



## **ISLE OF WIGHT CRICKET BOARD LEAD** **OFFICER EQUITY DIVERSITY INCLUSION PLAN** **2024-2027**

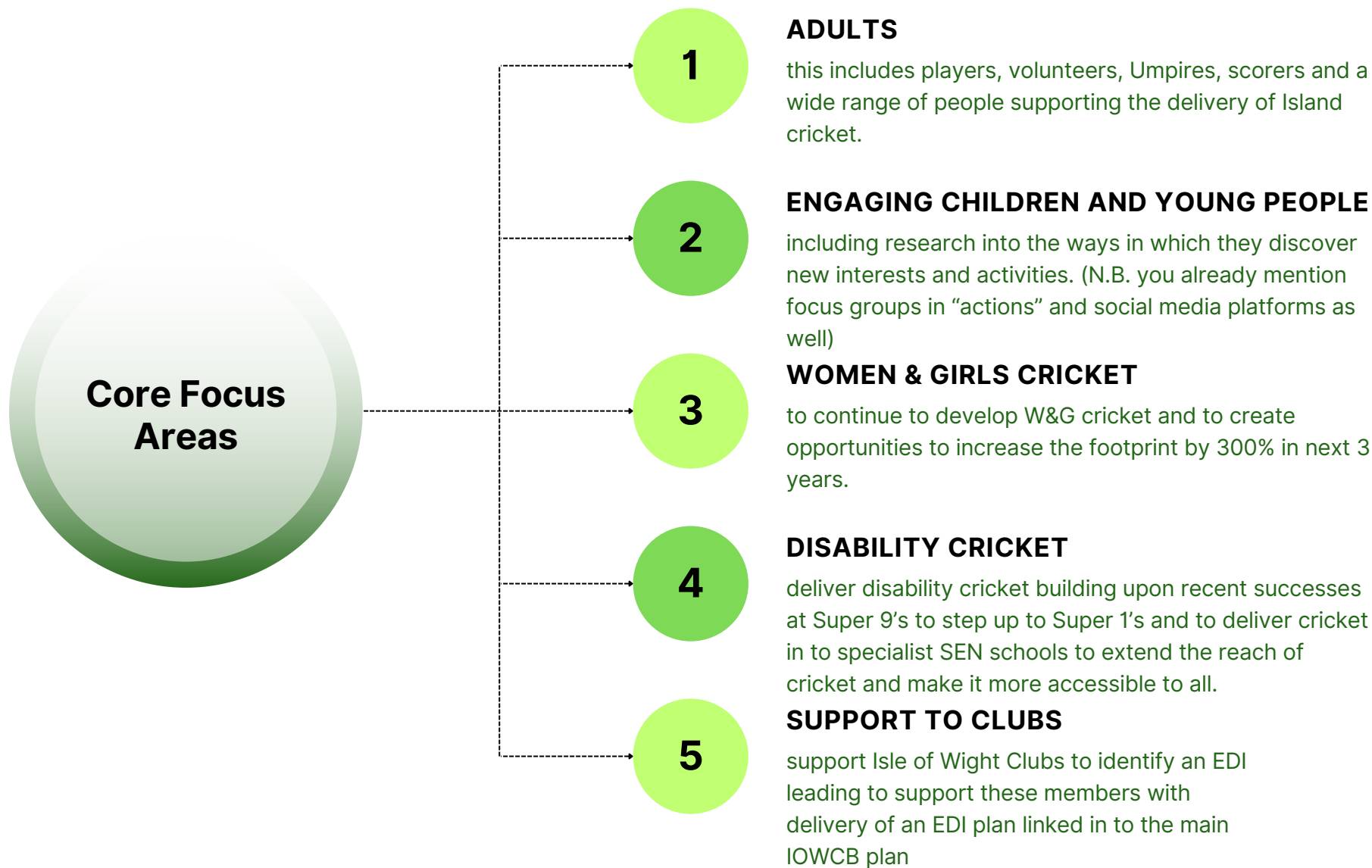
The Lead officer for the Isle of Wight Cricket Board working in conjunction with the Board of Directors and in particular the designated Equity, Diversity and Inclusion Director will be responsible for writing, updating and delivering our Local Equity , Diversity and Inclusion Plan for 2024-2027.

