



Gloucestershire
Cricket Foundation

Club Connect: Building the Future

SAFE AND INCLUSIVE
ENVIRONMENTS

9TH FEBRUARY 2026



Join at slido.com
#1202571



Introductions



Crispin Shingler
– GCF
Community
Development
Manager &
GRACE
Campaign Lead



Jane Law – SW
Regional EDI &
Discrimination
Executive



John Peplow –
Deputy County
Safeguarding
Officer



Areas we intend to cover

- An Inclusive Game
- Safeguarding
- Discrimination
- Practical suggestions and potential pitfalls



An Inclusive Game



Vision, Mission and Purpose



Our vision is to make cricket the most inclusive team sport in England and Wales.



Our mission is to get bats and balls into more people's hands to support our purpose to improve lives through the power of cricket.



CRICKET'S CORE VALUES

MISSION

Inspire a generation to say that "cricket is a game for me"

VISION

We want cricket to be the most inclusive team sport in England and Wales.

RUN ON RESPECT

We ensure our game is based on fairness, respect and decency.

EMBRACE ENJOYMENT

We make sure everyone finds fun in the game.

BUILD BELONGING

We actively include so everyone can find a place in the game.

PROGRESS WITH PURPOSE

We stay open to change to keep the game moving forward.

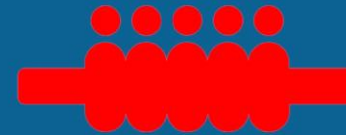




What does 'being inclusive' mean to you?



