**Cricket Wales Equality Action Plan**

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|  | **Cricket Wales Outcome SO2: Ensure cricket is easily accessible to everyone in Wales** | | | | | |
|  | **Objectives** | **Actions** | **Who** | **When - (1/3/5 years)** | **Progress** | **Cost** |
| **Governance Development** | Review the make-up of the current Cricket Wales Board, Junior Council and Senior Council, and the proposed new Area Forums, to ensure the optimum balance of skills, diversity and cricket experience exists within the governance structure. | Cricket Wales Governance Working Group to be established | Chairman  CEO  Others tbc | 1 and 2 (2015 AGM approval) |  |  |
|  | Annual Equallity audit of Cricket Wales Board | CEO | 2. 3, 4  (2015 onwards) |  |  |
|  | Annual Equality Report to AGM | Chairman/CEO | 2014  onwards |  |  |
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| **Disability Plan -**  **Organisation** | Develop inclusive provision and practices which are embedded within the organisation | Formation of a Cricket Wales Disability Cricket Forum / Steering Group | HAW  (CDM) | 1 | Terms of Reference Agreed |  |
|  | Disability Cricket Plan circulated for comment and approved by the Cricket Wales Board | HAW  (CEO, CDM) | 1 | Circulated to Internal Stakeholders within disability cricket |  |
|  | Appoint a voluntary Disability Cricket Administrator | HAW  (CEO, CDM) | 1 |  |  |
|  | Ensure welfare policies refer to children and vulnerable adults | Welfare Lead  (HAW, CEO) | 1 |  |  |
|  | Achieve Insport Ribbon | HAW  (CEO, CDM, DSW) | 1 | Induction with Case Officer Complete Target Sept |  |
|  | Achieve Insport Bronze | HAW  (CEO, CDM, DSW) | 3 |  |  |
|  | Achieve Insport Silver | HAW  (CEO, CDM, DSW) | 4 |  |  |
|  | Achieve Prelim and Intermediate Equality Standard for Sport | CEO  (All Staff) | 4 |  |  |
|  | Review Club Offer and develop inclusive information / packages | CDM  (CDO’s, DSW) | 2-3 |  |  |

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| **Challenges** | **Objectives** | **Actions** | **Who** | **When - (1/3/5 years)** | **Progress** | **Cost** |
| **Disability Plan -**  **Clubs** | Establish 5 pan-disability cricket hubs at or linked to mainstream cricket clubs | Identify eligibility criteria for hosting a disability cricket hub | HAW  (CDM, DSW) | 1-2 |  |  |
|  | Identify potential clubs through club audit, Club Accreditation and DSW ClubMark information | CDM  (HAW, CDO’s, Key Volunteers, DSW) | 1 | Club Audit used to identify current number disabled players in mainstream cricket and mapped against Club Accreditation |  |
|  | Invite expressions of interest from prospective clubs to become hubs, conduct an assessment and agree action plan | HAW  (CDM, CDO, DSW) | 1-2 |  |  |
|  | Provide disability inclusion training for disability hubs | HAW / CDM  (CDO’s, DSW, Club leads) | 1-4 |  |  |
|  | Full audit / survey of clubs for inclusive, integrated or impairment specific opportunities | Customer Insight Officer  (CDM, CDO’s) | 2 |  |  |
|  | Target community coach activity at schools & community groups around Disability Cricket Hubs | CDM  (CDO’s) | 2-4 |  |  |
|  | Support hubs to provide impairment specific opportunities (e.g. VI cricket) if appropriate | HAW  (CDM. CDO’s, DSW) | 2-4 |  |  |

