

# DEVON CRICKET FOUNDATION

## DCF EDI PLAN 2026



# INTRODUCTION



## Devon Cricket Foundation - Equality, Diversity & Inclusion Review 2025 & Priorities For 2026

At Devon Cricket Foundation, our commitment to Equality, Diversity and Inclusion (EDI) continues to shape how we grow the game and support our communities. 2025 has been a year of meaningful progress, with impactful programmes and inspiring stories across the county.

### Review of 2025

One of the stand out successes has been our Super 1s programme, which continues to provide inclusive cricket opportunities for young people with disabilities. A particular highlight has been the journey of young player Oisin, whose development and enthusiasm perfectly capture the spirit and purpose of the programme.

Disability cricket more broadly has taken an important step forward, with the Devon Disability team returning to competitive action and playing their first match for some time. This milestone represents not just participation, but renewed momentum and visibility for disability cricket across the county.

The women and girls' game has seen exceptional growth at both club and school levels. Increased participation, new teams, and stronger pathways are evidence of a game that is becoming more accessible and inclusive. Initiatives such as the Devon Women's Her Game Too fixture have further reinforced our commitment to creating a welcoming environment for all women and girls in cricket.

In table cricket, Devon has enjoyed national success, culminating in the achievement of a national finalist. This reflects the strength of our inclusive programmes and the dedication of players, coaches and volunteers.

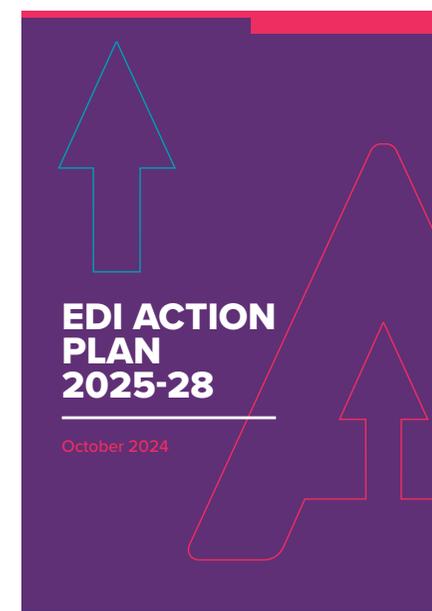
A significant amount of work has also taken place within state schools, particularly primary schools with high levels of free school meal eligibility. By prioritising these settings, we are helping to remove barriers to participation and ensuring cricket reaches those who may otherwise not have access to the game.

Across our club network, the launch of walking cricket has opened up new opportunities for older adults and those looking for a more accessible format of the game. Early uptake has been encouraging and highlights the demand for inclusive, lifelong participation.

Internally, we have invested heavily in people. Over the past 12 months, staff have undertaken extensive training in anti-discrimination, understanding conscious and unconscious bias, and the use of appropriate and inclusive language. This ensures that our workforce is better equipped to lead and support inclusive practice across Devon.

### Looking Ahead to 2026

While 2025 has seen strong progress, we recognise that some ambitions were not fully achieved. These priorities have been carried forward and strengthened within our 2026 EDI action plan.

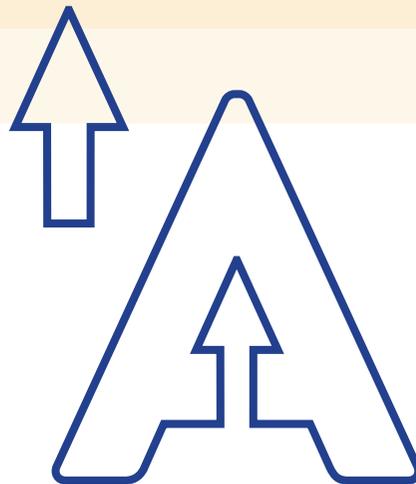


# PROMOTE & DEMONSTRATE INCLUSION



Recruit, empower and support our Board to acquire greater knowledge and make behavioural change