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GRACE

GLOUCESTERSHIRE
CRICKET FOR ALL

Q1

Q2

Q3

Q4

<p>Support communities through diverse, inclusive and accessible cricket</p>	<ul style="list-style-type: none"> Deliver a series of events to celebrate Ramadan Initiate a Diverse Communities Forum Deliver a series of indoor Tape Ball sessions for men Enhance the ACE school offer to provide more opportunity for Black children to access cricket 	<ul style="list-style-type: none"> Develop a package that supports clubs to confidently build their disability offer Increase holiday activity in underserved communities Deliver ACE Holiday Activity Fund (HAF) project in Bristol, targeting ethnically diverse participants Provide cross charity partner collaborative holiday event in Easter for ACE, Street, Wicketz Deliver inter community hub Tape Ball fixtures 	<ul style="list-style-type: none"> Increase the number of Disability Champion Cricket Clubs Develop a community adult disability offer Deliver taster sessions for deaf and hearing loss community Increase competitive opportunities for Super 1s participants Increase the number of players in the Gloucestershire Growlers – Visually Impaired squad Wicketz U13s to have a hard ball friendly fixture against a cricket club Deliver ACE Holiday Activity Fund (HAF) project in Bristol, targeting ethnically diverse participants Deliver 2 day cricket festival, CricFest, at the Seat Unique Stadium for community programmes ACE, Street, Wicketz Partner with faith groups to run All Stars and Dynamos programmes Increase participant numbers across all charity partner community hubs 	<ul style="list-style-type: none"> Develop a Talent Academy for participants at community hubs Create engagement opportunities with potential talented young cricketers of African Caribbean heritage Increase numbers of ACE scholars in GCCC Talent Pathway Deliver engagement as part of Black History Month Deliver our inaugural Diwali event Deliver an indoor Tape Ball tournament for men Re-launch of ACE Winter Academy Increase playing opportunities for SEND students Deliver Table Cricket community taster sessions
<p>Accelerate change in Women's and Girls' cricket</p>	<ul style="list-style-type: none"> Deliver an International Women's Day event Deliver indoor Tape Ball taster sessions for women Deliver Glow in the Dark Cricket for Wicketz girls with University of Bristol Women's Cricket Team Upskill coaches within the female game at Coach Connect events 	<ul style="list-style-type: none"> Deliver a girls only Secondary Schools event at National Schools Day Increase the number of female coaches through Metro Bank Aspire programme Grow the number of female umpires in Gloucestershire Develop a girls' only community hub in Lockleaze Provide opportunities for our women and girls to be part of the World Cup Increase the number of girls playing cricket through 'Catch the Spirit' Inspire Pillar engagement Increase the number of girls taking part in Get Into Cricket Develop female coaches at target clubs through Metro Bank Enhance programme Increase the number of Women and Girls from diverse backgrounds into cricket 	<ul style="list-style-type: none"> Increase the number of clubs that have girls' sections Increase the number of girls taking part in Take Her Lead Champions programme Increase the number of Girls clubs participating in post-World Cup engagement days Increase the number of Women's clubs participating in post-World Cup engagement days Deliver a Women's and Girls' network (Metro Bank) event in collaboration with GCCC 	<ul style="list-style-type: none"> Increase the number of female coaches through Metro Bank Aspire programme Deliver indoor Tape Ball sessions for women Deliver a Women's Club forum event Deliver a Girls' Club forum event Deliver an Awards Night Celebration for Women's and Girls' club members
<p>Deliver social impact through the power of cricket</p>	<ul style="list-style-type: none"> Increase the number of Walking Cricket community hubs across Gloucestershire Raise awareness of Table Cricket through Walkers & Talkers 	<ul style="list-style-type: none"> Increase numbers of ethnically diverse people at Walking Cricket hub in Ashley Develop a Walking Cricket offer for cricket clubs Run listening events in areas of hub creation targeting local people Raise awareness of Walking Cricket through Walkers & Talkers Deliver cricket activity as part of Refugee Week 	<ul style="list-style-type: none"> Deliver cricket to Unaccompanied Asylum Seeking Children Create and deliver a Disability Cricket Festival Deliver a Walking Cricket Festival Provide onfield activity for Walking Cricketers at Cheltenham Cricket Festival 	<ul style="list-style-type: none"> Provide access to cricket through Table Cricket, Sit-down Cricket, or other alternatives, for people in care homes Create a Community Table Cricket offer
<p>Engage more children and young people</p>	<ul style="list-style-type: none"> Create a targeted schools programme in the six highest ethnically diverse populated wards in Bristol Expand 'Get Into Cricket' programme to reach and upskill more young people 	<ul style="list-style-type: none"> Deliver Dynamos Competitions for state schools Deliver a cricket festival for primary state schools at the Seat Unique Stadium Design and deliver a localised school competition in East and Central Bristol Provide opportunities for all young people to access the same opportunities through junior club cricket Reach more state schools through localised festivals 	<ul style="list-style-type: none"> Provide opportunities for young people to watch Gloucestershire CCC for free Increase the number of children that receive National Programmes through bursaries 	<ul style="list-style-type: none"> Deliver a Performance Pathway that provides opportunities for children in state schools Increase the number of ethnically diverse young people that attend MCCF hub trials Increase the number of schools with over 40% free school meal pupils that we deliver whole school programmes in
<p>Develop a thriving, sustainable, safe and inclusive recreational game</p>	<ul style="list-style-type: none"> Diversify the coaching workforce in Gloucestershire by utilising ECB bursaries Submit an application to the ECB for a Club EDI Development Officer Support nomadic clubs to develop youth sections 	<ul style="list-style-type: none"> Grow the amount of fully accessible, inclusive and family-friendly cricket pavilions Deliver a 'There's no place in cricket for discrimination' video Support more ethnically diverse clubs with accreditation schemes Support targeted clubs to become DCCCs 	<ul style="list-style-type: none"> Develop accessibility for ethnically diverse young people to access GCF Talent Programmes Grow the amount of fully accessible, inclusive and family-friendly cricket pavilions 	<ul style="list-style-type: none"> Support displaced ethnically diverse clubs to develop a youth section Work with clubs, leagues and associations to highlight the importance of diversity within cricket club committees, within playing offers, so creating more inclusive cultures. Create club committee template where youth and female involvement is encouraged
<p>Supercharge our activities and impact</p>	<ul style="list-style-type: none"> Lead EDI working group to influence GCCC, Leagues, GACO to make the game more inclusive All new GCF staff to have completed ECB EDI Training Modules 1 & 2: <ol style="list-style-type: none"> Moving from Unconscious Bias to Conscious Inclusion Banter and Microaggressions Launch GRACE campaign for 2026 season Increase awareness of the GCF's EDI activity throughout the year Create Awareness Day Calendar aligned to ECB EDI calendar to promote at key points in the year Increase the diversity of the Board of Trustees 	<ul style="list-style-type: none"> All GCF staff to have completed ECB Training modules 3 & 4: <ol style="list-style-type: none"> Bystander intervention Creating a proactive culture and practical tips on allyship Source sponsor for County Disability Teams Source sponsor for Women's and Girls' Leagues Leadership to set personal EDI objectives, both personal and team wide 	<ul style="list-style-type: none"> Source external funds through grant applications Produce a business case for a Covered Outdoor Cricket Facility in Bristol Communicate our impact through engaging stories 	<ul style="list-style-type: none"> Run a NEET Intern Programme to support and develop the community coaches of the future Develop 2026 impact report Develop GRACE Action Plan 2027 Continue momentum with the Gloucestershire EDI Working Group

