



GAME FOR ALL

2023 REPORT & 2024 PLAN

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A GAME FOR ALL IN BUCKS (EDI) – OUR FOUNDATION PRINCIPLES



BUILD DIVERSE TEAMS

1. Diversity of gender and ethnicity on Board of Trustees and Staff
2. County Pathway to reflect the cricket playing ethnic diversity and be accessible to those at State Schools

CREATE INCLUSIVE ENVIRONMENTS

3. Create a culture of listening, understanding and engagement across all Bucks Cricket environments
4. All Staff undertake ECB Anti-Discrimination Training. Managers undertake ECB Inclusive Leadership training
5. Work with Clubs to create welcoming environments and overcome barriers to inclusion and equity

INITIATIVES FOR EQUITY

6. Objectives revisited and published on an annual basis (pages 3,4 and 10)



3.



A GAME FOR ALL IN BUCKS (EDI) – OUR AMBITIONS FOR 2024



| PROGRAMME | PLAN | PERSON RESPONSIBLE | TIMELINE |
|-----------------------|---|------------------------------------|---|
| Showcase | Deliver new Showcase Days: Game for All (at Kingsbrook School) and Milton Keynes (at Campbell Park) to connect more people to cricket and Bucks Cricket | Rich Hudson | G4A: Sun 23 June MK: Sun 8 September |
| Player Pathway | Refine the player selection process so it is as fair, robust and equitable for all players looking to enter the system. | James Savory | Process to be communicated to all stakeholders by June 2024 |
| Player Pathway | Publicise Pathway selection data annually including %s by Club, Ethnicity, Primary School Type, Current School Type, Birth Quarter Born in and Financial Assistance provided | James Savory | 2024 Data now published on website |
| Player Pathway | Encourage, recruit and develop coaches from diverse groups, and provide them with a variety of beneficial experiences. Of the 21 County Pathway Squad coaches and managers: 76% are white, 24% are ethnically diverse, 81% male, 19% female. | James Savory | Ongoing |
| Player Pathway | Pathway players from State Schools U13-U15 to be given extra coaching to help their progression, with 25+ additional coaching hours provided | James Savory Jason Harrison | By September 2024 |
| Player Pathway | For 2 MCC Foundation Hubs (MK and South Bucks) running for State School Boys and Girls at U14 and U16 | George Morris | January 2024 |
| Performance | To continue giving opportunities to all players, of any age, schooling or background in ours Men's and Women's teams. | Jason Harrison | Ongoing |
| Inclusion/Performance | Building a disability team for Bucks - S9 Challenge team | Samina Mehrab | By July 2024 |
| Milton Keynes/Clubs | Create a 3 year plan for MK/North Bucks Cricket participation and development, alongside Clubs and key stakeholders | Rich Hudson Emma Boswell-Harris | By May 2024 |
| Clubs | Raise awareness of EDI within the club network | Emma Boswell-Harris | Ongoing |
| Clubs | Increase the number of women we see completing Coaching courses (23 Women became Activators, Support Coach, Foundation 1 or Core Coaches in 2023) | Emma Boswell-Harris | Ongoing |
| Clubs | Set up a Women's softball league | Claire Munday | By April 2024 |