Feb - April	May - July	Aug - Oct	Nov - Jan
<ul style="list-style-type: none"><li>• Advertise Trustee vacancies, include EDI responsibility</li></ul>	<ul style="list-style-type: none"><li>• Revamp 'About Us' section on website to include quarterly updates</li></ul>	<ul style="list-style-type: none"><li>• Rebrand and relaunch Performance Pathway - Player Support Fund</li></ul>	<ul style="list-style-type: none"><li>• Prepare for Gold Standard Governance audit and accreditation in 2027</li></ul>
<ul style="list-style-type: none"><li>• Publish annual review of DCF EDI Action Plan 2025 and new EDI Plan 2026</li></ul>	<ul style="list-style-type: none"><li>• Develop a pipeline of sponsors / partners for Junior and Women and Girls' Leagues</li></ul>	<ul style="list-style-type: none"><li>• Source external funding through grant applications</li></ul>	<ul style="list-style-type: none"><li>• Develop and finalise 2026 Impact Report</li></ul>
<ul style="list-style-type: none"><li>• Review Trustee induction process to include Safeguarding and EDI criteria</li></ul>	<ul style="list-style-type: none"><li>• Launch DCF membership / donations and legacy giving schemes</li></ul>	<ul style="list-style-type: none"><li>• ECB EDI Census 2026</li></ul>	<ul style="list-style-type: none"><li>• Review 2026 EDI Action Plan and develop 2027 version</li></ul>
<ul style="list-style-type: none"><li>• Initiate Gold Standard Governance planning</li></ul>	<ul style="list-style-type: none"><li>• Develop a new Brand Awareness / Marketing plan for DCF</li></ul>		
<ul style="list-style-type: none"><li>• Publish 2025 Impact Report</li></ul>			
<ul style="list-style-type: none"><li>• Increase diversity of DCF Board of Trustees</li></ul>			



**Continual Improvement  
to The Devon Cricket  
Foundation Annual  
ECB EDI Census.**

# CHAMPION DIVERSITY



## Equipping staff to champion inclusion through annual training and development

Feb - April	May - July	Aug - Oct	Nov - Jan
<ul style="list-style-type: none"><li>• 'Introducing The Boundary' - achieve 100% compliance across employed staff</li><li>• Staff School engagement on 'School Cricket Day' (April 23rd)</li></ul>	<ul style="list-style-type: none"><li>• Advertise and employ a new 'Women &amp; Girls' Community &amp; Pathway Coach'</li><li>• Release a series of case studies that demonstrate our work and diversity</li></ul>	<ul style="list-style-type: none"><li>• Run quarterly EDI refresher for all employed staff</li><li>• Run recap on Protected Characteristics at quarterly staff meeting</li></ul>	<ul style="list-style-type: none"><li>• Develop and make inclusion part of annual KPI and performance for staff in 2027</li><li>• Reward and recognise staff that demonstrate inclusive practice and values in 2026</li></ul>
<ul style="list-style-type: none"><li>• All Staff Training - Mod 3 "Allyship and making everyone feel part of the team"</li></ul>	<ul style="list-style-type: none"><li>• Develop annual calendar of EDI related awareness events / days</li></ul>	<ul style="list-style-type: none"><li>• Disability awareness simulation for staff</li></ul>	
<ul style="list-style-type: none"><li>• All Staff Training - Mod 4 "Taking action to move the culture forward"</li></ul>			
<ul style="list-style-type: none"><li>• Appoint new Disability Cricket Officer</li></ul>			
<ul style="list-style-type: none"><li>• Appoint new Devon Women's Head Coach</li></ul>			



**100%**  
of Employed Staff to  
Maintain Training Standards

# PROVIDE GREATER & FAIRER ACCESS



## Creating a welcoming and more equitable cricket community in Devon

Feb - April	May - July	Aug - Oct	Nov - Jan
<ul style="list-style-type: none"> <li>Promote 'Get Set Weekend' to open up clubs to wider community</li> <li>Deliver new MCCF Hubs in North Devon</li> </ul>	<ul style="list-style-type: none"> <li>MCCF Boys fixtures &amp; springboard fixtures</li> <li>Establish working group for new community engagement projects</li> </ul>	<ul style="list-style-type: none"> <li>Increase the number of children that access National Youth Programmes through bursaries</li> <li>Deliver 2026 Reward &amp; Recognition event at Somerset CCC for DCF Cricket Collective</li> </ul>	<ul style="list-style-type: none"> <li>Run MCCF Promotion, Talent ID and selection days</li> <li>Plan and deliver new club Expo</li> </ul>
<ul style="list-style-type: none"> <li>Deliver webinar to support clubs to create more welcoming environments</li> </ul>	<ul style="list-style-type: none"> <li>Run Young Cricket Collective training (including girls only one)</li> </ul>	<ul style="list-style-type: none"> <li>Increase the number of accessible clubhouses across Devon</li> </ul>	
<ul style="list-style-type: none"> <li>National Youth Programmes-Activator training</li> </ul>	<ul style="list-style-type: none"> <li>Provide bursaries for free All Stars/ Dynamos places at clubs</li> </ul>		
<ul style="list-style-type: none"> <li>Run Sport England Buddle courses for engaging new volunteers</li> </ul>	<ul style="list-style-type: none"> <li>Activator Reward &amp; Recognition at Somerset CCC</li> </ul>		
<ul style="list-style-type: none"> <li>Launch National Youth Programme campaign and promotion</li> </ul>	<ul style="list-style-type: none"> <li>Deliver delayed 2025 Reward &amp; Recognition event at Somerset CCC for DCF Cricket Collective</li> </ul>		
<ul style="list-style-type: none"> <li>Review Performance Pathway surveys / data and publish findings</li> </ul>	<ul style="list-style-type: none"> <li>Launch DCF 2026 Cricket Collective campaign</li> </ul>		
<ul style="list-style-type: none"> <li>Promote the ECB EDI Toolkit resource to clubs</li> </ul>			



