



FOR EVERYONE

DURHAM CRICKET EDI ACTION PLAN

ANNUAL REPORT 2024

## INTRODUCTION TO DURHAM CRICKET EDI ANNUAL REPORT 2024

### Background

In 2020 the ECB launched its five-year strategy, Inspiring Generations, which was designed to grow and strengthen the game of cricket in England and Wales. Central to the strategy was a desire for cricket to be a game for everyone and an acknowledgement of a need to expand reach, broaden the audience and welcome more people into the cricketing family. For the first time, and to assist in the successful delivery of Inspiring Generations, counties were encouraged to create a joined-up County Wide Plan to set out how elements of the national strategy would be delivered by all cricket organisations in their particular area from 2020-2024.

Delivery of the national and county wide strategy is reliant on the production of other plans that back up the overall approach and ensure there are no barriers to its overall execution. With this in mind, Durham Cricket developed its '**Durham Cricket For Everyone**', EDI Action Plan in 2022 to address specific elements required to truly make cricket a game for everyone. This builds on some of the key actions set out in Inspiring Generations and Durham's County Wide Plan. However, it also acknowledges that to succeed in delivering the Inspiring Generations work, specific actions are required in Equity, Diversity and Inclusion, and this particularly relates to change that must happen in the sport. This Action Plan has recently been reviewed and can be accessed from the Durham Cricket website.

A key agreed element of the EDI Action Plan was that the progress in achieving it would be reported on by Durham Cricket annually with results published. The Annual Report allows an opportunity to report on key metrics, celebrate successes in the area and identify areas where progress is still required.

The Annual Report looks at the whole breadth of cricket in Durham, from early participation initiatives through to the professional game and as such tries to reflect an accurate picture of the whole cricket landscape in the county. Alongside key measures, which will be reported each year to check progress, there are also a number of case studies that highlight areas of good practise in the county.

Durham Cricket work closely with the governing body of cricket, the England and Wales Cricket Board (ECB), on all EDI initiatives. Durham Cricket recognises the role they have to play in assisting the ECB in making cricket the most inclusive team sport in the country. It also recognises the importance of addressing some of the key findings of the Independent Commission for Equity in Cricket (ICEC) report, which was published in 2023, where those findings are relevant to Durham. A number of the measures in the Annual Report are reflective of these key findings.

The 2024 EDI Annual Report is split into a series of sections covering our workforce, our venue and all the areas of the cricket pathway from the earliest involvement through to the professional game. Some metrics are being measured for only the first or second time and therefore it is not always easy to pick out clear trends in the information. However, in most of these areas targets are set that Durham Cricket will look to achieve in the future.

## **DURHAM CRICKET EDI ANNUAL REPORT 2024**

### **EXECUTIVE SUMMARY**

#### **Our Staff**

- Female staff are under-represented in the Durham Cricket workforce (25% in workforce, 34% across all other counties, 51% in the population). It is acknowledged this will change positively with the introduction of Durham's professional women's team from the 2025 season.
- In terms of ethnicity the Durham Cricket workforce is reflective of the overall population in Durham.
- With the chosen key EDI staff metrics Durham Cricket saw reductions in the scores in all areas. Durham Cricket is now broadly comparable to all counties in the country. Consideration needs to be given to how these scores can be increased again in 2025.
- Durham Cricket has achieved its target of 95% of staff taking part in Anti-Discrimination training and as such are deemed as a leading organisation in cricket. A number of training courses are already planned for 2025 in this area.
- The Board of Directors of both Durham Cricket CIC and the Durham Cricket Foundation both meet board diversity targets set by the ECB. These diversity targets change for the start of 2026 and each organisation should start to look at how the new targets will be met.

#### **Our Community**

- Durham Cricket has exceeded its targets for increasing the number of women sections and active women's teams within Clubs.
- Whilst the numbers of girls sections and active girls teams have increased, the increase is below the targeted levels.
- Durham Cricket has performed well with the number of girls attending national programmes with numbers much higher than would be expected for a county of the size of Durham.
- The Durham Cricket Foundation has continued a strong presence in delivering in state schools, including in schools in the most deprived areas. This is shown by an increase in delivery in schools where there is over 40% free school meals provision.
- Most targets have been met in relation to Disability Cricket in the county.