A GAME FOR ALL IN BUCKS (EDI) – OUR AMBITIONS FOR 2024



| | | | |
|------------------|---|---|-------------------|
| Clubs | Increase in the number of Club Girls sections – from 17 in 2023 – and fixtures played by Girls teams | Claire Munday/Harry Gadsby | By July 2024 |
| Clubs | Increase the number of Girls Dynamos programmes (5 in 2023) and number of girls in All Stars and Dynamos (474 in 2024) | Harry Gadsby Claire Munday | By July 2024 |
| Clubs | Increase in the number of Disability Champion Clubs – from 1 in 2023 | Emma Boswell-Harris | By July 2024 |
| Clubs | Launch new (1 day course) Young Leaders programme for U14-U16s and link it through with BACO to create young officials pathway | Harry Gadsby | By May 2024 |
| Clubs | Support Clubs in creating free kit exchanges | Harry Gadsby | By August 2024 |
| Clubs | Distribute ECB Coach Development bursaries to candidates from diverse ethnicity, women and hardship | Emma Boswell-Harris | By April 2024 |
| Schools | Increase Primary Schools receiving Chance to Shine Whole School Programmes and Engagement Days (47 in 2023) and children reached through coaching and competition days above 10,000 (7,804 in 2023) | Muhsin Raquib | By August 2024 |
| Schools | Increase the number of Secondary Schools (with a focus on MK and Girls) receiving coaching (23 in 2023) and add an indoor Boys Secondary competition to mirror the Girls | Muhsin Raquib George Morris Claire Munday | By July 2024 |
| Schools | Expand our SEND Schools programme, deliver more table cricket and softball cricket to pupils (6 Schools in 2023) | Muhsin Raquib | By July 2024 |
| Community | Community National Programmes (AS&DC) - New settings and participants through partnerships and wide range of stakeholders (232 participants at 19 programmes in 2023) | Muhsin Raquib | By September 2024 |
| Community | Softball Street Cricket team for Women & Girls from different backgrounds | Samina Mehrab | By June 2024 |
| Community | Add a 9 th Street Cricket programme for Girls in South Bucks and explore running Urban Women's Cricket hubs for diverse backgrounds | Samina Mehrab | By April 2024 |
| Community | Increase number of Disability Super 1s participants from 37 (across 4 hubs) to 55 | Samina Mehrab | By September 2024 |

BUCKS CRICKET DEMOGRAPHICS



BUCKINGHAMSHIRE

Population: 840,100 [2021 census]

2 unitary authorities:

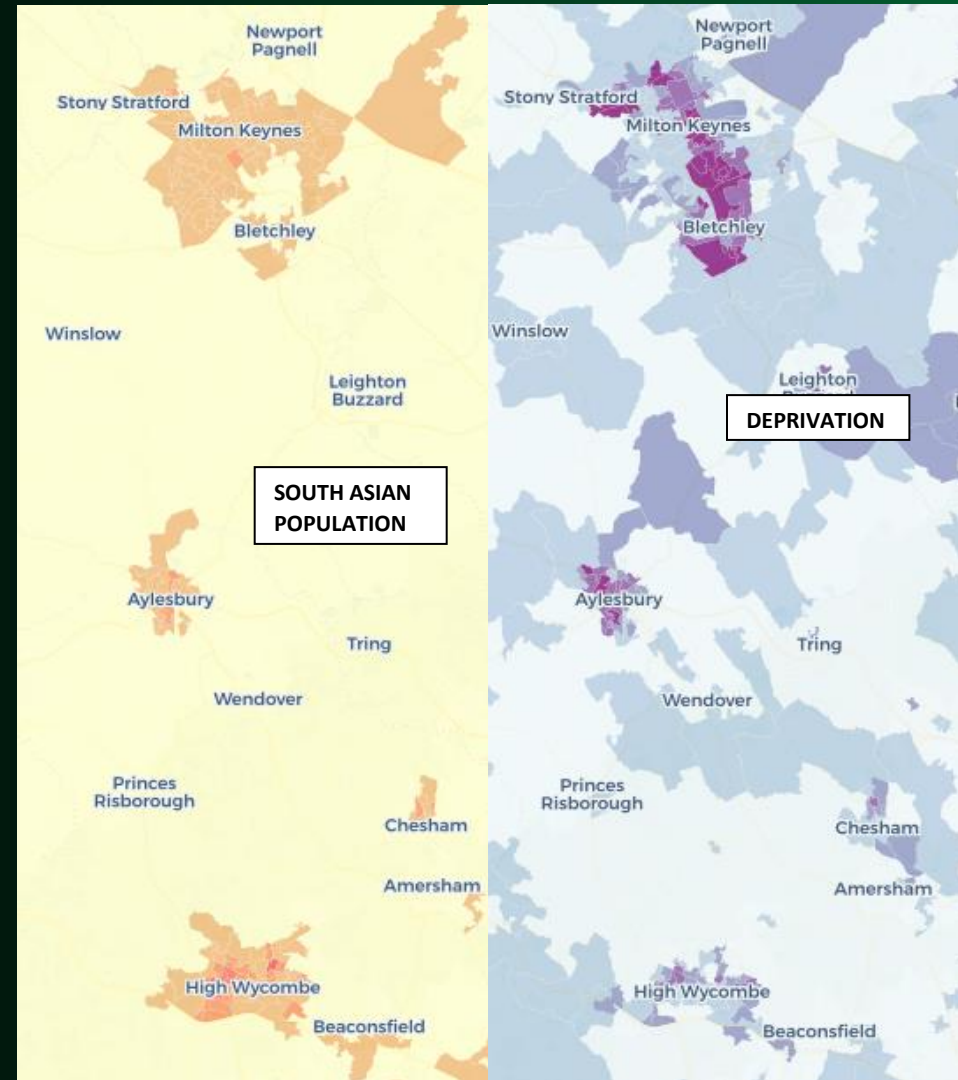
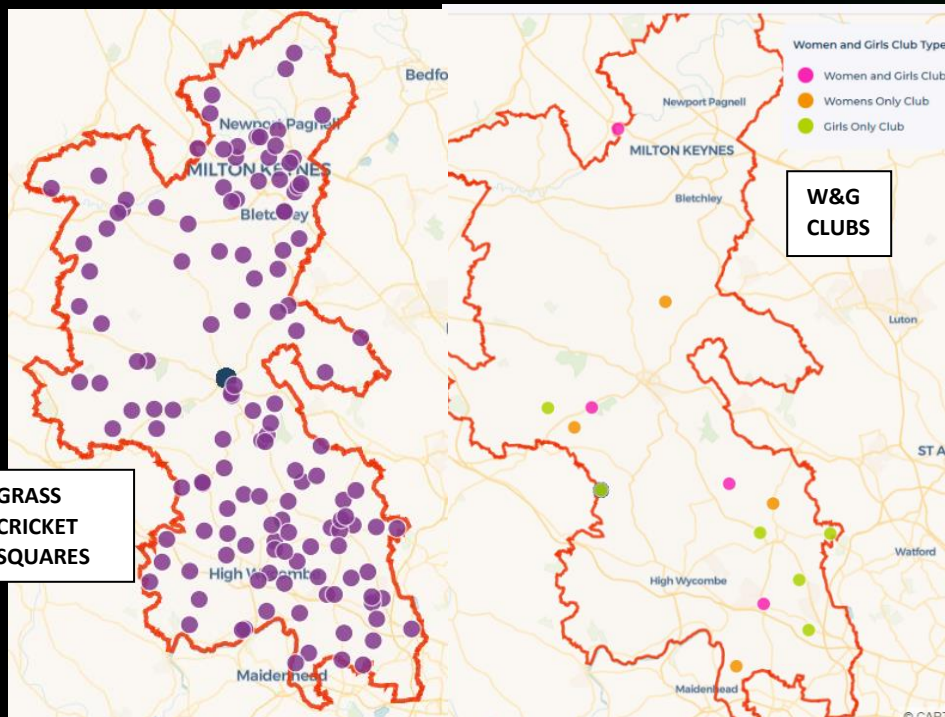
553,100 live within Buckinghamshire County Council territory

287,000 within Milton Keynes.

Ethnicity

Buckinghamshire: 81% White, 8.6% Asian, 2.1% Black, 2.4% Mixed

Milton Keynes: 72% White, 12% Asian, 10% Black, 4% Mixed.





BUCKS CLUBS 2023

99 Affiliated Clubs
 46 Clubs with Junior Teams in Bucks competitions
 3 Clubs with Junior Teams in other County comps
 12 Clubs running All Stars but not Teams
 8 Women's Hardball League Teams from 7 Clubs
 29 Girls Teams in competitions from 14 Clubs
 2 Clubs hosting Disability cricket
 Coaches certified on ECB Courses in 2023: 18% Ethnically Diverse, 11% Women

| 2023 CLUB PLAYERS | | Total: 9.8k | | | |
|-------------------|--------------------------|-------------|---------|--------|--------|
| | | Senior | Women's | Junior | Girls' |
| | Volume of players | 5,597 | 230 | 3,454 | 548 |
| | % of share | 57% | 2% | 35% | 6% |
| Bucks | Average games per season | 6.9 | 4.8 | 5.8 | 3.4 |