GRACE Impact 2025

- 71 Clubs offering Women's and/or Girls' Cricket
- Over 50s, 60s and 70s Gloucestershire Men's Teams
- Over 45s Gloucestershire Women's Team
- 2 PAN Gloucestershire Disability Teams
- 1 Gloucestershire Visually Impaired Team
- 8 Disability Champion Cricket Clubs
- 177 state schools – primary and secondary
- 26,498 children playing in schools
- 30 SEND schools
- 24 Community Hubs – 553 unique participants
- 5 Walking Cricket hubs – 97 unique participants





What inclusive actions does your club already provide?

Task

HOW CAN CRICKET
CLUBS BECOME
MORE INCLUSIVE?

Conclusion

Areas to consider

- Club mission / values
- Members' voice
- Localised offer
- Off-season offer
- Inclusion Officer
- Inclusive language



Benefits

- Increased membership
- Increased revenue
- More people to volunteer

Safeguarding - Why is it important?

- Preventing Harm: Proactively identifying risks to prevent abuse, neglect, exploitation, and, in some cases, radicalisation.
- Protecting Vulnerable Individuals: Specifically protecting children and adults who may be unable to protect themselves due to illness, disability, or age.
- Legal and Ethical Duty: Organisations, including schools and care homes, are required by law to have policies that ensure a safe environment.
- Promoting Well-being: Supporting individuals' health, development, and rights, ensuring they are treated with dignity.
- Early Identification and Action: Allowing for early intervention to stop abuse from continuing or escalating.
- Creating a Culture of Safety: Ensuring everyone in an organisation knows what is acceptable, fostering trust and accountability.



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Safeguarding - Who we are



Nicky Clarke - County
Safeguarding Officer



John Peplow - Deputy
County Safeguarding
Officer



Claire Lyes - GCF
Trustees Safeguarding
Lead



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Safeguarding - What is the County Safeguarding Officer's Role

- Point of contact for clubs, leagues, parents, children, and volunteers/staff within the county.
- As a source of procedural advice for the county's clubs and leagues and their members.
- The main point of contact within the county for Club Safeguarding Officers and the Cricket Regulator Safeguarding Team.
- The main point of contact within the county for relevant external agencies, in connection with safeguarding. Ensuring correct and comprehensive reporting procedures exist for raising and managing safeguarding concerns.