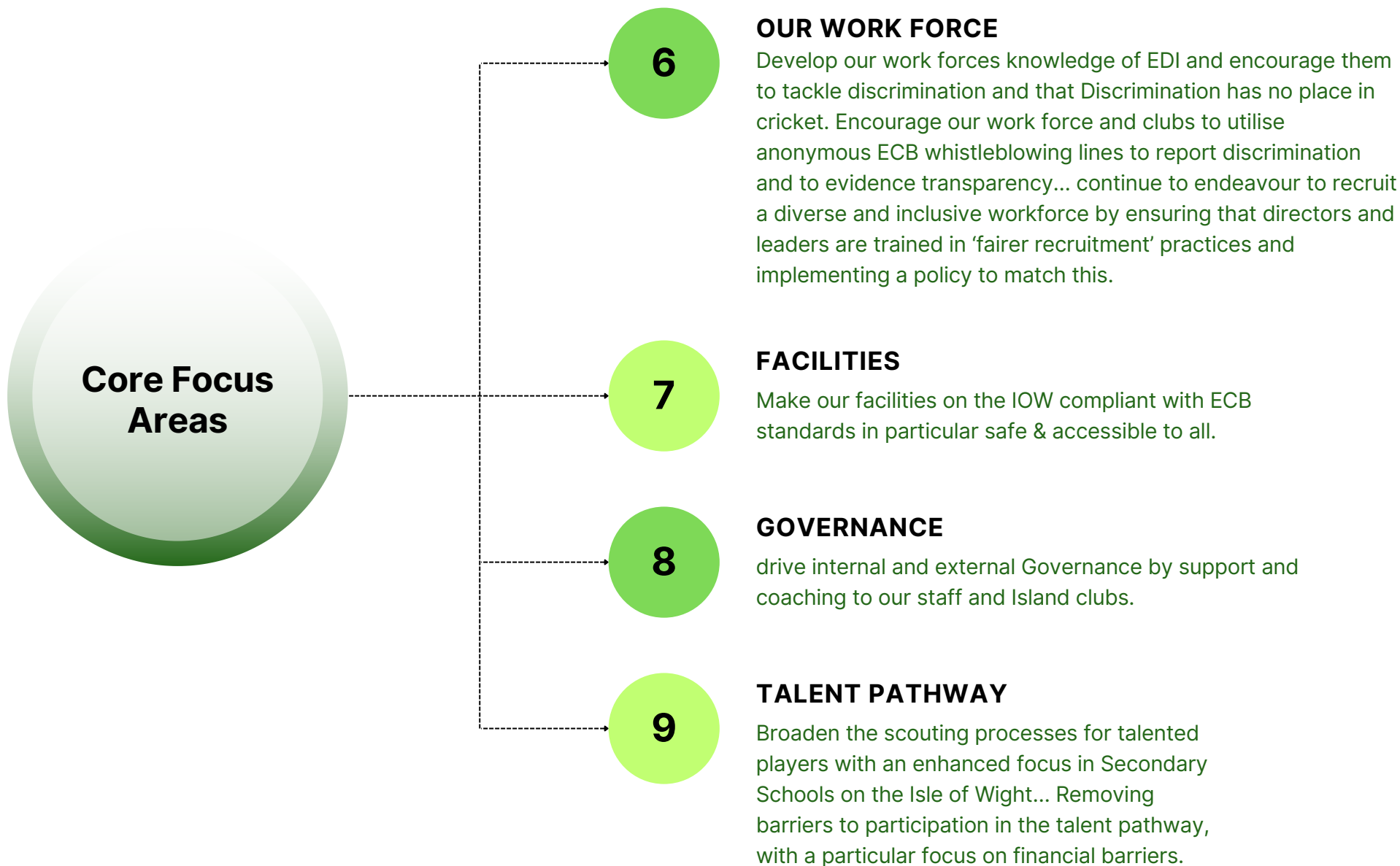
This plan will be used to focus our resources in 2024 with specific ,measurable, achievable , realistic and timely Action plans.