**15%**  
**Growth in League Teams**  
**(Open Age|Junior|Male|Female)**

# PROVIDE GREATER & FAIRER ACCESS



## Giving every woman and girl the chance to play cricket in a safe and welcoming environment

Feb - April	May - July	Aug - Oct	Nov - Jan
<ul style="list-style-type: none"> <li>• Deliver 'Women only' Foundation coaching course</li> <li>• Run inaugural Women's Network seminar</li> </ul>	<ul style="list-style-type: none"> <li>• Support new clubs to establish girls' sections</li> <li>• Run Softball Cricket Festivals for women and girls across Devon</li> </ul>	<ul style="list-style-type: none"> <li>• Deliver end of season celebration events for Women and Girls Leagues</li> <li>• Celebrate the girl's game with an end of season 'Colour Me Cricket' for girls</li> </ul>	<ul style="list-style-type: none"> <li>• Promote, collate and analyse League and Playing feedback from W&amp;G survey</li> <li>• Promote and deliver female only coaching courses</li> </ul>
<ul style="list-style-type: none"> <li>• Deliver girl's engagement session at Plymouth Argyle</li> </ul>	<ul style="list-style-type: none"> <li>• MCCF Girls fixtures &amp; springboard fixtures</li> </ul>	<ul style="list-style-type: none"> <li>• Increase the number of female umpires on a Female Only Umpiring Course</li> </ul>	<ul style="list-style-type: none"> <li>• Plan, organise and set up women and girls' leagues</li> </ul>
<ul style="list-style-type: none"> <li>• Deliver girls MCCF Hubs across Devon</li> </ul>	<ul style="list-style-type: none"> <li>• Launch Girls only Dynamos centres</li> </ul>	<ul style="list-style-type: none"> <li>• Deliver girls only Summer Girls Cricket Camps</li> </ul>	<ul style="list-style-type: none"> <li>• Deliver Women's Cricket networking event</li> </ul>
<ul style="list-style-type: none"> <li>• Run Hardball pre-season camps for girls</li> <li>• Run Devon Women's Softball League female umpire development course</li> </ul>	<ul style="list-style-type: none"> <li>• Deliver girls only lessons in secondary schools</li> <li>• Deliver four World Cup W&amp;G Community Events across Devon</li> </ul>	<ul style="list-style-type: none"> <li>• Relaunch Secondary School girl's delivery</li> <li>• Deliver Metrobank girls coaches master-classes - face to face</li> </ul>	
<ul style="list-style-type: none"> <li>• Run a pre-season online CPD event for female coaches</li> </ul>	<ul style="list-style-type: none"> <li>• Run online CPD session for female coaches</li> </ul>	<ul style="list-style-type: none"> <li>• Run master-classes for girls</li> </ul>	
<ul style="list-style-type: none"> <li>• Refocus the County Grant Scheme to support more W &amp; G projects</li> </ul>	<ul style="list-style-type: none"> <li>• Support 'Out &amp; Wild' Festival (LGBTQ+)</li> </ul>		
<ul style="list-style-type: none"> <li>• Work with Exeter Hindu centre</li> </ul>			

