Diversity and Inclusion Action Plan

2024 – 2028

CHANCE TO SHINE

Diversity and Inclusion Action Plan 2024 – 2028

Inclusion has always been and will continue to be at the heart of all we do: it is one of the core values upon which Chance to Shine was founded. This Diversity and Inclusion Action Plan is integral to Chance to Shine's vision for young people.

In February 2024, we launched 'Limitless Futures' - an ambitious strategy for the period 2024 – 2028. Success will see us prioritising those who face additional barriers to play cricket - girls, young people living in deprived areas, young people from ethnically diverse communities and refugees. Success for us means more of these opportunities being led, informed, and coached by the young people and communities we work with.

CHANCE TO SHINE

Inspiring young people through cricket

Objectives

1 Remove barriers to taking part in cricket

2 Reflect the diversity of the young people and communities we work with

3 Foster environments where everyone can thrive, be themselves, and belong

Objective 1: Remove barriers to taking part in cricket

Success across 2024 – 2028 will see:	
Programmes	• Place-based delivery plans – linking Chance to Shine programmes and other local opportunities to continue playing cricket • 10,000 teachers trained - 90% of teachers trained agree 'I feel confident to deliver cricket' • 90% of young people who take part agree 'I had fun' and 'I felt included' • Maintain a sustainable and accessible network of Street clubs, with a continued focus on increasing opportunities and participation for girls
People	• A team which is diverse in background, thought and experience • Chance to Shine ambassadors and Youth Advisory Board are representative of communities we work with
Processes	• Improved grant-making, aligned to Chance to Shine's strategy • Improved use of digital to increase access to key areas of our work

Objective 2: Reflect the diversity of the young people and communities we work with

Success across 2024 – 2028 will see:	
Programmes	• 50% of young people in Chance to Shine programmes are girls • 38% of Chance to Shine schools have a higher than national average proportion eligible for free school meals. 28% of Chance to Shine schools have a higher than national average proportion of pupils from an ethnically diverse community • Street clubs are focused on engaging young people from under-served communities • All Street clubs reflect the ethnic diversity of the communities they are based in, according to local census information
People	• Increased number of women in coaching roles • Ensure youth voice is embedded throughout our work
Processes	• On-going qualitative and quantitative research with 4,000+ young people, teachers, parents and coaches • Inclusive recruitment practices attracting the best talent from diverse communities

Objective 3: Foster environments where everyone can thrive, be themselves, and belong

Success across 2024 – 2028 will see:	
Programmes	• 90% of young people agree Chance to Shine sessions were inclusive and fun • 90% of young people agree their coach is kind, fair, and encourages them to do their best • 95% of young people agree 'I feel like I belong at my Street club'
People	• All staff, trustees, partners and coaches are trained in creating inclusive environments and issues relating to EDI • 90%+ of staff respond positively to areas such as respect, inclusion, fairness and belonging at Chance to Shine • 100% of trustees are able to contribute to discussions, air their views, including when dissenting and are treated with respect • Develop an inclusive, high quality coaching workforce through coach training, e-learning and case studies
Processes	• Staff, trustee and delivery partner feedback is used to identify priorities, monitor progress and inform action planning • People policies, processes and organisational expectations reflect and support our commitment to EDI