

Surrey County Cricket Club

EDI PLAN

EQUITY, DIVERSITY AND INCLUSION



CLUB VISION

To be recognised as one of the greatest, most inclusive and sustainable cricket clubs in the world, that all fans want to visit.

CLUB VALUES

Integrity | Inclusive | Innovation
Good enough isn't good enough | Be humble

THIS EDI ACTION PLAN

Our plan is to build on the strong foundation Surrey County Cricket Club (SCCC) and The Kia Oval have and drive the Club, even further, into a more welcoming and inclusive environment. The plan has short, medium and long-term priorities which will be reviewed at each Culture and Values Board meeting.

At the heart of the plan is repositioning SCCC as a **social enterprise** through the newly formed Culture & Values Board which will have delegated authority from the main Surrey CCC Board and will oversee the EDI and Environment, Social and Governance (ESG) Plan as well as our community engagement programme.

Our four key objectives are:

- **Creating a warmer welcome**
- **Building a diverse community**
- **Holding ourselves to account**
- **Being the best neighbour**

Creating a warmer welcome

We want to create a welcoming, inclusive and safe environment across every area that Surrey CCC has an influence, whether you are part of a local club, a school, involved in a Surrey Cricket Foundation initiative or a spectator visiting The Kia Oval. We want every person who comes into contact with Surrey Cricket to feel that cricket is a game for them and that there is a way for them to enjoy being part of the sport.



Where we are:

- We know that our 'ECB Experience' scores, which surveys fans about their experience of visiting the ground, need improving.
- We have a strong partnership with the Surrey Cricket Foundation (SCF) and provide them with financial, logistical and administrative support and other benefits in kind.
- We have a longstanding commitment to supporting the Afro-Caribbean Engagement (ACE) programme. Initially set up as a Surrey Cricket programme, we are thrilled to have seen the programme grow, expand and become fully independent. We are already seeing how this work is supporting young people from Afro-Caribbean backgrounds to find a future in elite sport. We will continue our financial, logistical and strategic support to the charity.
- Our 'Vauxhall Loop' programme works with primary schools local to The Kia Oval to provide free activities to children from disadvantaged backgrounds during school holidays. Sessions include academic support, physical activities (like rock climbing and skateboarding) and creative events.
- The Ben Hollioake Learning Centre provides state of the art IT facilities for use by local primary schools as well providing cricket sessions for young people.
- We have started a partnership with the Afro-Caribbean Cricket Association (ACCA) to help us to improve our engagement with people from Afro-Caribbean backgrounds.



What we're doing:

- We have recruited a Fan Engagement Manager to oversee our 'warmer welcome' to The Kia Oval. They are responsible for making sure that all fan experiences at the ground are positive ones.
- To create a positive atmosphere to all, we will robustly steward our no-alcohol area and offer a wide range of non-alcohol drinks. We are working with suppliers to provide appropriate children's food and drink options.
- We have 'welcome' ambassadors outside The Kia Oval on major match days. We are committed to giving them the tools required to support all those with different needs and requirements.
- On matchdays, we are working to ensure there is clear communication to fans about inappropriate behaviour in-ground. We are developing a matchday app with a function to report incidents or any discriminatory behaviour anonymously. This will also allow us to accurately monitor the number of incidents and we aim to get this as close to zero as possible.
- We have opened a Multi-Faith room and will open a Sensory room next season to support and accommodate those with different needs during their visit to the ground



Where we want to be:

- To be rated as the best ground in the country to visit.
- To continue and improve our community engagement work through our own programmes and in partnership with the SCF. To ensure that people from disadvantaged and marginalised communities are given the opportunity to engage with cricket and with the Club.



Who's accountable:

- Marketing / Oval Events / Security / SCF / Cricket

Building a diverse community

We know that you can't be what you can't see and it is important that all areas of the club reflect the diverse community in which we're based. It is therefore crucial that there is diversity across the board, club staff and playing staff as well as in senior, decision-making positions.



Where we are:

- At present the club composition is:
 - 23% of Surrey CCC staff are ethnically diverse (8% FCC average).
 - 28% of Surrey CCC staff are female (25% average).
 - 33% Board members are female; 25% ethnically diverse.
 - 41% Culture and Values Board are female; 33% are ethnically diverse.