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| **Challenges** | **Objectives** | **Actions** | **Who** | **When - (1/3/5 years)** | **Progress** | **Cost** |
| **Disability Plan -**  **Competition** | Provide appropriate recreational competition | Provide 6 competitive friendlies p/a for Wales PD / LD Teams against other CCB’s and England Dev Squads | Wales PD/LD Team Managers  (HAW, Disability Cricket Administrator) | 1-2 |  |  |
|  | Ensure all players representing Wales are wearing Wales kit | Wales PD/LD Team Managers (HAW, Disability Cricket Administrator) | 1 |  |  |
|  | Audit existing Cricket Wales school competitions (e.g. KWIK Cricket) for inclusive, integrated and impairment specific opportunities | Comp Lead  (CDM, Comp Assistants) | 2 |  |  |
|  | Ensure inclusive opportunities within cricket Wales school competitions | Comp Lead (CDM, Comp Assistants) | 2 |  |  |
|  | Enter a Wales team in the reformed County Championship – support with friendlies if required | Wales PD/LD Team Managers  (HAW, Disability Cricket Administrator) | 3-4 |  |  |
|  | Develop appropriate club competition opportunities through hubs (e.g. incrediball festivals) | Hub Leads  (HAW, Comp Lead, CDM, Hub Leads) | 4 |  |  |
| **Disability Plan -**  **Coaching** | Provide high quality coaching opportunities for existing players involved in Welsh squads | 4 winter coaching sessions at the SWALEC Stadium for all potential Wales players | Wales Team Managers  (HAW, Disability Cricket Administrator, CDM, Talent Coaches) | 1-2 |  |  |
|  |  | Provide coaching for SEN Schools | CC’s / CDO’s  (CDM, HAW, DSW) | 2 – 4 |  |  |

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| **Disability Plan -**  **Education & Training** | Improve the level of service available to disabled people through Cricket Wales activities | Implement Disability Inclusion Training for all Cricket Wales staff and Board Equalities Lead | HAW  (CEO, CDM) | 1-2 |  |  |
|  |  | Implement Disability Inclusion Training for all Cricket Wales Board members | HAW  (CEO) | 2 |  |  |
|  | Provide inclusive / disability specific content within Coach Education courses | Review UKCC accredited courses for disability specific content | Coaching Lead  (CDM, HAW, DSW) | 2 |  |  |
|  |  | Identify and upskill tutors to with disability inclusive tutor training | Coaching Lead  (CDO, HAW) | 2 |  |  |
|  |  | Implement Disability Inclusion Training for Coaches, Volunteers and Officials | HAW  (CEO, CDM, DSW) | 3 |  |  |
|  |  | Roll out Disability Inclusion Training for Accredited Clubs | CDM  (HAW, CDO’s, DSW) | 3 |  |  |
|  |  | Identify appropriate individuals to attend classification workshop | HAW | 4 |  |  |

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|  | **Objectives** | **Actions** | **Who** | **When - (1/3/5 years)** | **Progress** | **Cost** |
| **Disability Plan -**  **Awareness** | Raise awareness of inclusive opportunities within cricket in Wales | Ensure promotional activities depict cricket as an inclusive sport | CDM | 1-2 |  |  |
|  |  | Create a disability cricket section on the Cricket Wales website and ensure the website is more inclusive | CDM  (Disability Cricket Administrator) | 1 |  |  |
|  |  | Establish a database of key disability cricket contacts compatible with CW systems | Disability Cricket Administrator  (HAW, CDM, KL) | 1 |  |  |
|  |  | Raise awareness through a series of community events x 3 per annum (e.g. WheelChair Sport Spectacular) | HAW  (CDO’s, CC’s, DSW) | 1 – 4 |  |  |
|  |  | Support multi-sport clubs to provide pan-disability cricket activities | HAW  (CDO’s, CC’s) | 2 - 4 |  |  |

