

Devon Cricket Foundation Terms of Reference EDI & Safeguarding Committee

Agreed at meeting of the full trust board meeting in January 2025.

Date of next review: January 2027.

Name of governor lead: Alison Davidson

Purpose

The purpose of this document is to set out the roles and responsibilities of the EDI & Safeguarding Committee and clarify the level of decision making that the trust board has agreed will be delegated to this committee.

Best Value

Where possible and reasonable the trust board will ensure the principles of best value are followed when making decisions.

The principles of Best Value are:

- Challenge - why, how and by whom an activity is carried out.
- Compare - performance against other foundations.
- Consult - involving stakeholders, especially pupils and parents.
- Compete - as a means of securing efficient and effective services.

Membership

The committee will comprise of three directors, appointed by the full board. The quorum for this committee is two. The committee shall meet twice per year.

Task:
EDI
Engage with ECB to enhance EDI within the county and across the game.
Ensure compliance with ECB Anti-discrimination code.
Work closely with the nominations committee to ensure we reach the target 30% of each gender on DCFs Board.
Work closely with the nominations committee to ensure we target BAME representation on the board in line with local population demographics.
Work closely with the nominations committee to ensure greater diversity in general on DCFs Board, not limited to gender, ethnicity, age, disability, social background and skills.
Monitor staff demographics on gender, ethnicity, disability, age, social background, skills and anything else that may need attention.
Monitor club demographics on volunteer coaches, managers and other officials.
Provide an annual gap analysis report based on the statistical data above and agree the actions/initiatives required following the gap analysis, and track progress against these actions.
Facilitate deep dives into topics of interest / concern.
Other considerations as required, e.g. gender pay gap, recruitment process, mental health etc.
Safeguarding
To monitor, on behalf of the board, incidents relating to safeguarding and welfare across cricket in Devon.

Identify emerging safeguarding and welfare trends and themes, and with the County Safeguarding Officer, ensure appropriate actions are in place to address them.
Monitor provision and participation in training and compliance programmes relating to Safeguarding & Welfare.
Ensuring the County Safeguarding Officer has support and resources in place to effectively carry out their duties, and meet any requirements specified by the ECB.
Assist the County Safeguarding Officer in developing deployment plans in Devon for any new ECB safeguarding and welfare programmes.
Provide updates and recommendations to the Board of Trustees on matters relating to Safeguarding & Welfare.
Support the County Safeguarding Officer with policy and procedure implementation and updates.
Escalate issues, if any, to the Board as appropriate.