



## Cambridgeshire Cricket - Equity, Diversity and Inclusion Plan – 2024-28

This plan looks to encapsulate the delivery that both Cambridgeshire Cricket Board (Limited) (CCB) and Cambridgeshire County Cricket Club (CCCC) undertake. The ambition of both organisations is to establish an inspiring and inclusive pathway for girls and boys across their areas. Some excellent progress in terms of inclusion has occurred during the past few years, but the area received more direct focus as a result of the ICEC (Independent Commission for Equity in Cricket) Report's '[Holding up a mirror to Cricket](#)', and subsequent recommendations, which were published in June 2023. This was followed up by the ECB's '[Making Cricket a more Inclusive Sport](#)' document that looks to clearly address the issues around racism, sexism, and elitism that the ICEC Report presented. This plan is reflective of both publications.

It is important to note that the CCB and CCCC cover different areas. The County Club currently only represents senior men's County Cricket but covers all of the area that the Cambridgeshire County Board covers (i.e. the 4 local authority areas of Fenland, East Cambs, South Cambs and Cambridge City) plus Huntingdonshire and Peterborough, which sit within a different Cricket Board area. This not only represents a bigger population to serve for the County Club, but also a different demographic make-up, particularly in the case of Peterborough.

### Our Demographic

The figures below are reflective of data from the 2021 Census.

Cambridgeshire has seen a population growth across all local authority areas since 2011, especially across Cambridge City and Peterborough which both saw a 17% rise, as well as an increase in the number of households. In 2021 the population across the Cricket Board's 4 local authority areas was 475,231, which rose to 867,071 when Huntingdon and Peterborough were included.

Outside of the cities of Cambridge and Peterborough, the majority of the population are White British (80%+) which increases to White (89%+) when other white ethnic groups are included. Since 2011 the percentage of Asian people has increased, with the largest populations found in Cambridge and Peterborough. The Asian population accounts for 14.8% in Cambridge City, 14.3% in Peterborough, and 5.8% in South Cambridgeshire. The black population is 4.1% in Peterborough, 2.4% in Cambridge, down to 1.2% in South Cambs and 0.8% in East Cambs and Fenland.

Excluding the UK, the highest ranking place of birth of residents is India in Cambridge and South Cambs, with Poland for East Cambs, Huntingdonshire and Peterborough, and Lithuania for Fenland. In terms of the more recognised cricket playing Countries, Pakistan appears third, with India fourth, in Peterborough, with South Africa appearing 4<sup>th</sup> in South Cambs and 5<sup>th</sup> in East Cambs.

Across the 10 years from the 2011 census, there has been a reduction in the percentage of people who have English as their main language, however there remains a very small percentage not able to speak English very well

In terms of religion, 12.2% of Peterborough`s population are Muslim, with a 5% Muslim population for Cambridge.

### **March 2024 – cricket figures**

In terms of players in County Age Group (CAG) squads run by Cambridgeshire Cricket Board, we have seen the following changes in the past 2 years:

<b>Area</b>	<b>2023</b>	<b>2024</b>
Total CAG players	64% boys and 36% girls (156 and 87)	55% boys and 45% girls (137 and 114)
Ethnicity	72% white, 28% ethnically diverse	68% white, 28% ethnically diverse, 4% prefer not to say
Schooling	70% fee paying, 30% state funded	75% fee paying, 25% state funded
Schooling by gender	n/a	Boys – 64% fee paying, 36% state funded, Girls – 87% fee paying, 13% state funded

The gender balance of our pathway has improved since 2023, reflecting the growth of girls' cricket within the county particularly in fee paying schools. The ethnicity of the pathway remains consistent and over indexes in terms of the local population.

The relative affluence of Cambridgeshire is reflected in the high proportion of independent schools that exist. In 2023, alongside those from a state funded school, CAG players came from 21 different independent schools, within the County, just over the border, and in the form of boarding schools in other Counties

The CAG coaching programme has looked to become more inclusive in the past year with coaching venues being spread across the geography of Cambridgeshire rather than just Cambridge City based, and coaching times being arranged at different times, on different days, to allow greater flexibility in attendance.

