



Isle of Wight Cricket Board Equity, Diversity and Inclusion (EDI) Policy

1. Policy Statement

The Isle of Wight Cricket Board (IWCB) is committed to promoting equity, diversity and inclusion across all areas of cricket on the Isle of Wight. IWCB believes cricket should be accessible, welcoming and inclusive for everyone, regardless of background or personal characteristics. The Board will actively work to remove barriers to participation, increase representation and ensure fair opportunities for players, volunteers, officials and staff.

2. Purpose

The purpose of this policy is to:

- Promote inclusive and welcoming cricket environments
- Ensure equal access to participation and development opportunities
- Eliminate discrimination, harassment and exclusion
- Support clubs to adopt inclusive practices
- Ensure cricket reflects and serves the communities of the Isle of Wight

3. Scope

This policy applies to:

- IWCB Board members and staff
- Volunteers, coaches and officials
- Players participating in IWCB programmes and competitions
- Affiliated clubs and partner organisations
- Schools and community programmes delivered by IWCB

4. Legal Framework

The IWCB operates in accordance with the Equality Act 2010, which protects individuals from discrimination based on the following characteristics: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. The IWCB will also follow safeguarding and inclusion guidance issued by the ECB.

5. Our Commitments

IWCB will work to embed equity, diversity and inclusion across all areas of cricket through the following commitments.

Participation

We will create inclusive opportunities for people of all ages and abilities to participate in cricket. This includes developing flexible playing formats and ensuring access to competitions and programmes.

Children and Young People



We will prioritise access to cricket for children across the Island, particularly those in state schools and underserved communities and support clear pathways from school to club cricket. We will work with schools, community partners and clubs to remove socio-economic barriers to participation by ensuring programmes remain accessible, cost-effective and where possible, free to participants.

Women and Girls

We will support the growth of girls' and women's cricket through sustainable pathways, leadership opportunities and improved transition from junior to adult participation.

Disability Cricket

We will expand accessible cricket opportunities through initiatives such as Walking Cricket, Table Cricket and partnerships with SEND organisations.

Club Development

We will support affiliated clubs to embed inclusive practices, improve accessibility and maintain safe and welcoming environments through safeguarding and governance support.

Workforce Development

We will ensure staff, coaches and volunteers are supported through training and development opportunities to deliver inclusive cricket programmes.

Talent Pathways

We will ensure talent pathways are transparent, accessible and representative of Island communities, with fair and open selection processes.

6. Responsibilities

The IWCB will:

- Promote inclusive policies and practices across Island cricket
- Provide guidance and support to clubs
- Monitor participation and representation within programmes
- Ensure staff and volunteers undertake relevant training
- Review progress against EDI priorities regularly

Clubs, volunteers and participants are expected to support this policy and help create respectful and inclusive cricket environments.

7. Reporting Concerns

Any concerns relating to discrimination, harassment or exclusion should be reported to:

- County Safeguarding Officer: csa@isleofwightcricket.co.uk
- Cricket Regulator: <https://www.cricketregulator.co.uk/share-a-concern>



Any reports will then be triaged by the Cricket Regulator and investigated by the relevant cricket organisation. All concerns will be taken seriously and handled in line with safeguarding procedures.

8. Monitoring and Review

This policy will be reviewed annually and updated where necessary to reflect changes in legislation or guidance from the ECB. Progress against the IWCB's EDI priorities will be monitored through the IWCB EDI Action Plan and Progress Update, which is published on the [IWCB website](#).

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