What we're doing:

- We are committed to maintaining and improving the gender and ethnic diversity on the Board, General Committee and across the Club staff. As and when positions become available, we will make the recruitment process open and welcoming to those from diverse backgrounds.
- We are working to develop pathways that are reflective of local communities, based on upcoming 2021 Census data, ensuring that we actively provide opportunities for those from diverse backgrounds.
- We will fully participate in and implement learnings from the ECB Dressing Room review.
- We have fully supported the setting up of the very first LGBT+ cricket supporters group in the country: Proud Surrey. We are holding a celebratory LGBT+ Pride Day at a Vitality Blast T20 in 2022 and Proud Surrey will be marching at London's Pride Festival.
- We want to empower underrepresented groups within the organisation to hear their voices.
- To increase the diversity of the coaching workforce across the participation network, we offer subsidised places on coaching courses for women & girls.
- We are committed to increasing our vigilance of Safeguarding protocols and processes.
- Across the Club, we want improve the awareness amongst staff of our commitment to EDI and ESG.
- We want to establish an inclusive workplace that recruits talent from all communities. We advertise every role on the Lambeth job portal plus Indeed. We have representative interview panels. We use competency-based interview questions to remove any potential bias. We take positive action if it is felt we have roles that are underrepresented.



Where we want to be:

- We want a workforce that is directly representative of the community in which we work.
- We want to increase the diversity of our elite performance and pathway squads.
- We want to increase the diversity of our membership



Who's accountable:

- CEO / HR / Company Secretary / Cricket / SCF / Safeguarding

Holding ourselves to account

As a Club, we are committed to continually looking for ways to improve ourselves. We are making serious commitments to EDI and ESG and we want to make sure that we hold ourselves to account. We will ensure that the EDI plan remains up-to-date and relevant to the organisation.



Where we are:

- We launched the Culture and Values Board in March 2022 with delegated authority from the Board of SCCC to manage: this EDI Action Plan, all staff processes and policies relating to ESG and EDI, and Community Stakeholder Engagement in Lambeth and Surrey. In its terms of reference, the Board must have a minimum gender diversity of two out of the seven seats and one from an ethnic minority – this is currently being exceeded.



What we're doing:

- This EDI Action Plan will be on the agenda for all Culture and Values Board meetings, reviewing the work of the Club on a regular basis.
- All SCCC Board agendas will have Culture and Values Board reports so that the Board is kept up to date with the work of the C&V Board and ensuring that progress is being made.
- We are introducing EDI Key Performance Indicators for all members of the SCCC Leadership Team. This will form part of their regular performance reviews.
- We have recruited for a new role of 'Head of Sustainability', who will be responsible for creating and delivering our net-zero strategy.
- We commit to publish an annual gender pay gap report.
- We will also launch an ethnicity pay gap report.
- We will continue the rollout of EDI training for all staff.
- We will introduce surveys across the entire Club to monitor staff wellbeing.



Where we want to be:

- We want to see an improvement in our ECB EDI Insights Survey scores, which is an independent assessment of how we're doing with regards to EDI, by September.
- To have implemented, in a timely fashion, the recommendations in this document.



Who's accountable:

- CEO / Culture and Values Board / Head of Community / SCF / HR / Head of Sustainability

Being the best neighbour

We want to ensure that all environments across SCCC and The Kia Oval are supporting the local area. The Kia Oval must be an accessible and inspiring hub for the community.



Where we are:

- In 2021, 100 local school children in Years 3-6 were part of the Vauxhall Loop holiday programme.
- 720 children using our Ben Hollioake Learning Centre each year.
- We raised £59,056 for charitable organisations in 2021 through inground donations.
- We hold annual local school and disability days at The Kia Oval welcoming schools and community groups. The visitors get to play cricket on the outfield as well taking part in a range of activities.



What we're doing:

- We continue to exploring prospects in our local community to improve access to high quality facilities.
- We have appointed an SCF Trustee from African-Caribbean Community to the SCF Board to support our engagement with local community groups.
- We regularly engage with our local community in supporting their attendance at matches at The Kia Oval. We want local residents and community to regularly visit the ground as fans of the Club.
- We are aiming to increase the numbers of young people using the Ben Hollioake Learning Centre, to make the most of the brilliant facilities.
- We are working closely with ACCA to improve accessibility and facilities to play in areas with a large Afro-Caribbean community.
- Surrey has 17 schools which are above 40% Free School Meals. As we strive to bring cricket to kids from lower socio-economic groups, we plan to deliver sessions in all 17 of these schools in 2022/23. These schools will then be linked to Chance to Shine Street sessions to continue their journey in the game.



Where we want to be:

- We want to welcome more people from the local area through our gates to take part in our organised community engagement programmes. We will aim to have more people every year.



Who's accountable:

- HR / Company Secretary / Cricket
- Surrey Cricket Foundation / Head of Community and Public Affairs