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Safeguarding - Club Safeguarding Officers

- Face-to-face Safe Hands Workshop, which is run by the Foundation and is valid for three years
- Online Safeguarding Level 2 – SGL2, which is valid for three years
- ECB DBS Certificate, which must be renewed yearly
- All CSOs can be DBS verifiers
- Familiarise yourself with Low Level Concerns and Threshold reporting



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Safeguarding - Club Safeguarding Officers

- Complete the [Recreational Club Self-Assessment](#) every year
- Consider having a second qualified CSO at your club to allow cover in the event of holiday or illness, and to have someone else to talk to
- Log onto SHMS now to check that all your volunteers have been added and have a valid DBS
- As the season gets closer, DBS often takes longer to come through
- Refamiliarise yourself with coaching ratios, regulated roles and first aid guidance
- If you live stream, ensure you have a live streaming policy in place, and you have captured consent from your own club members, and have a system to collect consent from opposition, umpires and scorers
- If in doubt, contact Nicky



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Safeguarding - Resources

[Club Safeguarding Officers](#) - All in-person course dates and booking links for the online Safeguarding courses

[Safeguarding Updates | Gloucestershire Cricket Foundation](#)

[Safeguarding | Gloucestershire Cricket Foundation](#)

[Report A Concern | Gloucestershire Cricket Foundation](#)

Email Safeguarding@gloucestershirecricketfoundation.org

If you are concerned that someone is at immediate risk, contact the local Police, Children's Social Care services or the NSPCC 24-hour helpline on 0808 800 5000

[ECB Safeguarding Kit Bag Resources](#)



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Discrimination

- Independent Commission for Equity in Cricket (ICEC) set up in 2021
- Published report in June 2023 which stated “institutional racism, sexism and elitism are widespread and deep-rooted” in cricket
- 44 wide-reaching recommendations to ECB
- Cricket Regulator formed



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What is discrimination?



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Discrimination

The Equality Act 2010 defines discrimination as treating a person less favourably or unfairly as a result of a Protected Characteristic.



In cricket we add a 10th - social equality-

Cricket Regulator

Formed Dec 2023 to monitor compliance with the Game's regulations, enforce compliance where necessary and to provide education/information.

Independent from ECB and covers the following areas, previously dealt with by ECB:

- Integrity – including anti-corruption + anti-doping in professional game
- Safeguarding
- Anti-discrimination
- Discipline
- Misconduct



Anti-Discrimination Regulations

Used to be ADC, but was incorporated into GCR and RCR in March 2025

“It will be a breach of these Regulations for any Participant to discriminate against any person or persons based upon any relevant Protected Characteristic, whether by act or omission, directly or indirectly, unless permitted by law ”



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Types of Discrimination

- Direct Discrimination
- Indirect Discrimination
- Harassment
- Victimisation



Equality Act 2010



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Direct Discrimination

Kyle is 17 and has a learning disability. He is a talented wicketkeeper batter and plays a key role in his county disability cricket team. He was recently invited to trial for the Disability Premier League.

He also plays cricket at his local club where he has never been selected as wicketkeeper and bats no higher than 10. His mum has spoken to the captain, who explained that Kyle's disability means he might not keep up with the tactics of the game, and there is a possibility that Kyle might get injured because he "might be a bit slow" in reacting to the ball.



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Indirect Discrimination



In order to increase the number of volunteer hours at the cricket club, a rota is set up at the start of the season. Each adult member must help with the running of the bar once a month. Yasmin does not like to serve alcohol for religious reasons.



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Harassment

- Unwanted, intimidating or offensive behaviour
- Can include deliberately mispronouncing or mocking people's names or the way they speak
- Can include sexual harassment

*"F**king P*ki" – U12 player*

*"butt...butt...butt"
(said in an Indian accent) – U11 player*

'I deserve the flack. I f*ed up': Azeem Rafiq asks British Jews for forgiveness over his anti-Semitic comments... but insists they were NOT as bad as the racism he suffered in cricket**



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Victimisation

Treating someone differently because of a discrimination or harassment complaint

Following bullying for over half the season, Anna raises a complaint against the captain of the women's team. The committee hears Anna's case and, following a disciplinary process, they strip the captain of her duties and speak with the whole squad to remind them of the behaviour expected of all players at the club.