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| **Women and Girls’ Innovation Plan** | Generating Critical Mass | CDO’s and CC’s to target new girls’ club teams playing regular competition | CDO’s and CC’s supported by Dev Mgr | 1 (2014) | Four new girls’ teams identified in 2014 CC plans |  |
|  | Creation of girls’ hubs | CDO’s and CC’s supported by Dev Mgr | 1 (2014) | Four proposals received as of Jan 2014 |  |
| Appropriate Competition | Girls’ hubs to form girls-only division of Junior League if appropriate | Junior Leagues with support of CDO’s | 2 onwards  (2015) | Junior League discussions required |  |
|  | Review of girls’ school competitions | Competition lead supported by Competition Assistants (x2) | 1  (2014) | New competition framework drafted |  |
| Performance Pathway | Discontinuation of girls regional cricket. Establishment of centrally administered National Development Centres (NDC’s) | CEO, Perf Mgr and Dev Mgr | 1  (2014) | Regional girls’ cricket discontinued. NDC’s (x3) set up |  |
|  | Appropriate competition | W&G voluntary lead and Perf Mgr | 1  (2014) | Format to be confirmed in Spring 2014 |  |
|  | Role Models to build and support the Workforce | Teachers Workshop through CC programme aimed at female teachers.  Subsidise Coach Ed courses for aspiring female leaders and coaches | CC’s  Coach Ed lead, Dev Mgr and Perf Mgr | 1  (2014)  1  (2014) | Available.  CC’s receiving Dragon multi-skills training in Feb 2014  5 Wales Senior and Dev Squad players offered bursary to undertake courses in Spring 2014 |  |
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| **Black Minority Ethnic (BME)**  **Communities**  **Plan** | To develop sustainable relationships with BME communities in Wales that are of mutual benefit. | In targeted areas to undertake insight and research into BME communities in Wales with a focus on current and potential involvement in playing and watching cricket. | Cricket Wales Insight Officer;  Identified appropriate volunteers. | 1 (2014) |  |  |
|  | In partnership with Glamorgan Cricket to maximise the community engagement attached to the August 2014 ODI v India in Cardiff | Cardiff Community Team (CW, Glamorgan and LA); Key local volunteers; Street Games; Cardiff BME Sports Forum | 1 (2014) |  |  |
|  | Support Cardiff Council in securing appropriate long term playing sites for Cardiff Gymkhana CC and Welsh Asians CC | Cardiff Council;  Clubs; CDO; Dev Mgr | 2014  onwards |  |  |
|  | Develop an appropriate affiliation benefits package for midweek teams and leagues | CEO; Dev Mgr;  Local volunteers | 2015  2016 |  |  |
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| **General - Staff**  **Recruitment**  **General -**  **Workforce**  **Development**  **General -**  **Communications** | Over a period of time to develop a staffing team that is more representative of the Welsh population | For the principles of diversity to play a more prominent role in Cricket Wales recruitment policies and procedures | Cricket Wales CEO  and all recruiting staff | Ongoing from 2014 |  |  |
|  | To undertake an annual Equality audit amongst staff | CEO and Board | 2015  onwards |  |  |
| Over a period of time to develop a Workforce that is more representative of the Welsh population | For Equality and Diversity to play a key role within the new Cricket Wales Workforce Plan (coaches, officials, volunteers, ground-staff, staff and Board) | CEO;  Dev Mgr;  Perf Mgr;  Coach Ed lead;  ACO Wales;  CGA’s | 2014 onwards |  |  |
|  | To undertake an annual Equality audit amongst the Workforce | CEO and Board | 2015 onwards |  |  |
| To develop Cricket Wales communication in line with an enhanced approach to Equality and Diversity within the sport. | To ensure the Cricket Wales web-site includes more imagery relating to disabled and ethnic minority groups (women and girls already well represented) | CEO; Office Administrator;  Web Administrator. | 2014 onwards |  |  |
|  | To develop Cricket Wales’ communication in Welsh in line with the principles agreed between NGB’s and the Welsh Language Commission | CEO;  Welsh Language  ‘Champion’ and Ambassadors; | 2014 onwards |  |  |
|  |  | To run features and news articles on the web-site that relate to Cricket Wales’ work on Equality and Diversity (e.g. disability; women and girls; young people; ethnic minority groups) | CEO;  Development team;  Web Administrator |  |  |  |
| **General – Education and Training** | To develop Board and Staff understanding of Equality in practice | Board to view Equality video that focuses on the Equality Act and their legal obligations  Board and Senior Management Team Equality Workshop (3hrs)  Development Staff Equality Workshop (3hrs)  Consideration of ACAS Equality and Diversity Module (30 mins on-line foc) as a refresher for key staff | Equality leads (Chairman and CEO)  Lucy Faulkner Associates (or equivalent)  As above  CEO, Dev Mgr, CDO’s | 2014  2014  2014  2014 or 2015 |  | £350  £350 |