

WE ARE
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Equality, Diversity & Inclusion

Action Plan

2024

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Our responsibility and commitment to Equality, Diversity, and Inclusion

Sussex Cricket are committed to inspiring a passion for cricket across all our communities, creating inclusive and welcoming environments for people from all walks of life, regardless of their race, gender, sexual orientation, religion or belief, physical or neural ability.

We recognise our collective and individual responsibilities and accountabilities by committing to:

- Providing equality of opportunity, fairness and respect for all
- Creating safe, welcome, enjoyable and inclusive cricket settings
- Having a clear, simple process in place for reporting concerns
- Genuinely listening and responding to all reported concerns
- Developing and implementing an equality, diversity and inclusion strategy and action plan
- Regularly reporting on our progress

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Our Vision

We want our communities to say “I feel part of Sussex Cricket.”

This vision is central to our Sussex Cricket County Plan and EDI strategy, underpinning our entire culture at Sussex Cricket.

We are committed to inspiring a passion for cricket across ALL our communities, creating inclusion and welcoming environments for people from all walks of life, regardless of their race, sexual orientation, religion or belief, physical or neural ability.

We strive to achieve our vision by genuinely listening and responding to what we hear.

We believe we have already made progress on and off the field, however we will continue to be better, challenging ourselves and each other to be accountable for our actions and behaviours.

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What have we achieved in 2023?

- Participation across all areas of the game continues to rise across the recreational game in Sussex.
- The ECB describe Sussex Cricket as a 'Leading Organisation' in Disability, Women & Girls and Schools Cricket delivery.
- Brighton Aldridge Community Academy, our state school of choice for cricket is featured in The Cricketers top 100 cricket schools.
- Continued growth in Women & Girls cricket. The launch of the Sussex Women's Premier with 5 teams in the Premier League and 11 teams in Division 2. Together with the Women's Slam and softball provides players with a formalised pathway.
- Record numbers attended our DIScoverABILITY Day with 650 attendees, an increase of 70 from 2022 and 370 in 2021.
- Sussex Sharks Visually Impaired team won the T20 Cup.
- Sussex D40 player, Alfie Pyle made his debut for the England Learning Disability team in 2023.

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What have we achieved in 2023?

- Over £200,000 invested into Crawley through our Urban Cricket Plan with 7 new non-turf cricket pitches in clubs/schools and the installation of a new indoor net facility at the Apple Tree Centre in Ifield, enabling local clubs to access cricket facilities during the winter months.
- Supporting communities through our Walking Cricket and Sporting Memories programmes, which continue to go from strength to strength.
- 1200 meal kits delivered in Brighton & Hove through our 'In The Bag' partnership with Brighton & Hove Food Partnership.
- Sussex Cricket Foundation teamed up with Brighton & Hove Albion Foundation to provide a free day of sports activities and games to hundreds of local families at The 1st Central County Ground.
- 120 staff and Board members completed training to support our commitment to equality, diversity and inclusion.
- Hundreds of free tickets given to LGBTQ+ and refugee families to T20 matches.
- Launched LGBTQ+ Coffee and Cake at the Cricket monthly events at The 1st Central County Ground.

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Our plans for 2024

- Developing our relationships with Brighton & Hove Albion and other local sports clubs to build on our success of the Family Fun Day in 2023.
- LGBTQ+ Community – we will be increasing our work with the LGBTQ+ community this year with events planned hosted at the 1st Central County Ground, ticketing offers and identifying ways to support Brighton Pride weekend. These will be co-ordinated by our LGBTQ+ Steering Group.
- Disability Cricket – continued expansion of our disability programmes and County Disability Teams. This summer we will be running 2 D40 teams as well as our VI Sharks and Super 9's teams. Both VI and D40 teams will play competitive fixtures at the 1st Central County Ground this summer.
- Urban Plans - Greater focus will be placed on our Brighton & Hove Urban Cricket Plan in 2024 to help address facility issues across the city, working closely with Brighton & Hove City Council. Work will continue in Crawley with the installation and upgrade of outdoor net facilities across the town in addition to non-turf pitches being installed in key locations.
- Develop and implement new 5-year strategy for Sussex Women's cricket in conjunction with ECB and BACA.

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Our plans for 2024

- Develop our Oxfordshire partnership to enhance player numbers into the Sussex elite boys' and girls' pathways.
- Maintain and develop Girls Academy/EPP regional hubs at BACA and create a pipeline into Vipers/Brave cricket.
- Engage with 500 unique participants through our Women's Softball initiatives.
- Develop further initiatives to engage with our local community.
- Deliver Wicketz hubs in Crawley, providing opportunities to 90 unique participants in the local community.
- Complete a programme of Street Cricket programmes across the County, providing opportunities to 150 unique participants.
- Engage with 900 unique participants through our Lord Taveners Super 1s and SEND programmes
- Develop our facilities at the 1st Central County Ground to provide greater access and inclusion for our community, such as the development of the FamZone and creation of a sensory/quiet room.
- Grow our Disability Champion Clubs
- Run 2 D40 teams as well as our VI Sharks and Super 9s teams.

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How will we measure success?

- Our plans will be regularly reviewed during 2024 through our Equality, Diversity and Inclusion Action plan to ensure we progress with our vision and achievement against our targets.

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