#### **Our Talent Pathway**

- The Talent Pathway is broadly representative of the local community in terms of ethnicity, with slightly more from the Asian/Asian British group than would be expected.
- Those from fee paying schools are still over-represented in Durham Cricket's Academy and EPP programme, although often this relates to bursaries/scholarships given to talented athletes.
- Significant progress has been made in removing costs from the Talent Pathway, this principle will continue going forward.

#### **Our Professional Team**

- In light of concerns raised around dressing room culture in English cricket, Durham Cricket has delivered a significant amount of training and education on EDI for professional players.

## **Our Venue**

- A number of additions have been made to the Seat Unique Riverside's facilities including a Changing Places facility, Sensory Room, and Multi-Faith Space to create a more welcoming and inclusive environment.
- From customer feedback expressed in the Experience Cricket 2024 report for Durham, there is a requirement to provide more specific information for spectators with accessibility needs to ensure their visit is a better experience. This will be a focus for 2025.

## **Our Inclusive Workplace**

- Whistleblowing email addresses have been established by Durham Cricket and the ECB to provide a channel for any EDI concerns to be raised.
- Durham Cricket have implemented a Fair Recruitment process to ensure all appointments are transparent, free from bias and result in a diverse workforce being created.

## DURHAM CRICKET EDI ANNUAL REPORT 2024

### OUR PEOPLE

#### Introduction

Central to making progress and achieving a number of the EDI targets are the staff who work for Durham Cricket, across both the recreational and professional game. Our workforce needs to be representative of the community we serve and to be diverse in their characteristics.

Each year a Staff Census is carried out by the ECB which gives information on workforce characteristics and also highlights responses to some key questions which give a year-on-year indication of staff views on EDI.

#### Our workforce

The following are statistics around our current workforce gathered from the ECB Census carried out annually. They include results for Durham Cricket from 2021-2024, then a comparison against all the counties data combined in 2024.

SEX	2021	2022	2023	2024	ALL COUNTIES
Female	20%	26%	24%	25%	34%
Male	80%	74%	75%	73%	64%
Prefer not to say	0%	0%	1%	2%	2%
AGE	2021	2022	2023	2024	ALL COUNTIES
Under 30	33%	23%	19%	18%	22%
31-50	49%	59%	54%	55%	45%
50+	18%	18%	24%	26%	30%
Prefer not to say	0%	0%	3%	1%	2%
ETHNICITY	2021	2022	2023	2024	ALL COUNTIES
White	96%	97%	95%	95%	89%
People from an ethnically diverse background	4%	3%	3%	4%	9%
Prefer not to say	0%	0%	2%	1%	2%
RELIGION	2021	2022	2023	2024	ALL COUNTIES
No religion	59%	57%	57%	48%	48%
Christian	37%	38%	40%	45%	42%
Other	0%	0%	0%	4%	6%
Prefer not to say	4%	5%	3%	3%	3%
TYPE OF SECONDARY SCHOOL ATTENDED	2021	2022	2023	2024	ALL COUNTIES
Private or fee-paying school	8%	11%	10%	13%	14%
Private school received bursary	-	-	1%	1%	2%
State school (non-selective)	74%	82%	64%	66%	66%
State school (selective exam)	-	-	13%	8%	7%

State school (faith/religion)	-	-	10%	7%	5%
State school (selective)	6%	3%	-	-	-
Home schooled	-	-	-	1%	4%
Other	12%	4%	1%	4%	2%
Prefer not to say	1%	4%	1%	-	0%

### Our Workforce Key Performance Indicators (KPI's)

There are currently 4 KPI's relating to staff views on EDI. The results over the last two years are identified below and reflect the % of staff who strongly agreed or agreed with the statements. Again, there is a comparison to the average across all counties in 2024.