**Vision**

**“To have in place an infrastructure across Cambridgeshire that welcomes all people into cricket and allows them to participate and develop, driven by appealing offers and an informed, inclusive, and non-discriminatory culture and environment.”**

**We will do this through...**

Governance	Education and Awareness	Talent Pathway	Community Programme Management	Marketing and promotion
<b>Leading with accountability and commitment</b>	<b>Implementing a wide ranging education and awareness programme across the network</b>	<b>Making the talent pathway more accessible</b>	<b>Improving our ability to deliver inclusive and diverse programmes across Cambridgeshire</b>	<b>Promoting and celebrating an inclusive, diverse and equitable Cambridgeshire Cricket network</b>
Ensure diversity amongst decision makers on Boards and Committees	Board Directors are educated to understand their high level responsibility to EDI	Increase the number of participants from state schools in the talent pathway	Improve data collection and analysis to understand trends and progress	Instigate a relevant and recognisable brand
Ensure that recruitment is done fairly and equitably into any positions	Staff are able to put an EDI lens across all programmes to achieve success	Promotion and implementation of Hardship (Financial Assistance) Fund	Establish a State School action plan	Ensure the Board Website has inclusive content, language and imagery
Establish and communicate a clear process for reporting and monitoring EDI issues	Leagues are visible and vocal advocates of inclusion and diversity through their offer, rules, regulations and sanctions	Ensure player representation is at least reflective of the local ethnic demographic	Broaden the offer to Women and Girls through review and enhancement of the current action plan	Ensure enhanced promotion and celebration through an EDI digital campaign and/or ongoing roll out of an EDI portal
Detail clear EDI targets within annual and strategic plan	Clubs are able to create and maintain an inclusive offer and environment	Consider and understand the needs of players (eg. Prayer room for training and competition)	Continue to drive disability inclusion opportunities through SEND school delivery, Super 1s and Disability Champion club creation	Undertake regular reference, reporting and exposure to EDI success

Regularly review and update EDI policies to reflect current best practices and feedback from the cricket community	Captains are aware and reinforce an inclusive culture within the players within their teams	Educate coaches and adapt processes to reduce bias in selection	Extend programmes into more communities, particularly Cambridge City	
Board Directors and Staff to influence and advocate EDI across the cricket network			Engage more with EDI experts, including educational establishments, across Cambridgeshire	
EDI plan annually approved, shared publicly & 6-month monitored by Board				

## **2024 Actions**

### **Enhancing opportunities for women and girls**

- Establish, resource and implement the Board run league for all female-only competition
- Extend further opportunities for secondary schools to receive girls coaching and competition
- Enhance `transition to hard ball` sessions for girls in cricket clubs

### **Reducing the barrier of price**

- Provide free opportunities to engage in cricket, particularly at the youngest age groups
- Continue to promote the `Financial Assistance Fund` for CAG players
- Reduce the amount of mandatory clothing requirements for CAG players
- Source sponsors to provide CAG playing shirts free of charge.

### **Deliver an inclusive environment for players and spectators**

- Make a prayer room/space available as relevant at Cambs CCC coaching and matches
- Include sanitary products within girls` CAG medical bags
- Continue to provide an easily accessible process/link to report any concerns or discrimination

### **Improving our governance and decision-making to achieve objectives**

- Publish a revised EDI plan for Cambridgeshire Cricket
- Maintain and/or improve our gender and ethnic diversity on the County Club committee and County Board of Directors
- Implement mechanisms for ongoing feedback from players, coaches, and the community on EDI, using this input to continually refine and improve strategies
- Update our plan for women and girls cricket
- Establish a plan to increase opportunities for state school children to engage and develop in cricket

### **Increase EDI awareness and understanding within the cricket network in Cambridgeshire**

- Establish a programme to deliver EDI education and awareness to clubs and volunteers
- Reinforce responsibilities of captains in maintaining and enforcing required standards
- Continue to raise awareness with, and provide support to, Leagues and the local ACO
- Ensure discriminatory behaviour is reported and sanctioned appropriately by umpires and competitions

Plan established: April 2024

1<sup>st</sup> Review date: October 2024