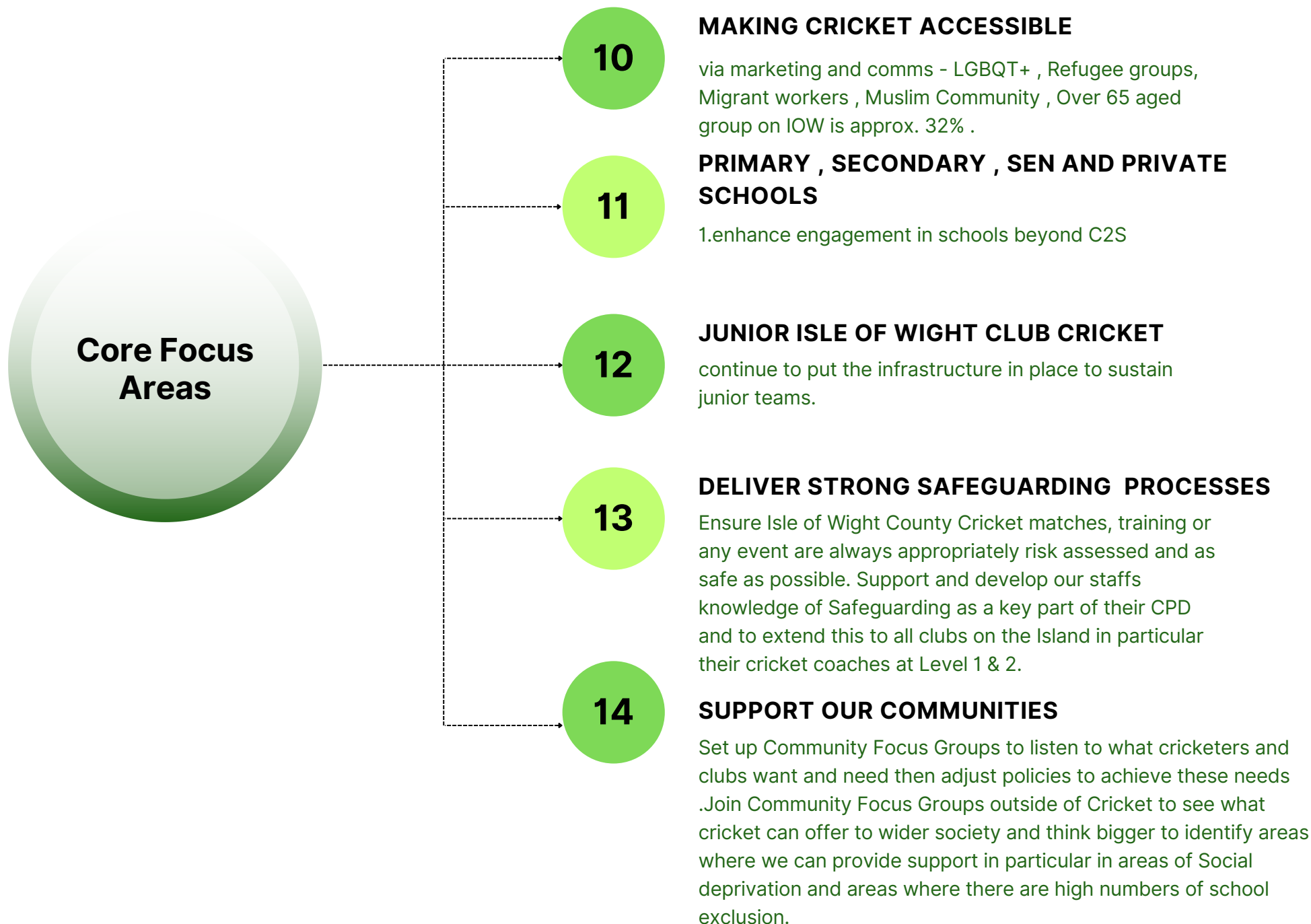
The key principles for this plan over the next 3 years are too look at the current picture but to also have a Head up focus on **‘The Long Win Vision’**.

We aim to make cricket the game for me for everyone and to strive to ;Improve Lives Create Stronger Communities ,Grow the game of Cricket and to Promote Environmental Sustainability.

The County Lead Officer and Board of Directors are the critical cultural architects in designing and setting standards in Language, Stories ,Perspectives, Experiences and Impact. All staff of the Cricket Board need to role model the values and address cultural challenges.









## **Actions**

EDI Director appointed to deliver Isle of Wight Cricket Board strategy and to deliver recommendations from the ICEC Report 2023 identifying areas for development.

Set up Community Focus Groups to listen to what cricketers and clubs want and need.

Join Community Focus Groups outside of Cricket to see what cricket can offer.

Conduct yearly Player and Parent surveys to ensure there is a voice to then understand the experiences so we can develop our processes to meet any gaps to make sure cricket is accessible to all.

**Governance Improvement** –Utilise Non Executive Director contracts for professionalising Board processes and to set expectations of these important roles. Align our EDI policies in line with ECB recommendations to ensure a consistent delivery of ECB objectives.

**Board of Directors Recruitment** - Ensure we have a diverse skill set on the Isle of Wight Cricket Board with a target of a 50/50 Male/Female split.

Deliver Social media platforms and communications that open up the Isle of Wight Cricket Board and make it fully accessible to all.

Update/create? 'fairer recruitment' policy.

Set up a funding scheme for talent pathway participants.

Increase the footprint of Cricket in State Secondary Schools across the Isle of Wight.