2023 ALL STARS AND DYNAMOS - CLUB AND COMMUNITY PROGRAMMES - GENDER AND ETHNICITY

| Participant Gender | Female | Female | Female | Female | Male | Male | Male | Male |
|---|------------|------------|------------|------------|------------|------------|------------|------------|
| Course Type | All Stars | All Stars | Dynamos | Dynamos | All Stars | All Stars | Dynamos | Dynamos |
| Participant Ethnicity High Level | Bookings | Percentage | Bookings | Percentage | Bookings | Percentage | Bookings | Percentage |
| Chinese or other Asian | | | | | 3 | 0% | | |
| Indian, Bangladeshi, Pakistani, or Sri Lankan | 35 | 14% | 34 | 20% | 148 | 18% | 89 | 23% |
| Black/African/Caribbean | | | 3 | 2% | 4 | 0% | 5 | 1% |
| Mixed ethnic groups | 11 | 5% | 12 | 7% | 39 | 5% | 20 | 5% |
| White | 196 | 81% | 119 | 71% | 637 | 77% | 264 | 70% |
| <i>Total Bookings</i> | <i>242</i> | | <i>168</i> | | <i>832</i> | | <i>379</i> | |
| <i>Ethnic Diversity</i> | | <i>19%</i> | | <i>29%</i> | | <i>23%</i> | | <i>30%</i> |

BUCKS CRICKET DEMOGRAPHICS



BUCKS CRICKET 2023

STAFF (full or part time): 36% female, 14% ethnically diverse

TRUSTEES (Non-Executive Directors): 38% female, 13% ethnically diverse

External Contracted Coaches

Participation Programmes: 66% female, 66% ethnically diverse

County Pathway: 15% female, 25% ethnically diverse

Our Participation Programmes: Primary (Chance to Shine), Secondary and SEND (Lord's Taverners) Schools. Disability Super 1s (LTs), Street Cricket (CtS) and Dynamos Intros (ECB).

Our Pathway Programmes: Boys and Girls Pathway (County/Development/Regional), Men's 1st and 2nd XIs and Women's 1st XI. Boys and Girls Emerging Players (EPP) and Midweek Training (MTP) Programmes. Skill Zones and Boys State School Hubs.

Our Staff



Bucks Cricket PLAYER PATHWAY 2024

A comprehensive view of Player Pathway 2024 data is available on our website:
<https://bucks cricket.co.uk/pages/bucks-player-pathway-data>



| Current School Type | Boys U11 | Boys U12 | Boys U13 | Boys U14 | Boys U15 | Boys U16 | Boys U18 | Girls U11 | Girls U13 | Girls U15 | Girls U18 |
|---------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Independent | 22 | 20 | 20 | 3 | 9 | 5 | 5 | 15 | 11 | 9 | 1 |
| | 36% | 33% | 33% | 10% | 38% | 23% | 23% | 48% | 35% | 29% | 5% |
| State Selective | | 21 | 32 | 22 | 8 | 8 | 13 | | 15 | 13 | 11 |
| | | 35% | 53% | 73% | 33% | 36% | 59% | | 48% | 42% | 55% |
| State | 39 | 19 | 8 | 5 | 7 | 9 | 4 | 16 | 5 | 9 | 8 |
| | 64% | 32% | 13% | 17% | 29% | 41% | 18% | 52% | 16% | 29% | 40% |
| TOTAL | 61 | 60 | 60 | 30 | 24 | 22 | 22 | 31 | 31 | 31 | 20 |

| Current School Type vs Prior Year | ALL BOYS | | | ALL GIRLS | | |
|-----------------------------------|----------|---------|--------------------------|-----------|---------|--------------------------|
| | 2023/24 | 2022/23 | Difference to Prior Year | 2023/24 | 2022/23 | Difference to Prior Year |
| Independent | 30% | 32% | -1.9% | 32% | 31% | 0.6% |
| State Selective | 37% | 42% | -4.6% | 35% | 36% | -1.9% |
| State | 33% | 26% | 6.5% | 34% | 32% | 1.3% |