**50%**  
**Increase in the**  
**Number of Girls'**  
**& Womens'**  
**Teams**

# PROVIDE GREATER & FAIRER ACCESS



## Broadening the offer of cricket to new and diverse audiences

Feb - April	May - July	Aug - Oct	Nov - Jan
<ul style="list-style-type: none"> <li>• Create a participants code of conduct for Lord's Taverners programmes</li> <li>• Launch social media campaign to increase participants for Lord's Taverners programmes</li> </ul>	<ul style="list-style-type: none"> <li>• Deliver free Dynamos after school clubs to children on free school meals (state schools)</li> <li>• Run multiple school outdoor competitions for children with SEND</li> </ul>	<ul style="list-style-type: none"> <li>• Promote holiday camps in summer holidays</li> </ul>	<ul style="list-style-type: none"> <li>• Run indoor walking cricket sessions across Devon</li> </ul>
<ul style="list-style-type: none"> <li>• Run multiple SEND table cricket competitions across Devon</li> <li>• Promote Walking Cricket and set up new hubs/clubs</li> </ul>	<ul style="list-style-type: none"> <li>• Run festivals for state schools with high free school meal %</li> <li>• SEND school teacher CPD training</li> </ul>	<ul style="list-style-type: none"> <li>• Launch new academic year - SEND School delivery programme</li> <li>• Re-start Wicketz sessions across Devon and run girls only festival</li> <li>• Run free Dynamos and All Stars holiday courses for children on free school meals</li> </ul>	<ul style="list-style-type: none"> <li>• Run an indoor Walking Cricket competition</li> <li>• Hold indoor County Disability training</li> <li>• Promote Christmas holiday camps</li> </ul>
<ul style="list-style-type: none"> <li>• Run Wicketz beach festivals</li> <li>• Maintain delivery in adult disability hubs</li> </ul>	<ul style="list-style-type: none"> <li>• Organise and hold Devon County Disability fixtures</li> <li>• Partner with Somerset CCC to run a Schools Day for all pupils in Devon to access</li> </ul>	<ul style="list-style-type: none"> <li>• Re-start Super 1s sessions across Devon</li> <li>• Launch new academic year - Chance to Shine high free school meals school delivery programme</li> </ul>	
<ul style="list-style-type: none"> <li>• Deliver state school indoor competitions</li> <li>• Partner NHS Devon with new well-being initiative</li> </ul>	<ul style="list-style-type: none"> <li>• Promote and register new Disability Champion Clubs</li> <li>• Deliver outdoor state school softball and hardball competitions</li> </ul>	<ul style="list-style-type: none"> <li>• Run Walking Cricket Festivals for all hubs</li> <li>• Run summer holiday central venue Super 1's festival</li> <li>• Launch new Secondary State School Girls programme</li> </ul>	

**20+**  
**(Average Annual Weekly)**  
**Participants at**  
**Each Wicketz &**  
**Super 1'S Hub**

# TACKLE DISCRIMINATION & INEQUALITIES



Establishing frameworks and taking proactive measures to tackle and prevent discrimination in all its forms

Feb - April	May - July	Aug - Oct	Nov - Jan
<ul style="list-style-type: none"><li>• Develop and publish new DCF Disciplinary Procedures with the Cricket Regulator</li></ul>	<ul style="list-style-type: none"><li>• Publish single webpage for DCF EDI, Safeguarding &amp; Disciplinary contacts</li></ul>		<ul style="list-style-type: none"><li>• Review website and links to ensure continuity and accuracy</li></ul>
<ul style="list-style-type: none"><li>• Support clubs with affiliation and governance in line with new ECB guidelines</li></ul>	<ul style="list-style-type: none"><li>• Launch club focused 'Introducing The Boundary' campaign for committees</li></ul>		<ul style="list-style-type: none"><li>• Review 2026 season and cases</li></ul>
<ul style="list-style-type: none"><li>• Pilot new Accreditation scheme with registered clubs</li></ul>	<ul style="list-style-type: none"><li>• Re-establish the DCF 'Disciplinary Group'</li></ul>		<ul style="list-style-type: none"><li>• Develop new proactive campaign for 2027</li></ul>
<ul style="list-style-type: none"><li>• Review and update all DCF policies and guidance</li></ul>	<ul style="list-style-type: none"><li>• Re-promote reporting pathways for concerns relating to discrimination</li></ul>		
<ul style="list-style-type: none"><li>• Support regional leagues with governance updates and affiliation</li></ul>			



**All Clubs & Leagues in Devon  
Aligned to Anti-Discrimination, General  
Conduct & Safeguarding Regulations**