



## **Club Inclusion Policy Questionnaire**

Cricket Leinster is committed to the concept of inclusion within the cricketing community it represents. This questionnaire is a first step to raise awareness of what kind of action is required to achieve inclusion and may help clubs to implement an effective inclusion policy. The questions below are meant to start each club thinking about inclusion and what it might entail for them. Attached to this questionnaire is a Scoring List, which can help you see how your club is doing.

### **Governance**

**The governance structure of the club should reflect the membership with an aim to have proportionate representation where possible.**

Do you have women on your board/executive committee?

Do you have women on your sub-committees?

Do you have New Irish on your board?

Do you have New Irish on your sub-committees?

Do the captains of your teams represent the various communities within your club?

Are non-playing roles within the club (volunteering, roles on committees) are made available and promoted to all club members?

Do you advertise positions on your board/executive committee, sub-committees and other volunteering roles?

And if so, do you advertise them within the club only or do you also advertise them in the wider community?

### **Club Membership**

**Club membership should be open to all people, regardless of age, gender, race and ability.**

**The demographics of the club's membership (race, ability, gender) should be representative of the broader community.**

Do you have a women's section?

Do you have a youth section?

Do you have a Taverners' team?

Do you have 'New Irish' members (immigrants, refugees, expats)?

Do you participate in the Cricket4All programme?

Does the club facilitate programmes, strategies or opportunities that engage new members to join the club, placing particular emphasis on increasing the club's diversity?

Are there any obstacles to joining your club specific to these groups (e.g. administrative requirements)?

Is support available to assist in the completion of membership and other forms where required?

### **Club facilities**

**Clubs should be easily reached, and easily accessible to all who wish to become members.**

Do you have (access to) separate toilets for men and women?

Do you have (access to) separate changing rooms for men and women?

Are your club facilities wheelchair-accessible?

Do you have a separate wheelchair toilet?

Is your club accessible through public transport?

Do you have a wheelchair accessible function room (suitable for Table cricket)?

Do you have shelter, toilets and access to fresh water for juniors?

### **Club features**

**Clubs should aim to be part of the wider community.**

Does your club offer activities (e.g. skill development programs, general competitions, social competitions, soft ball cricket, Table cricket, shorter format) which can be adapted or modified to suit diverse needs (e.g. the club is flexible about use of modified uniforms, equipment and rules)?

Do you have guidelines for the 'cricket teas' to make them halal-, kosher- and vegetarian friendly, and, if necessary, gluten- and lactose-free and suitable for diabetics?

Do you consult your players regarding possible religious days or feasts when planning your fixtures?

Do you allow non-profit community groups to use your facilities for a minimal charge?

Version: 13/09/2019

# Score-list on Inclusion & Diversity

The following self-assessment questionnaire can be used by clubs to see where the clubs currently stand on inclusion and diversity. This will identify the areas where clubs need to improve.

Please read the statements below. If any of them are true for your club, tick the box and enter the number beside the box into the last column. At the end of the questionnaire, add the numbers in the last column to see your club's total.		
Membership is open to all, but not reflected in policy/constitution	<input type="radio"/> 1	
Promotional material (web site, Facebook page, etc.) makes clear that membership is open to all, regardless of age, race, gender and ability.	<input type="radio"/> 1	
Everyone is treated equally and with respect, regardless of age, gender, race or ability.	<input type="radio"/> 2	
The club offers toilets, shelter and fresh water	<input type="radio"/> 1	
The club has separate toilets for men and women	<input type="radio"/> 1	
The club facilities are wheelchair accessible	<input type="radio"/> 1	
The club has a wheel chair accessible toilet	<input type="radio"/> 1	
Membership is an accurate representation of the broader community	<input type="radio"/> 1	
There is support available to assist in the completion of membership and other forms where required.	<input type="radio"/> 1	
Club activities are sometimes modified to suit different needs	<input type="radio"/> 1	
Club activities are fully flexible and wherever possible are modified to meet individual needs. This is reflected in club policy	<input type="radio"/> 2	
Club has a women's section	<input type="radio"/> 1	
Club has a youth section	<input type="radio"/> 1	
Club has a Taverner's section	<input type="radio"/> 1	

Club runs Cricket4All	<input type="radio"/> 1	
Some non-playing roles are made available and are promoted to all club members	<input type="radio"/> 1	
All non-playing roles are made available and are promoted to all club members	<input type="radio"/> 2	
Some non-playing roles are made available to non-club members	<input type="radio"/> 1	
All non-playing roles are made available and are promoted to non-club members	<input type="radio"/> 2	
The club has reduced fees for certain categories of members	<input type="radio"/> 1	
The club has flexible payment options	<input type="radio"/> 1	
The club has flexible payment options and reduced fees for certain categories of members	<input type="radio"/> 2	
The club is somewhat accessible by public transport (a walk of 10 minutes or more)	<input type="radio"/> 1	
The club is fully accesible by public transport	<input type="radio"/> 2	
The club consults with members re suitable dates for fixtures	<input type="radio"/> 1	
The club consults with members re dietary requirements for 'teas'	<input type="radio"/> 1	
Club captains consult with opposition re dietary requirements for 'teas'	<input type="radio"/> 1	
The club committee understands the benefits of being inclusive but has not yet taken action on it	<input type="radio"/> 1	
The club committee understands the benefits of being inclusive and has put measures in place to promote inclusion and diversity	<input type="radio"/> 2	
The club's management committee is diverse and reflective of the membership	<input type="radio"/> 2	
Club endeavours to meet its community's needs and reflect its diversity (i.e. targeting women, seniors, people with disability, members of the Travellers community, etc.)	<input type="radio"/> 1	
The club is working with other organisation(s) to actively engage people from low participation groups (e.g. immigrants and people with disability)	<input type="radio"/> 1	

The club organises inclusion training (e.g. disability or cultural awareness training) for staff/volunteers	<input type="radio"/> 1	
The club has an inclusion policy/strategy in place which is effectively communicated to all members	<input type="radio"/> 1	
There are opportunities for club members to provide feedback to the club	<input type="radio"/> 1	

**Guidance on Rating:**

0-15 Club is needs to get serious about on inclusion and diversity

16-30 Club is doing well on inclusion and diversity but can still improve

31-43 club is on target re inclusion and diversity