KEY STAFF METRIC	2021	2022	2023	2024	ALL COUNTIES
The organisation I work at is inclusive	72%	92%	95%	84%	83%
I feel welcome, included and like I belong at the organisation I work at	72%	92%	86%	83%	80%
Since I joined, my understanding of EDI has improved due to the training received	31%	78%	78%	64%	66%
The leadership of the organisation is committed to action not just words when it comes to EDI	72%	86%	86%	79%	75%

### Our People Training

#### Mandatory training

All staff are encouraged to complete an Anti-discrimination course on the ECB learning portal. This has been done with all existing staff and now forms part of any new starters onboarding process.

The following are the headlines from the take up from staff of Durham Cricket in 2024.

- **95% of staff and players have completed the Anti-discrimination training. This is in line with the ECB target for uptake.**

#### Additional training

Additional training has been completed during 2024.

1. Senior leaders of Durham Cricket completed an Inclusive Leadership training course with all other senior leaders across the game of cricket in the country. The programme was designed to equip senior leaders with the knowledge and tools to better understand and champion EDI, implement their EDI action plans, and drive sustainable cultural change across the game.

## **Our Board of Directors Diversity**

As one of the elements of good governance in cricket, a series of requirements on the make-up of a Board of Directors have been set. From a diversity point of view the following are the key elements:

- A minimum of 30% of each gender on its Board (to change to 40% from 2026)
- Board diversity that reflects its local communities and local population demographics
- Each organisation shall commit to identify appropriate actions to progressing towards greater diversity in general on its Board including but not limited to gender, ethnic diversity, age, disability, social background and skills, showing consideration for its local demographics and own priority activity

The Boards of Durham Cricket CIC and Durham Cricket Foundation are compliant with the diversity standards set by the ECB.

## OUR COMMUNITY

### Introduction

Durham Cricket has a key role in developing cricket across all communities in Durham. One of the main focuses is to raise participation levels and involvement with cricket across all groups, with an increasing focus on those groups that historically have been under-represented in cricket. The ICEC report makes a number of references to under-represented groups and Durham Cricket is determined to improve access to these groups.

This section of the Annual Report looks at work in these areas and measures progress in increasing engagement amongst those under-represented groups.

### Women and Girls Cricket

KEY MEASURES	2022	2023	2024 target	2024
Number of girls sections at clubs in Durham	22	36	38	35
Number of girls teams	48	66	97	80
Number of women's sections at clubs in Durham	19	22	23	31
Number of women's teams	28	34	40	52

OTHER MEASURES	
INITIATIVE	RESULTS
Specific girls' programmes in schools – New projects delivered in conjunction with Chance to shine and ECB	Proof of concept delivered in 10 schools (8 schools in 2023), all of which were delivered in schools with over 23% of free school meals. Girls Leadership Programme delivered in 8 schools (6 schools in 2023). 968 girls taking part. 83 leaders trained to help in after school clubs, primary festivals etc.
Number of female coaches and activators trained this year	2022 – 46 ranking us 13 <sup>th</sup> in the country  2023 - 72 ranking us 7 <sup>th</sup> in the country – (target was 48)  2024* - 36 total female coaches trained: <b>ECB Foundation Coach Courses (Level 1)</b> 29 successful females <b>ECB Core Coach Courses (Level 2)</b> 7 successful females  At least 15 female activators trained – total number unknown at this time. *This year it was difficult to report female activator numbers. Other cricket clubs have also reported struggles to ECB around accessing



	this data. As such, we cannot rank ourselves without the complete combined data metric.
Number of Girl's on National Programmes	<p>2022 - 877 ranking us 6<sup>th</sup> in the country</p> <p>2023 - 1127 ranking us 7<sup>th</sup> in the country</p> <p>2024 – 1082 ranking us 8<sup>th</sup> in the country</p>

