

# 2025 Progress Report

## Derbyshire County Cricket Club



# OUR EDI VISION



*"A welcoming environment and a Club for all, where diversity brings strength and inclusion drives high performance and reflects our community"*

# OUR CORE OBJECTIVES



1. Invest in facilities and people, ensuring a welcoming environment for all
2. To engage and serve diverse communities
3. To attract and retain diverse staff, players, pathway participants and Board Members
4. To foster a culture of support, inclusion and high performance
5. To ensure modern and inclusive Governance and Club practices



# THE CRICKET DERBYSHIRE MODEL



Derbyshire County Cricket Club (DCCC) works in partnership with the Derbyshire Cricket Foundation (DCF), each supporting the other to deliver our plans and collaborating on driving forward our EDI agenda.

## Derbyshire Country Cricket Club (DCCC) Accountabilities

- Professional Men's' Cricket & Boys' Talent Pathway
- Elite Senior Women's Cricket & Girls' Talent Pathway
- Hosting high profile cricket and non-cricket events including Men's and Women's Domestic and International Women's Cricket



Owned by DCCC, supported by DCF

## Derbyshire Cricket Foundation (DCF) Accountabilities

- Recreational Cricket for Men & Women, Boys & Girls across the county
- Community Cricket Programmes



Owned by DCF, supported by DCCC

# OBJECTIVE ONE: Invest in Facilities & People



Continue investing in our Facilities & People, ensuring we as a business are adaptable to the changing landscape and able to better serve our diverse range of stakeholders.

Text Body

OBJECTIVE	ACTION	STATUS	PROGRESS
Devise and implement ground development projects which serve the local community	Maintain Ground Development Working Group, including ECB representation and masterplan to include gender neutral and accessible facilities for all	Ongoing	Continue to meet quarterly with key elements of the ground masterplan currently being developed and costed
Improve Accessibility provision	Continue to expand remit of Accessibility Liaison Officer and further advertise accessibility facilities for all cricket and non-cricket events	Met	Accessible Liaison officer replaced following departure of previous officer with role promoted for all cricket and non-cricket events
Create a truly accessible Customer Journey	Continued focus on journey from marketing through to leaving the ground Promote use of new Sensory Room	Ongoing	Progress ongoing and will continue to be reviewed annually for cricket and non-cricket events. Sensory Room and Multi-faith now promoted for use for non-cricket events as well as matchdays
Maximise opportunity of any available grant funding to enhance delivery of EDI Action Plan	Explore new funding opportunities to enhance community engagement opportunities, events, infrastructure development and participation	Met	Sensory Room opened in April 2025
Offer Multi-Faith support	Continue to increase the use of the new Multi-Faith Room, for both cricket and non-cricket events, and raise awareness of Muslim Chaplin	Ongoing	Significant increase in use of Multi-Faith Room particular for non-cricket events.
Staff Training	Senior Executives and Chair to complete Racial Literacy Training. EDI Working Group to agree and implement EDI training for all permanent staff	Met	All senior executives completed Racial Literacy Training and all staff completed Moving from Unconscious Bias to Conscious Inclusion training
Improve spectator provision	Continued focus on increasing diversity of food and beverage offer, greater awareness of non-alcohol and family stands	Met	Family stand promoted more widely, and increased range and diversity of food offer reflected in customer feedback surveys



# OBJECTIVE TWO: Engage & Serve Diverse Communities



Work closely with the Derbyshire Cricket Foundation to ensure we are offering a welcoming environment for all and that Cricket Derbyshire has relevance across the community.

OBJECTIVE	ACTION	STATUS	PROGRESS
To attract a diverse audience to both cricket and non-cricket events	Focus on community outreach and working closely with partners, including Derby City Council	Ongoing	Significant work again over the last 12 months in partnership with Derbyshire Cricket Foundation to attract a more diverse audience including complimentary tickets and ticket offers to key target groups.
Publicly demonstrate our commitment to EDI	Increase our coverage of EDI news stories across the Club and Foundation, working closely with local and national media outlets with focus on celebrating key events such as International Women's Day, Black History Month and hosting LGBTQ Conference	Met	Enhanced publication of news stories and posts promoting Club and DCF EDI activity as well as celebrating key events such as International Women's Day, Black History Month, Rainbow Laces / LGBTQ campaign.
Ensure our venue is fit for purpose to support diverse communities	Regularly conduct self-assessments and ground audits, utilising external stakeholders such as Level Playing Field	Ongoing	No formal audit from external stakeholder but regular self-assessment of facilities that have been significantly enhanced over the last few years. We acknowledge this is an ongoing process and requires constant review.
Engage new audiences within the local community	Regular Community Working Group meetings to explore greater community engagement initiatives, including Community Open Day and community engagement projects with focus on key DCF objectives including Women & Girls Cricket and Derby City.	Met	Community Working Group between DCCC and DCF staff now meeting regularly to mutually support engagement activity and new City Working Group now established with external stakeholders
Events Calendar in partnership with Derbyshire Cricket Foundation	Annual events programme across community projects, including Diwali, Iftar, Women's Softball finals, disability finals, Table Cricket and local league finals	Met	Wide range of events hosted and delivered in partnership with Derbyshire Cricket Foundation including Diwali, Iftar, Women's Softball finals, disability finals, Table Cricket and local league finals



# OBJECTIVE THREE: Diversity Among Our People



Attract and retain diverse staff, players, pathway participants and Board Members.