Anna was very relieved that the club listened to her and was looking forward to getting back to enjoying her cricket, but she found herself not being selected for matches, despite previously being a regular in the team. The new captain was overheard saying she doesn't want "troublemakers" in the team.



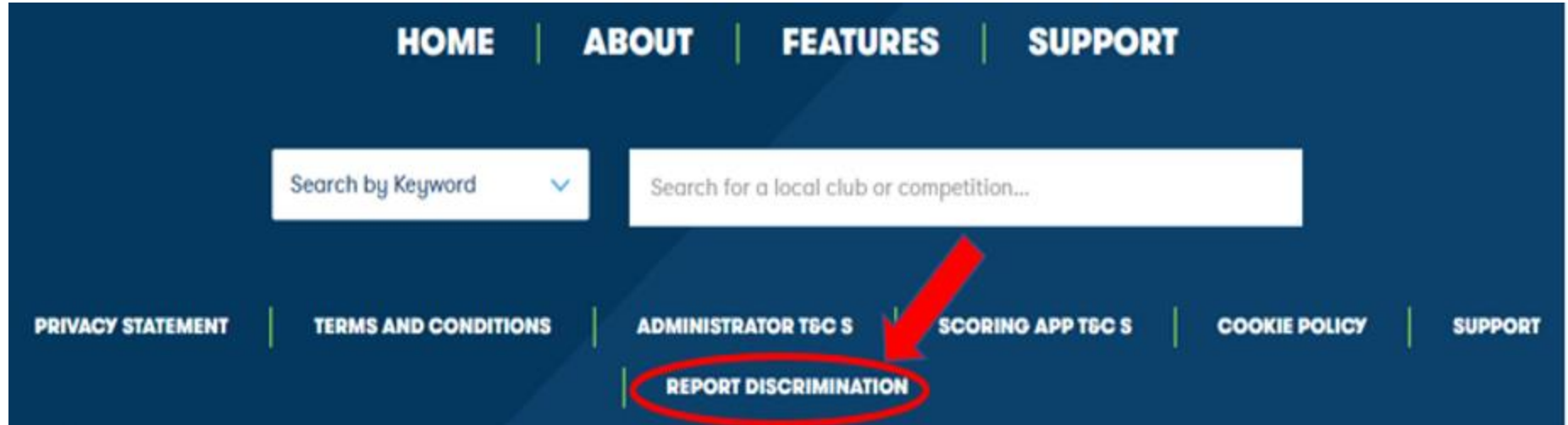
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Reporting Discrimination



All cases of possible discrimination should be reported:

- via Play Cricket



- via webform

<https://webform.clue.co.uk/CRAntiDiscriminationReport>

- via GCF website under Report Discrimination

Practical suggestions and Pitfalls

- Zero tolerance stance to all forms of discrimination – poster, social media posts.
- Challenge inappropriate language /behaviour.
- Do people know how to report a concern?
- Do you require all members to sign a Code of Conduct?
- Selection – can be contentious.
- Social media
- Do you have the right policies in place and keep them up to date?
- Does your committee represent your membership and community?



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Inclusive Language

Lots of change to make cricket more inclusive.

One particularly fast-moving and challenging area is language.

Some words not acceptable.

Fear of saying the wrong thing. If you do, apologise and move on.



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Contact Details

Crispin Shingler - EDI Lead

crispin.shingler@gloucestershirecricketfoundation.org

Razi Ahmed - GCF EDI Trustee Lead

razi.ahmed@gloucestershirecricketfoundation.org

Jane Law - SW Regional EDI & Discrimination Officer

Jane.Law@Somersetcricketfoundation.org

- 07394 803026



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**Please return to
the lecture
theatre for the
final part of the
evening, starting
at 8:40pm.**