## Cricket in schools

<b>SCHOOL CRICKET</b>	This section covers mainstream state schools
Number of primary schools delivered in and percentages regarding free school meals	<p>There are 525 primary schools in the county of Durham</p> <p>We delivered programmes in <b>71 primary schools</b></p> <p><b>Of these 71 schools:</b></p> <p>We delivered in 44 Schools where there is <b>Over 40% Free School Meals</b> - (that is 62% of Schools delivered in)</p> <p>We delivered in 17 Schools where there is <b>Between 23% - 39.9% FSM</b> – (that is 24% of School delivered in)</p> <p>We delivered in 10 Schools where there is <b>Under 23% FSM</b> – (14% of Schools delivered in)</p> <p>We also delivered in a further 73 schools that got a 1 day taster visit, we do not record the FSM % of these schools.</p>
Number of secondary schools delivered in and percentages regarding free school meals	<p>There are 89 secondary schools in the county of Durham.</p> <p>We delivered programmes in 18 secondary schools</p> <p><b>Of these 18 schools:</b></p> <p>We delivered in 5 Schools where there is <b>Over 40% Free School Meals</b> - (that is 29% of Schools delivered in)</p> <p>We delivered in 10 Schools where there is <b>Between 21.5% - 39.9% FSM</b> – (that is 55% of School delivered in)</p>

	<p>We delivered in 3 Schools where there is <b>Under 21.5% FSM</b> – (16% of Schools delivered in)</p> <p><b>Of the 18 schools we delivered in 8 were on the Chance to Shine Girls Leadership Programme and 10 were on the ECB Proof of Concept (Glow in the Dark) Programme.</b></p>
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During 2023 Monkton Academy, who are one of the primary schools Durham Cricket engages with, won the Primary School of the Year at the Chance to Shine awards.

### Disability Cricket

Activity	Current numbers	Target 2025
Super 1s Hub	4 hubs / 41 participants	6 hubs / 60 participants
Visually Impaired Cricket	18 players registered	25 players
Champion Clubs	5 clubs registered	8 clubs
Disability Camps	5 scheduled for this year	5 camps
SEND Player Pathway Squad	3 sessions	5 sessions
Table cricket comps	5 ran this year	5 competitions
Softball cricket comps	4 delivered this year	4 competitions

Boxes filled in green indicate where the 2024 target was met or exceeded

### CASE STUDY 1

#### Hartlepool Council and particularly - START (Supporting Treatment and Recovery Together) program

The initiative delivered by our new Community Engagement Officer aimed to support organisations and groups within the community to encourage engagement with Cricket. This particular initiative saw us work with a treatment and recovery program who aimed to use Cricket to aid recovery.

With this particular initiative we were approached by START who had an idea to use Cricket as a means of supporting their members who were recovering from drug and alcohol issues. From our discussions with the team at START, we identified significant barriers to the project's success: the lack of equipment and the motivation levels among participants.

By assembling a comprehensive package of equipment, we were not only able to meet their immediate needs but also contribute to the long-term sustainability of their activities. To further enrich the experience, we introduced them to a Durham player from the region, John Bushnell, who brought invaluable expertise and credibility to the initiative. His involvement

was pivotal; John engaged directly with the participants, offering coaching tips and sharing his experiences in sports, which greatly motivated the group.

The cricket initiative has made a profound impact on the drug and alcohol rehabilitation scheme and its participants, serving as a catalyst for positive change and community engagement.

Our commitment to the group did not just end with initial equipment support. Throughout the season, we maintained regular contact, helping to facilitate connections with other community groups and providing additional resources as needed. This ongoing support culminated in their inaugural cricket match on September 2nd.

To further bolster their efforts, we provided signed merchandise, which was used in fundraising efforts to support the program financially. These funds aimed not only to enhance equipment quality but also to enable the coaches to become ECB accredited, thereby ensuring that participants received instruction from qualified individuals.

Craig Blundred, the Director of Public Health at Hartlepool Borough Council, articulated the importance of the Park Drive venue in this endeavour, noting it as "a jewel in the crown of Hartlepool venues." He stressed how the tranquil environment has become a refuge for participants, free from distractions, allowing them to fully immerse themselves in the cricket sessions. The joy expressed by participants in learning a new sport highlights the transformative power of engagement in physical activity.

Blundred also acknowledged the invaluable support of Hartlepool Cricket Club, which provided access to their nets, and Durham Cricket for their generous donations of shirts and protective gear. This collaborative spirit has played a crucial role in the initiative's success, showcasing that lasting community impact is achievable when stakeholders come together for a common cause.

