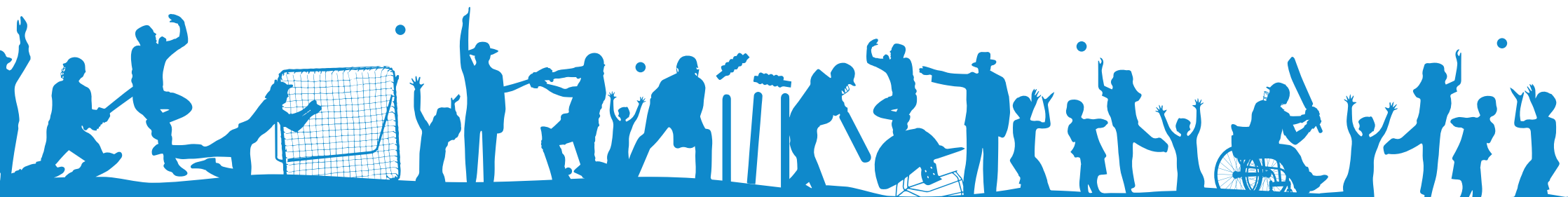




# GRACE

GLOUCESTERSHIRE  
CRICKET FOR ALL

## Equity, Diversity & Inclusion (EDI) Action Plan 2022 Gloucestershire Cricket Foundation



*#CricketforAll*  
*#GRACEGlos*



Gloucestershire  
Cricket Foundation



**It is the Foundation's expectation that all cricket in our County is inclusive and follows the GRACE principles. Discrimination does not have a place in cricket.**

**G**ood manners and respect on and off the field

**R**acism has no place in Gloucestershire Cricket

**A**ll are welcome – Gloucestershire Cricket for All

**C**ommunication – we will listen to what you have to say

**E**quity for all – across our: clubs, leagues and communities



# Our EDI Framework

Our framework is based on 5 key focus areas

Key inputs shaping our EDI Action Plan

The Game-wide Pledge and Commitments

Inspiring Gloucestershire Strategy

ECB's Standards, Requirements & EDI Plan



These 5 focus areas have helped us create and share our GRACE Action Plan 2022, which consists of specific activities and tasks spread through the year...

# Our GRACE Action Plan 2022

**Q1**

**(Completed)**

Significant increase in opportunities for all players:

- African-Caribbean Engagement (ACE)
- South Asian girls
- Community disability cricket
- County Age Girls

ACE Academy Talent ID and set-up

Anti-Discrimination Code circulated to all clubs and leagues for immediate implementation

Greater diversity of Trustees at the Foundation

Free/subsidised training offered to coaches and volunteers across Gloucestershire

Recruited coaches to support community programmes and clubs

Training for staff on inclusion and diversity

**Q2**

GRACE campaign launch across the county before season starts

Set-up 2nd ACE Hub and potentially a 3rd, and continue delivery in schools

Expand South Asian Girls Dynamos to Gloucester

Launch Walking Cricket in Cheltenham

Open 2nd Community Table Cricket Hub and expand Super 1 Dynamos

Support Gloucestershire Growlers Visually Impaired Cricket Club

Introduction of County Age Girls indoor fixtures

GCF website to support clubs in enhancing volunteer diversity

Work with Commission on Race Equality (CoRE) and other cricket bodies to actively help drive actions across the South West

**Q3**

Align ACE mentoring programmes to Foundation 1 and Continuing Professional Development courses

Identify talent from South Asian Dynamos to attend U11 County Trials

Continue primary and secondary school delivery and competitions

Launch further Walking Cricket Hubs across the county

County disability trials to establish a county team, and continue Super 1s Hub competitions and festivals

With Urban Officer in place, review additional areas of engagement

Review whistle blowing policy and update as needed

Share updates from Independent Commission for Equity in Cricket

Continue to support clubs, leagues, volunteers and officials with their inclusion & diversity activities

**Q4**

Select more schools in areas of deprivation to promote community programmes

Restart ACE school delivery in term 1

Review South Asian Girls engagement and consider indoor training winter

Drive to increase coaches to deliver disability programmes

Further investment in County Age Girls/Emerging Players Programme

Coach Development courses for volunteers

Club survey to capture player and volunteer data

All staff, deliverers and Trustees to have completed training on anti-discrimination, cultural awareness and inclusion & diversity

Develop GRACE campaign 2023