| Ethnicity | ALL BOYS | | | ALL GIRLS | | |
|--------------------|----------|---------|--------------------------|-----------|---------|--------------------------|
| | 2023/24 | 2022/23 | Difference to Prior Year | 2023/24 | 2022/23 | Difference to Prior Year |
| Asian | 44% | 44% | -0.2% | 22% | 16% | 6.1% |
| Mixed | 7% | 7% | 0.5% | 6% | 3% | 3.0% |
| White | 48% | 48% | -0.3% | 70% | 78% | -7.7% |
| Other Ethnic Group | 1% | 0% | 0.3% | 0% | 0% | 0.0% |
| Unknown | 1% | 1% | -0.4% | 2% | 3% | -1.4% |

| Birth Quarter vs Prior Year | ALL BOYS | | | ALL GIRLS | | |
|-----------------------------|----------|---------|--------------------------|-----------|---------|--------------------------|
| | 2023/24 | 2022/23 | Difference to Prior Year | 2023/24 | 2022/23 | Difference to Prior Year |
| Q1 | 35% | 33% | 1.9% | 32% | 35% | -2.6% |
| Q2 | 28% | 27% | 0.6% | 27% | 22% | 5.5% |
| Q3 | 19% | 25% | -5.6% | 26% | 28% | -1.5% |
| Q4 | 18% | 15% | 3.0% | 14% | 15% | -1.4% |

BUCKS YOUTH CRICKET TRUST SUPPORT 2023: Player Pathway



September 2022 to August 2023: BYCT supported 24 players with the cost of training, match fees and tours, subsidising payments by £2.2k

To make support more accessible for winter training this year we sent out a 20% and 40% discount options, for any players to use who required support, with the option to contact Stuart Beck (BYCT) if a higher level of support was required.

Similarly, for EPP & MTP sessions (that are already over 50% subsidised by Bucks Cricket) we offered a 50% off code with the registration link.

October 2023: BYCT have already supported 40 players with the cost of winter training, subsidising payments by £1.6k (see breakdown in the table below). Other pathway parents donated a total of £420 in October 2023 to support this provision.

| No. of Players Supported by BYCT & Amount Subsidised | | | | | |
|--|---------|--------|--------|--------|--------|
| Session | BYCT100 | BYCT50 | BYCT40 | BYCT20 | TOTAL |
| Boys Winter Training Phase 1: 2023 | 5 | 0 | 16 | 5 | 26 |
| | £425 | £0 | £596 | £106 | £1,127 |
| Girls Winter Training Phase 1: 2023 | 1 | 0 | 1 | 8 | 10 |
| | £85 | £0 | £34 | £167 | £286 |
| EPP/MTP Phase 1: 2023 | 0 | 4 | 0 | 0 | 4 |
| | £0 | £160 | £0 | £0 | £160 |
| TOTAL | 6 | 4 | 17 | 13 | 40 |
| | £510 | £160 | £630 | £273 | £1,573 |

BYCT: CLUBS JUNIOR WICKET-KEEPERS

2 free sessions delivered by Marc Broom and Chloe Hill in February 2023 at AGS



COST REDUCTION FOR ALL PATHWAY PLAYERS

Through sponsorship from Wolters Kluwer and a grant from ECB, we were able to reduce the cost to parents of the 2023 summer programme by a total of £30,000.

BYCT then provided further grants to 10 players for summer fees and 3 players for festivals.

All nomination/trial sessions were delivered free of cost to players/parents – at a cost of £7k to Bucks Cricket, supported by an ECB grant.



STREET CRICKET

CHANCE TO SHINE STREET

FREE WEEKLY SESSIONS ACROSS BUCKS

CHESHAM

Chesham Leisure
MIXED AGED 8-15
Wednesdays 18:00 – 19:30

MILTON KEYNES

Bletchley Leisure Centre
GIRLS AGED 8-15
Fridays 18:00 – 19:30
Radcliffe School,
Wolverton
MIXED AGED 8-15
Saturdays 13:45 – 15:15

High Wycombe

Leon Leisure Centre,
Bletchley
MIXED AGED 8-15
Mondays 17:00 – 18:30

AYLESBURY

The Grange School
GIRLS AGED 8-15
Thursdays 18:00 – 19:30
MIXED AGED 8-11
Saturdays 12:00 – 13:30
MIXED AGED 11-15
Saturdays 13:30 – 15:00

HIGH WYCOMBE

Highcrest Academy
MIXED AGED 8-15
Tuesdays 18:00 – 19:30

No equipment needed.
Wear sports clothes.