## **Refugee Program**

In 2024, we connected with Handcrafted to support an Afghan refugee group based in County Durham. Our objective was to create an unforgettable and impactful experience for the group while promoting their integration and inclusion in our community. Overall, our goal was to create a welcoming and supportive environment for the refugee group to thrive in. By engaging the group in various programs and events, we aimed to demonstrate our community's inclusivity and support, while providing them with meaningful experiences that would leave a lasting impression. In addition, we are committed to establishing a lasting bond with the refugee group through our Community Inclusion Officer(s) working closely with them.

First, we provided the Afghan refugees with an introduction to live cricket by arranging their attendance at their first match at Durham Cricket Riverside grounds with complimentary tickets to the England v NZ Women's game. This initiative not only provided the group with an enjoyable family experience but engaged them with Durham Cricket Club in a wider capacity. Following this successful experience, the group returned for the South Asian

Celebration T20 Blast game that celebrated multiple South Asian cultures. The celebration was further buoyed by our year-round Family Zone that provides children and families with games and entertainment. The Family Zone play area is located just outside the Family Zone seat section, where families are encouraged to sit in a specific section of seats that provide an alcohol-free and family friendly environment while watching the cricket game. We have also provided our first ever multi-faith space on the Durham Cricket grounds, to provide a safe space for people to pray while on site.

The refugee group reported having positive experiences at these games. Ian Roberts, Handcrafted Project support worker, said: “Many of our Unaccompanied Asylum-Seeking Children are cricket-obsessed. They have grown up playing the sport in their home countries and are desperate to continue playing here... We have been grateful that Durham Cricket have given many of our group their first opportunity to watch a cricket match in person.... The staff at Durham Cricket made the ground inclusive and welcoming, particularly those running the family zone. The introduction of the multifaith space means that Muslims can pray whenever they need to”.

Beyond providing chances to watch cricket, we also provided opportunities for the refugee group to *play* cricket. This entailed liaising with Handcrafted and New College Durham to provide a recreational cricket programme at New College Durham campus, delivered by our Community Inclusion Officer. While building success across that programme, some members of the refugee group asked for more competitive and challenging cricket opportunities. To meet this need, our Community Inclusion Officer facilitated their involvement in playing tape ball cricket as well as providing hardball cricket sessions at the Durham Cricket riverside grounds. Our Community Inclusion Officer reflected on this group by sharing, that the passion for cricket amongst the group naturally led to some wanting to develop their cricket skills. We wanted to give them that opportunity to play more. A few members of this refugee group now play at county cricket clubs, showcasing the success of our young program as well as the potential to build more competitive cricket opportunities for the group.

The Afghan refugee initiative has made a meaningful impact by providing the refugee group with positive and inclusive experiences at cricket games, providing opportunities to play cricket, garnering community support and recognition, and laying the groundwork for ongoing engagement and support to further enhance the group's integration and empowerment. We are looking to further grow this programme in 2025.

## OUR TALENT PATHWAY

### Introduction

Further to our early participation schemes in clubs, schools and other settings, the most talented cricketers in the county join the Durham Cricket Talent Pathway. This incorporates Durham Cricket's county age group squads.

The following are key measures in relation to our Talent Pathway. The data currently only relates to the boys pathway and covers the county age group squads with a total of 103 participants in 2024. It is hoped going forward this data will be extended to include the girls pathway and the entry level into the pathway.

