

Equality, Diversity & Inclusion Plan 2024



Foundation Values

Sharing positivity: Bringing positive-orientated thoughts, ambitions, beliefs and attitudes.

Caring at our core: Promoting a strong sense of community, leaving participants feeling valued, respected and connected.

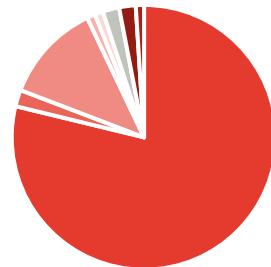
Elevating everyone: Empowering communities with the tools to grow.

A safe and welcoming environment for all: Creating a community for people to bring their best.

Leicester, Leicestershire & Rutland Demographics:

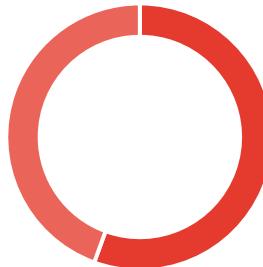
Population: 1,083,226 (estimated May 2020)

% Ethnic Diversity in
Leicestershire



- White
- Black
- Indian
- Pakistani
- Bangladeshi
- Asian
- Mixed
- Other

Deprivation



- Low Income Families
- Fuel Poverty

Main Language: English **96.3%** (Source 2011 Census)

Economically Active (2021) **80%** of 16–64-year olds are economically active (**85%** male and **76%** female)



1) Build diverse teams

We are committed to representing the communities that we serve.

- We are committed to maintain and improve the gender (**40% male / 40% female**) and ethnic diversity on our Board) and our workforce
- Ensure job descriptions are inclusive and introduce an anonymised selection and recruitment process
- Empower underrepresented community groups to have courageous conversations through participation of focus groups/panels to build a picture of community needs.

KPI: Aim to attract 22% of candidates from ethnically diverse backgrounds (to match the population of Leicestershire)

KPI: Commitment to share key themes and address direct actions as a result of the engagement.

Owner: Managing Director / Human Resources

Timeframe: 2026

August 2024

- ✓ Trustees 10 (8 Male, 2 Female, 70% ethnically diverse)
- ✓ Staff 10 Full-Time or Part-time (6 Male, 4 Female, 20% ethnically diverse)



2) Develop inclusive environments

We will create a community for people to bring their best.

- Increase the visibility of our Women & Girls sections through teams and volunteer workforce (provide bursary funding for female participation on officiating courses)
- Provide more opportunities for those with a disability to access cricket (new hubs)
- Improve opportunity and access for those from ethnically diverse / lower social economic groups.

KPI: Number of people from target groups participating in cricket

Owner: Managing Director / Head of Cricket Participation/ Safeguarding

Timeframe: Ongoing



3) Lead with accountability

We will hold ourselves to account.

- Adhere to the Charity Commission governance including EDI, Safeguarding and Finance.
- Ensure that the new L&RCF strategy 2024- 2025 is underpinned by EDI , with all staff having specific EDI objectives within their annual performance plans.
- Continue to address ICEC recommendations in our strategy.

KPI: Compliance with Charity Commission governance. Accountable against strategic plan.

Owner: Trustee Board/Managing Director

Timeframe: Quarterly