COMMUNITY CRICKET - MAKING CRICKET MORE ACCESSIBLE

In 2023, Bucks Cricket ran:

- 8 weekly free Street Cricket hubs – up from 6 in 2022
- 4 weekly free Disability Super 1s hubs – up from 3 in 2022
- 6 free All Stars Centres in urban areas
- 8 free Dynamos Centres in urban areas

| Street Hubs | White British | White European | Pakistani | Indian | Sri Lankan | Arabic | Black Caribbean | Black African | White and Black Caribbean | White and Black African | White and Asian | Other | TOTAL |
|--------------------------|---------------|----------------|------------|------------|------------|----------|-----------------|---------------|---------------------------|-------------------------|-----------------|----------|------------|
| Aylesbury (11-15) | 3 | 3 | 76 | 23 | 8 | 3 | | 2 | | | 6 | | 124 |
| Aylesbury (8-11) | 3 | | 36 | 14 | 5 | | 1 | 2 | | | 2 | | 63 |
| Aylesbury Girls Only | | | 8 | 10 | 1 | | | | | | | | 19 |
| Bletchley | 1 | | 32 | 13 | | | | | | | | | 46 |
| Chesham | 13 | 2 | 10 | 29 | 10 | 1 | 3 | | | 1 | | | 69 |
| Milton Keynes Girls Only | 1 | 1 | 18 | 1 | | 2 | | | | | | 2 | 25 |
| High Wycombe | 11 | 2 | 35 | 9 | 1 | | 1 | 2 | 1 | | 5 | | 67 |
| Wolverton | 20 | | 24 | 23 | | 1 | | | 2 | | 4 | | 74 |
| TOTAL | 52 | 8 | 239 | 122 | 25 | 7 | 5 | 6 | 3 | 1 | 17 | 2 | 487 |
| | 11% | 2% | 49% | 25% | 5% | 1% | 1% | 1% | 1% | 0% | 3% | 0% | 100% |

| Street Hubs | Female | | Male | | TOTAL |
|----------------------------|------------|------------|------------|------------|------------|
| Aylesbury (11-15) | 29 | 23% | 95 | 77% | 124 |
| Aylesbury (8-11) | 21 | 33% | 42 | 67% | 63 |
| Aylesbury Girls Only | 19 | 100% | | | 19 |
| Bletchley | 7 | 15% | 39 | 85% | 46 |
| Chesham | 9 | 14% | 57 | 86% | 66 |
| Milton Keynes (Girls Only) | 25 | 100% | | | 25 |
| High Wycombe | 8 | 12% | 58 | 88% | 66 |
| Wolverton | 19 | 26% | 55 | 74% | 74 |
| TOTAL | 137 | 28% | 346 | 72% | 483 |



FREE CRICKET SESSIONS
All disabilities welcome.
Ages 12-25.

| | |
|---|--|
| AYLESBURY Thursdays 17:00 - 18:00 | BLETCHLEY Fridays 17:00 - 18:00 |
| HIGH WYCOMBE Tuesdays 17:00 - 18:00 | CHESHAM Wednesdays 17:00 - 18:00 |

In 2023, our ambitions were:

| 2023 TARGET | RESULTS? |
|---|--|
| 1. Deliver Coaching in 24 Secondary Schools for Girls or Boys in Milton Keynes | Delivered in 23 Schools |
| 2.Special Educational Needs Disability (SEND) School Coaching: from 4 Schools to 10 in 2023 | Delivered in 6 Schools |
| 3.Add a 7 th Street Cricket Hub (Girls only in Aylesbury) | Added the 7th and an 8th (extra mixed group in Aylesbury) |
| 4.Run MK State School cricketers pilot project in Summer 2023. | Delivered 2 weekly sessions for U13 and U15 in the summer, using the facilities at Wolverton Town CC. |
| 5.Make all Girls & Boys Pathway Trials Free (£7.5k) | We delivered this. |
| 6.Significantly reduce Girls & Boys Pathway Summer Subscription from real cost of £18 per game to c. £5 per game (£30k). | We delivered this thanks to ECB and Wolters Kluwer sponsorship |
| 7.Run Women's Softball League in 2023. | We did not deliver this and it is back on our objectives for 2024 |
| 8.Girls Club Teams in Competition: from 23 to 33 in 2023. | We did not deliver this and it is back on our objectives for 2024 – there were 23 Girls Club Teams in competitions in 2023. |
| 9.Coaches: Female and Ethnically Diverse on ECB Foundation and Core Coach Courses | Candidates: 18% Ethnically Diverse, 11% Women |
| 10. South Asian Teams using MK Council Pitches: 3 of 9 to have secured medium term leases and developed sustainability plans to take on running of facilities in 2024 | MK Warriors- Service Level Agreement at Broughton MK Superkings- Long term lease at Winslow Sports Association MK Air and MK Stallions- joint SLA at Westcroft |
| 11. Female Friendly Club Facilities: 3 Clubs to have transformative plans being actively worked towards project completion in 2023 | Timelines are slower but we have been working with Dinton, Beaconsfield and Chenies & Latimer |
| 12. Roll out Club Volunteer EDI Training in 2023 | Shared the ECB ADT with Clubs and put on our website |
| 13. Setup MK/North Bucks Junior Cricket working group to address issues in team entries and growth of the game | Setup strategy work with consultant, leading to a steering group in 2023 |

In October 2023, we surveyed the Club network, Player Pathway and Inclusion hub participants to better understand barriers that exist and potential solutions to inform our 2024 Game for All plan..

150

Responses

14:07

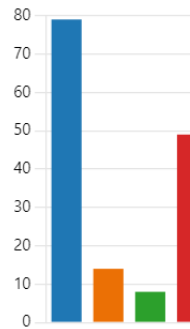
Average time to complete

[View results](#)

1. What is your involvement in Cricket in Bucks? (select all that apply)

[More Details](#)

| | |
|--------------------------------------|----|
| Parent of current Junior Crickete... | 79 |
| Parent of adult/previous junior ... | 14 |
| Junior Cricketer U18 | 8 |
| Adult Cricketer, aged 18+ | 49 |
| Club Committee Official | 40 |
| Club Volunteer | 40 |
| Coach | 34 |
| Teacher | 1 |
| Other | 4 |
| None | 0 |



2. How welcoming and inclusive do you find Cricket in Bucks to be?

[More Details](#)

| | |
|-------------------------------------|----|
| Very welcoming and inclusive | 62 |
| Quite welcoming and inclusive | 45 |
| To some extent welcoming and i... | 29 |
| Not very welcoming and inclusive | 5 |
| Not at all welcoming and inclusi... | 1 |



3. Is your Gender

[More Details](#)

| | |
|-------------------|-----|
| Male | 103 |
| Female | 46 |
| Non-Binary | 0 |
| Prefer not to say | 1 |



4. Which best describes your ethnic background

[More Details](#)

| | |
|-------------------|-----|
| White | 103 |
| Indian | 16 |
| Pakistani | 13 |
| Bangladeshi | 1 |
| Sri Lankan | 2 |
| Black | 3 |
| Mixed Race | 9 |
| Other | 1 |
| Prefer not to say | 2 |

5. Do you have a Disability?

[More Details](#)

| | |
|---------------|-----|
| Yes | 5 |
| My Child does | 8 |
| No | 136 |

6. Have you been involved with the Bucks Cricket Player Pathway (Boys/Girls)

[More Details](#)

| | |
|--------------------------------------|----|
| Yes - current Player | 13 |
| Yes - current Parent | 33 |
| Yes - I used to play in the pathw... | 2 |
| Yes - Child used to play in the p... | 20 |
| No | 83 |

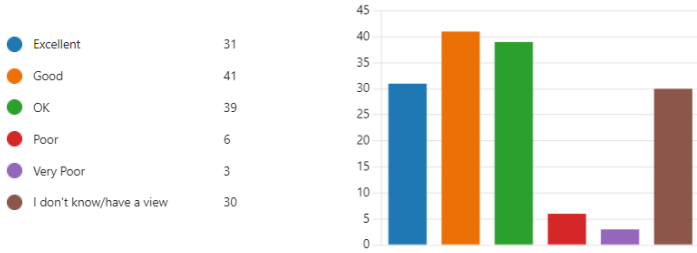


In October 2023, we surveyed the Club network, Player Pathway and Inclusion hub participants to better understand barriers that exist and potential solutions to inform our 2024 Game for All plan..