### Our Talent Pathway

The following data looks at the diversity of those on our talent pathway and gives a comparison to the county wide population figures from the 2021 National Census:

<b>Ethnic Group</b>	<b>Talent Pathway make-up 2023</b>	<b>Talent pathway 2024</b>	<b>Durham population</b>
White	93%	91%	96.8%
Asian/Asian British	4%	7%	1.5%
Mixed ethnic groups	3%	2%	0.9%
Black/African/Caribbean/Black British	0%	0%	0.3%

In relation to education and schools attended the following are the characteristics of those involved in the Durham Cricket Talent Pathway:

<b>EDUCATION</b>	<b>% ATTENDING FEE PAYING SCHOOLS 2023</b>	<b>% ATTENDING STATE SCHOOLS 2023</b>	<b>% ATTENDING FEE PAYING SCHOOLS 2024</b>	<b>% ATTENDING STATE SCHOOLS 2024</b>
County Age Group programme	12%	88%	23%	77%
Academy / Emerging Players Programme	43% ***	57%	31%	69%

**\*\*\* NOTE – this figure is only at this level due to some 100% bursaries for fees being in place for talented cricketers.**

### Case Study – Removal of costs from Talent Pathway

A potential barrier to participation in cricket and particularly in the Talent Pathway where kit and training requirements increase greatly is cost. Durham Cricket are very mindful of this and do not want to see anyone excluded from the programmes on the basis of cost. This could be determinantal to encouraging those from low-income families and particular socio-economic groups. Therefore, the decision was taken to attempt to eliminate all costs to participants in the Talent Pathway.

This has resulted in the following outcomes:

- Since 2022 we partnered with two local businesses who have donated £20,000 per annum that enables every boy and girl in our county age group pathways to receive their Durham Cricket playing and training apparel bundle free of charge.
- Since 2022 we absorbed all costs associated with our winter and summer programmes for our boys and girl's pathway.
- Since 2022 we established a "Durham Cricket Bursary Scheme" that is accessible to all families. This can be accessed to assist reducing the financial burden resulting in purchasing cricket equipment to travel expenses. We have had 23 families that have benefited from this scheme to date.

## **OUR PROFESSIONAL TEAM**

### **Introduction**

One of the initial areas identified as a possible area of concern by the ECB was the dressing room culture. Examples were raised of inappropriate behaviour taking place in the dressing room environment with particular groups targeted. The ECB charged the counties with carrying out a review of dressing room culture in their organisation with a view to make changes and improvements.

### **Dressing Room Culture**

Durham Cricket embraced the ECB's call for a review of dressing room culture and following an internal review and Independent High Performance Culture Review conducted by an external organisation, Lane 4, we have implemented a number of recommendations. We have introduced further education sessions for staff and players ranging from EDI to individual personality profiling. (Spotlight). This has dramatically enhanced our environment, resulting in a more inclusive and safer environment that supports all characteristics.

### **Player & Coach Education**

A particular area of focus for Durham Cricket over the last few years has been on player and coach education to ensure that EDI and the related issues are understood more extensively than they were previously.

In terms of additional training the playing and support staff group have completed a number of modules of the PCA EDI education programme, Learning Before the Wicket, comprising:

PCA

- **Unconscious Bias PCA** - 24th May 2023
- **Finance PCA** - 14th August 2023
- **Allyship PCA** - 14th August 2023
- **Media Training** September 2024
- **Be well, Play well** January 2025
- **LBW Anti-discrimination session** May 2025

Inhouse Durham Cricket

- **Consent Session** - Durham Police - 23rd November 2022
- **LGBT Awareness** – Durham Pride - 25th April 2023
- **Spotlight Profiling** – Mind Flick – Dec 2022 ongoing
- **Neuro Diversity** February 2025
- **Anxiety Awareness** March 2025
- **Spotlight ongoing**

## OUR VENUE

### Introduction

A key aspect of the ECB approach in EDI is to ensure that all venues in England and Wales provide a welcoming environment to all visitors.

During 2023 a number of initiatives were introduced to improve the facilities at Seat Unique Riverside to make it more welcoming and inclusive for spectators and visitors and these were further enhanced in 2024.

