

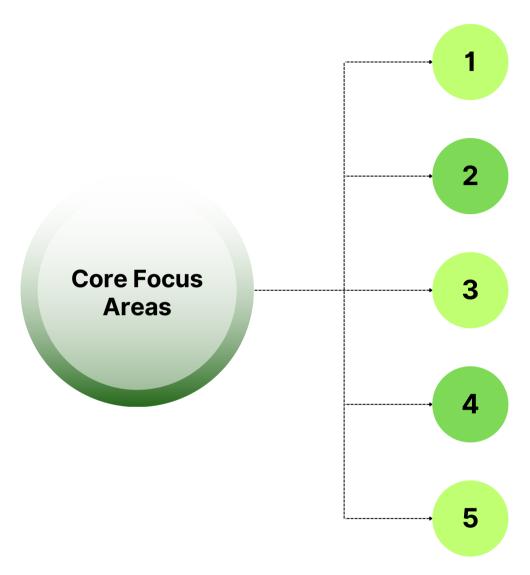
The Lead officer for the Isle of Wight Cricket Board working in conjunction with the Board of Directors and in particular the designated Equity, Diversity and Inclusion Director will be responsible for writing, updating and delivering our Local Equity, Diversity and Inclusion Plan for 2024-2027.

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.



## ADULTS

this includes players, volunteers, Umpires, scorers and a wide range of people supporting the delivery of Island cricket.

# ENGAGING CHILDREN AND YOUNG PEOPLE

including research into the ways in which they discover new interests and activities. (N.B. you already mention focus groups in "actions" and social media platforms as well)

# **WOMEN & GIRLS CRICKET**

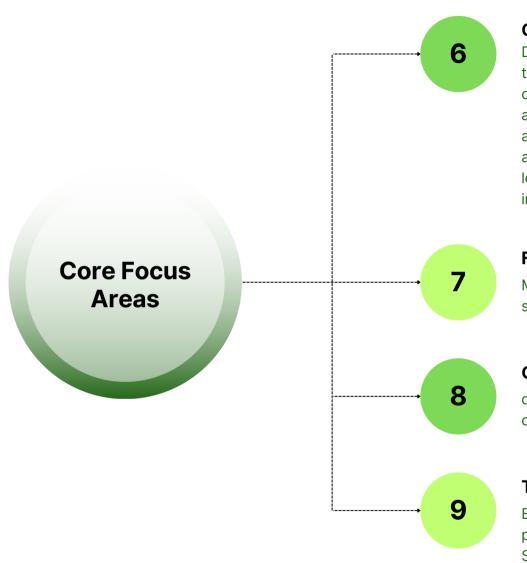
to continue to develop W&G cricket and to create opportunities to increase the footprint by 300% in next 3 years.

# DISABILITY CRICKET

deliver disability cricket building upon recent successes at Super 9's to step up to Super 1's and to deliver cricket in to specialist SEN schools to extend the reach of cricket and make it more accessible to all.

## SUPPORT TO CLUBS

support Isle of Wight Clubs to identify an EDI leading to support these members with delivery of an EDI plan linked in to the main IOWCB plan



#### **OUR WORK FORCE**

Develop our work forces knowledge of EDI and encourage them to tackle discrimination and that Discrimination has no place in cricket. Encourage our work force and clubs to utilise anonymous ECB whistleblowing lines to report discrimination and to evidence transparency... continue to endeavour to recruit a diverse and inclusive workforce by ensuring that directors and leaders are trained in 'fairer recruitment' practices and implementing a policy to match this.

#### FACILITIES

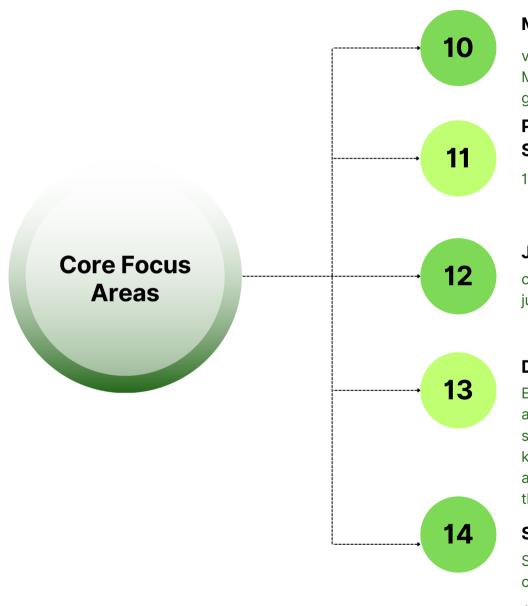
Make our facilities on the IOW compliant with ECB standards in particular safe & accessible to all.

#### GOVERNANCE

drive internal and external Governance by support and coaching to our staff and Island clubs.

#### **TALENT PATHWAY**

Broaden the scouting processes for talented players with an enhanced focus in Secondary Schools on the Isle of Wight... Removing barriers to participation in the talent pathway, with a particular focus on financial barriers.



### MAKING CRICKET ACCESSIBLE

via marketing and comms - LGBQT+ , Refugee groups, Migrant workers , Muslim Community , Over 65 aged group on IOW is approx. 32% .

# PRIMARY , SECONDARY , SEN AND PRIVATE SCHOOLS

1.enhance engagement in schools beyond C2S

# JUNIOR ISLE OF WIGHT CLUB CRICKET

continue to put the infrastructure in place to sustain junior teams.

## DELIVER STRONG SAFEGUARDING PROCESSES

Ensure Isle of Wight County Cricket matches, training or any event are always appropriately risk assessed and as safe as possible. Support and develop our staffs knowledge of Safeguarding as a key part of their CPD and to extend this to all clubs on the Island in particular their cricket coaches at Level 1 & 2.

## SUPPORT OUR COMMUNITIES

Set up Community Focus Groups to listen to what cricketers and clubs want and need then adjust policies to achieve these needs .Join Community Focus Groups outside of Cricket to see what cricket can offer to wider society and think bigger to identify areas where we can provide support in particular in areas of Social deprivation and areas where there are high numbers of school exclusion.



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.