



# Equality, Diversity & Inclusion (EDI) Action Plan 2022 Essex Cricket





# E.A.G.L.E.S

Engaging everyone to be excited to  
be an EAGLE

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**E**quality

**A**ccessibility for everyone

**G**rounding in EDI for all

**L**evel playing field

**E**steem

**S**tay above the line





# EAGLES FRAMEWORK



Based on 3 key focus areas behind one clear mission

## Our mission

To embed equality, diversity and inclusion (EDI) into all aspects of cricket, the culture, provision, including physical environment, staff and player development & recruitment and community cohesion, really supporting that cricket is a game for ME.

### Welcoming

All members of the cricket community to feel comfortable, safe and included and supported to be the very best they can be

### Developing

To support the development, research and awareness around EDI, celebrating that cricket really is a game for ME

### Achieving

To achieve the number one region for cricket.  
To empower ourselves with a diverse governance, staff and playing structure



# 3 Step EAGLES ACTION PLAN

## Excite- Our Players

Be ambitious in exciting and engaging a more diverse population to engage in cricket, being positive in recruitment approaches, and developing sector-leading initiatives.

Develop positive stories from our cricket community which can be shared to excite future participants.

Excite and inspire the next generation by celebrating and creating high profiling role models from a variety of backgrounds.

Excite people to want to be part of Essex Cricket by creating a strong EDI culture around recruitment and staff training and development.

Work with communities to encourage participation from under-represented groups.

## Engage- Our Staff

Through the East London forum develop projects that specifically target cohesions amongst different communities.

To work with the ECB around the delivery of the game wide action plan.

Engage a annual review and agreement of priorities for EDI projects across the cricket family, specifically linked to facilities, HR, playing and governance / leadership.

Establish an internal forum to engage staff across the club to review and listen to any concerns. Developing clear actions.

## Enhance- Our Development

To continue to support the undertaking of a PHD study around the diversity access within the player pathway.

Enhancing policy, governance and cultural developments that will support increased inclusivity.

Deliver target training, mentorship and support activities exclusively towards under-represented groups of staff and students.

Enhance our provision of facilities and supporting documents and materials that promotes and supports EDI.



# 3 Step Key Outcomes

## Excite- Our Players

Increase % of diverse communities in cricket programmes,  
Increase % of women & girls in cricket programmes and % of ability players engaged.

Celebrate and engage with at least 3 festivals and campaign days in a year (IWD, This Girl Can, LGBT etc).

% Increase in diverse representation on board roles,

% Increase in Diversity amongst employees and % Increase in Workforce development.

Staff development and progression.

## Engage- Our Staff

Increased number of participants and stakeholders engaged with.

2 East London Forum meetings  
2 ACE and SA working sub group meetings a year.

4 strategic areas agreed each year evidence of investment into specific areas.

Record of actions taken on the back of staff recommendations.

Develop a cost study and report of work in EDI.

## Enhance- Our Development

Increase in numbers of players representing diverse communities within the pathway.

Increase % of EDI representation in all areas of Cricket and Higher % of clubs and programmes sign up to a EDI action plan.

A minimum of 3 CPD course run a year for staff around EDI.

Enhance our provision of facilities and supporting documents and materials that promotes and support EDI.

Celebrate the development in the game around welcoming environments.