### Facilities

In terms of facilities the following new developments have been added to the ground recently:

- Changing Places facility
- Sensory Room
- Multi-faith space

### Operations of venue

Durham Cricket has also delivered a number of elements in their operating plans to ensure those visiting the Seat Unique Riverside receive a welcoming and inclusive experience. Of particular note are:

- All stewards going through the Welcoming Environments online training module
- Food and beverage provision aimed at catering for all different group needs
- Improvements to the wayfinding signage around the venue
- Clear and effective alcohol management plan including various no alcohol stands in the ground
- Provision of no alcohol and low alcohol options at all bar outlets

### Customer feedback

All of the initiatives that were introduced resulted in the best ever matchday experience scores for Blast and Women's International in 2024. Scores are shown in the table below:

EVENT	2018	2019	2021	2022	2023	Target 2024	2024
T20 Blast	8.4	8.4	8.2	8.3	8.6	8.7	8.7
Women's Int	-	-	-	8.6	8.8	8.8	8.9
Men's Int	-	-	8.6	7.6	8.1	8.3	8.4

In addition to the overall experience scores the following feedback was also received specifically relating to Welcoming Environments and accessibility at the ground.

- Of those attending games in 2024 the following had accessibility needs or were accompanying someone with accessibility needs:
  - Men's International 7.9%
  - Women's International 13.1%
  - T20 Blast 8.5%



- Increases were seen in the accessibility ground factors of getting to the venue, accessing food & drink and getting out of the venue.
- However, decreases were seen from the previous year in pre-match and post-match communications. Specifically, respondents stated a need for more information to be sent pre-match regarding facilities available for those with mobility needs/how to access seats.
- Also to include better information on blue badge parking
- Consideration could also be given to providing a designated gate for those with additional requirements, or additional stewarding assistance to make access and egress more comfortable.
- More promotion of additional facilities available to attendees in pre-match communications and signposting around the ground.

## **Case Study**

### **Durham Cricket making Seat Unique Riverside more accessible and inclusive with ground upgrades.**

Durham Cricket is aiming to become one of the most accessible cricket venues in the country as the Chester le Street ground makes a number of upgrades to its facilities.

A number of additions aimed at improving accessibility and inclusion include multifaith, sensory room, accessible spaces and upgraded disabled toilets within the venue are now in place.

A new Sensory Room, based in the media centre, provides a safe, relaxing space for individuals and families to enjoy an unrivalled view of the game.

Around the corner from the media centre in block 5, a new changing places facility has been installed which includes disabled toilets. The new accessible changing facility meets the needs of those with complex care needs and provides equipment, including a height adjustable adult-sized changing bench, ceiling track hoist system and peninsular toilet.

A new multi-faith space has also been built on-site with the aim of creating a quiet space for prayer and reflection and is open to all supporters and followers of all faiths.

## **OUR INCLUSIVE WORKPLACE**

### **Introduction**

It is vital if progress is to be made in improving the position with EDI in Durham Cricket that the organisation has a series of established policies, procedures and practices that aid in facilitating the improvements.

### **Inclusive workplace initiatives**

Durham Cricket is working hard to establish these good practices with the following being key examples of progress in this area:

- All members of the Senior Leadership Team and specific staff have goals within their performance scorecard relating to EDI and this will continue to be the case going forward.
- Durham Cricket have established a Whistleblowing email address where people can report any issues relating to EDI. During 2024 three comments have been received and all have been minor in nature and been dealt with internally to the satisfaction of the person submitting the comment. Additionally, there is an ECB site that can be used to report issues if that is a preferred route.
- A Fairer Recruitment approach has been established and will now be utilised fully in all recruitment situations to ensure that we recruit and select staff based on a fair and transparent process free of bias and that results in a diverse workforce that is fully reflective of the community we serve.

## **CONCLUSION**

Cricket faces significant challenges in relation to EDI issues. The ICEC report that was published in 2023 raised a number of concerns relating to discrimination in cricket that need addressing. The ECB have responded with a pledge to make cricket the most inclusive team sport in the country.

Durham Cricket recognises the role they need to play in addressing any issues in the county, assisting in making improvements and ensuring that cricket truly is a game for everyone. The implementation of Durham Cricket's For Everyone EDI Action Plan in 2022 has given real impetus in this area, with a number of significant improvements made and key initiatives introduced.

This annual report highlights the current position with, amongst other things, major progress in the number of girls playing cricket, the removal of costs in the talent pathway and major facility improvements at the Riverside.

Durham Cricket also acknowledges that challenges remain and as an organisation is currently working on and refining their action plan for 2025.