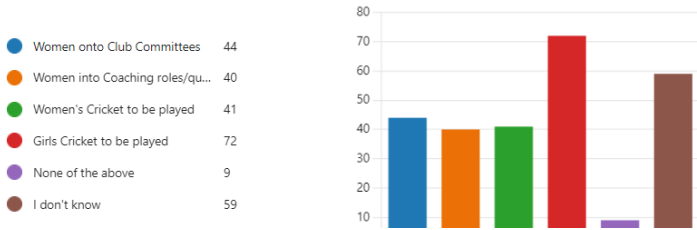
7. In your experience, how would you rate the opportunities for Women & Girls to play and progress in Cricket within Buckinghamshire? [You can add comments via Question 13]

[More Details](#)



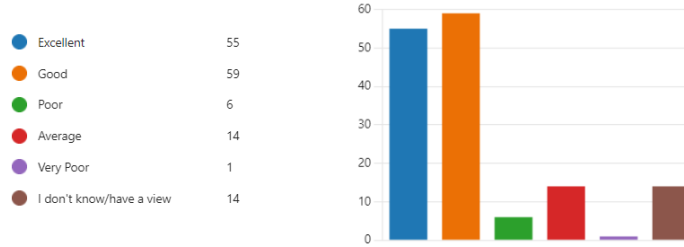
8. In your experience are Clubs in the county good at proactively enabling [tick if you agree (select all that apply)]

[More Details](#)



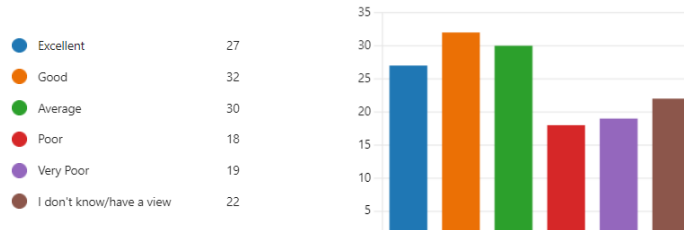
9. In your experience, how would you rate the opportunities for different Ethnicities and Cultures to play and progress in Cricket within Buckinghamshire? [You can add comments via Question 13]

[More Details](#)



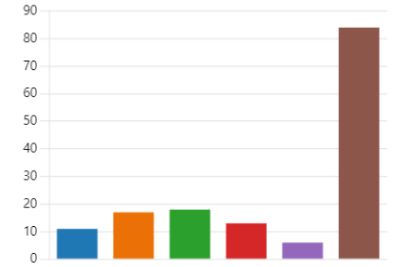
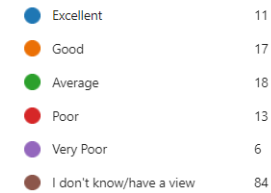
10. In your experience, how would you rate the opportunities for children attending State Schools to play and progress in Cricket within Buckinghamshire? [You can add comments via Question 13]

[More Details](#)



11. In your experience, how would you rate the opportunities for People with Disabilities to play and progress in Cricket within Buckinghamshire? [You can add comments via Question 13]

[More Details](#)



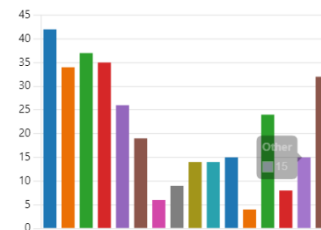
12. To what extent is Cost a barrier to play and progress in Cricket within Buckinghamshire? [You can add comments via Question 13]

[More Details](#)



14. What have been the cause of any barriers seen/experienced? Select all that apply

[More Details](#)



In October 2023, we surveyed the Club network, Player Pathway and Inclusion hub participants to better understand barriers that exist and potential solutions to inform our 2024 Game for All plan..



16. As far as you know, what has your Club done well (if anything, in your experience) to open the game up/reduce barriers to playing and progressing that others might learn/benefit from?



17. As far as you know, what has Bucks Cricket done well to open the game up/reduce barriers to playing and progressing?



18. If Bucks Cricket were to do 1 thing to make Cricket a Game For All in Buckinghamshire what should they do?

