matter is going to be interesting and exciting. We have some excellent Asian allies who want to see Equity work in all directions – this is a mark of how far we have come.



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Rationale of plan:

Reward, recognition and event awareness:

- We are the worst at shouting about what we do.
- We need to be more pro-active in sharing what we are doing, we appreciate some of the areas we work in are sensitive to local environments i.e. Asylum seekers, South Asian ladies group. We are doing great work but have promotional embargos.
- We need to look locally at events which could be promoted through our own social media network – Cumbria do a great job with Cumbria Pride for instance.
- Would be advantageous to have some marketing materials whether supplied nationally or more of a local flavour, which will need investment.



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A4 & A3 Posters issued
to all clubs in 2022,
looking to update
following 2025 season and
to be multi-lingual





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A5 Double sided card

CAPTAINS' PRE-MATCH DISCUSSION AND TOSS

We would suggest Captains plus umpire(s) – if no umpire a senior player from each team.

- Aim to have toss 30 mins prior (minimum 15 minutes prior)
- Exchange Team Cards from both Captains
- Make available the New Balls and Spare Balls (4)
- Confirm start time and format (W/L/D or W/L – duration of overs)
- Any under age players and any players who may have special needs, or inexperienced 'making up the numbers' etc set the scene.
- Agree drinks breaks – where they can be found if there is no additional help (players to remain on field)
- Confirmation of wides – refer to the SCCL Rules Handbook sections 21.1 and 21.2
- Confirm who is going to umpire and score and where there may be compromises ie Juniors standing at square leg etc.
- Agree actions around threats of weather – are there covers/sheets etc.
- Agree that any disputes will remain within the group for resolution.
- Clarify playing conditions – ie max overs per bowler, as per League rules and any local rules (eg trees)
- Following this discussion the leadership group could address all players together as one group.



POSSIBLE LEADERSHIP ADDRESS TO ALL PLAYERS

A suggestion for **BOTH** captains and senior players to address teams prior to the game **TOGETHER**.

Reiterate what has been agreed and emphasise the importance of upholding the Spirit Of Cricket and that it is a **GAME FOR ALL**.

We as Captains, have a direct responsibility for upholding the Spirit of Cricket, everyone participating in cricket across the country have all agreed to play within the guidelines of the **Anti-Discrimination Code, not only players on field but off field behaviour too**.

We as leaders today will expect our teams to uphold fair play and sportsmanship at all times. If we have to report a player(s) it will have a direct impact on our respective clubs.

ALWAYS – Respect your opponents, team mates and umpires.

FRIENDLY BANTER - There is no intention to hurt and everyone knows the limits.

IGNORANT BANTER - Crosses the line with no intention of causing harm.

MALICIOUS BANTER - Done to humiliate a person, often in public. This is bullying.



Produced following meetings with clubs who were having problems where there were no official umpires.

Standardised how the lower league games could be managed.

These were produced with collaboration from the League, ACO and ourselves



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A5 Double sided card

Safeguarding

Cricket should be a game for everyone. Cricket Shropshire strive to ensure cricket is welcoming inclusive and diverse, where everyone is safe from harm, abuse or exploitation.

If you have any concerns, contact our County Safeguarding Officer
Sheila Dickie:
sheila.dickie@cricketshropshire.co.uk or 07907099647

Get advice and take action

We want everyone to feel able to raise a concern. If you are worried no matter how small contact us. We are here to help, advise and support.

See something
Hear something
Say something

Don't think, 'What if I'm, wrong', think, 'What if I'm right'.

Safeguarding is everyone's business

Safeguarding Referral Form

Equity, Diversity & Inclusion

Cricket should be a game for everyone. Cricket Shropshire strive to ensure cricket is welcoming inclusive and diverse, where everyone is safe from harm, abuse or exploitation.

If you have any concerns, contact our EDI Officer, Sacha Lee:
sacha.lee@cricketshropshire.co.uk

We want everyone to feel able to raise a concern. If you are worried no matter how small contact us. We are here to help, advise and support.

Inclusion
Belonging
Equity
Diversity

FRIENDLY BANTER - There is no intention to hurt and everyone knows the limits.

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Anti-Discrimination Reporting

Hear something **See something** **Say something**

Produced based on our analysis of our pathway “Listening to Children” feedback.

We felt we needed to heighten the awareness of where they could report and who they could contact. These have been distributed to our pathway players during Winter of 2024/5 We will expand to clubs before the start of the season