OBJECTIVE	ACTION	STATUS	PROGRESS
Attract more diverse applicants for externally-advertised roles	Increase the breadth of how we advertise roles	Ongoing	Still more work required to identify where best to advertise roles and additional funding to be allocated to advertising new roles in 2026. Recruitment of new Board members over the last 12 months to maintain ethnic and gender diversity on the Board.
Minimise bias in recruitment process	Introduce best-practice procedures to reduce opportunity for unconscious bias, including a diverse interview panel for all roles	Ongoing	Where possible a diverse interview panel in place for the interview stage of the recruitment process
Remove barriers to greater diversity	Review our policies and processes both internally and via independent stakeholders	Ongoing	Policies reviewed internally but not reviewed independently via external stakeholders
Increase diversity in Talent Pathway	Continued investment in Talent Pathway and reduce barriers to participation and progression, including Open Trials, continued investment and promotion of the Access to Cricket Grant and an enhanced scouting network. Launch new Early Engagement Programme across Boys and Girls Pathway	Met	Significant progress made in this area with Open Trials now in place for both Boys and Girls Pathway. Access to Cricket Grant promoted to ensure cost is not a barrier to entry and supporting number of families across both programmes. 30% of Boys talent pathway from ethnically diverse background and 60% in state school education. 17% of Girls talent pathway from ethnically diverse background and 83% in state school education.
Elite Women & Girls Programme	Embed the Elite Women & Girls Performance Programme throughout the Club	Ongoing	The Club took over responsibility for the Elite Women and Girls Programme from 1 <sup>st</sup> October 2024 and continues to be embedded in the culture of the Club across all departments. A new Falcons Women Media and Marketing Plan is also now in the process of being implemented



# OBJECTIVE FOUR: Foster a Culture of Inclusion & Support



To educate our people on EDI and their responsibilities to drive a culture of inclusion. Ensure accountable leadership at all levels, with each department harbouring a desire for best-in-class standards across EDI.

OBJECTIVE	ACTION	STATUS	PROGRESS
Increase EDI awareness across the business	All staff to participate in dedicated EDI training, tailored per department	Ongoing	EDI Board lead delivered bespoke training to club staff as well as ensuring staff completed all mandatory ECB training
Create EDI-focused leaders	Chair, CEO and Head of Cricket to complete Racial Literacy Training Course	Met	Chair and senior executive team all completed Racial Literacy Training Course.
To learn and grow following ICEC report	Work closely with Derbyshire Cricket Foundation to outline actions specific to recommendations in ICEC report	Met	Significant progress in this area with parity across the boys and girl's pathway and open trials / nominations process. Also introduced the new Early Engagement Programme with the Foundation in line with recommendations from the ICEC report.
Board to understand ECB census responses	Review and present annual census results and trends to the Board to better inform future planning	Met	Board received presentation and review of annual census results.
Reporting mechanism	Anti-discrimination reporting mechanism clearly signposted to all visitors via website, large screen in-ground and back-of-seat stickers	Met	Reporting process widely publicised and number to report any concerns now detailed on the back of all seats within the ground.
Staff Induction	All staff have access to ECB documentation via the Breathe HR system including Inclusive Language Guide, Anti-Discrimination Code and the Club's Code of Conduct	Met	All resource available to all staff via the Club's HR system Breathe.
EDI Objectives for Leadership Roles	Ensure all staff appraisals and KPIs include annual EDI objectives	Ongoing	EDI objectives part of all senior leadership teams appraisal process but not all Club staff.



**WE WANT ALL SPECTATORS TO ENJOY THEIR VISIT**

TO REPORT A CONCERN, SEND A MESSAGE TO **NUMBER** AND INCLUDE YOUR STAND & SEAT NUMBER

YOU'RE SAT IN THE **GRANDSTAND**



# OBJECTIVE FIVE: Governance & Club Practices



To ensure Derbyshire County Cricket Club is a leading county in good governance and Club practices.

OBJECTIVE	ACTION	STATUS	PROGRESS
Up-to-date and relevant policy documentation	Annual review and update of all Club Policy and Procedure documents, including sharing with all staff	Met	Policy and Procedure reviewed and shared with staff in January.
An ethnically diverse Board which represents the county	Foster relationships across the community and ensure candidates from diverse backgrounds are applying for Non-Executive Director roles	Ongoing	Two Board roles were recruited for over the last year and candidates bringing either ethnic or gender diversity to the Board were appointed to the roles.
A diverse Board	Achieve minimum 40% female representation on the Board and minimum 20% ethnic diversity, in line with county demographics	Ongoing	Board has 36% gender diversity and 17% ethnic diversity
EDI at Board Meetings	Dedicated EDI item on the agenda at each Board Meeting, including updates from CEO and HR, Safeguarding & EDI Non-Executive Director	Met	EDI update included on every Board meeting agenda and an update included in monthly CEO report
EDI Action Plan	EDI Action Plan reviewed and updated annually, including objective and action setting	Met	Reviewed and updated in March.



