**Camberwell Magpies Cricket Club – Inclusion Assessment Policy**

**1. Purpose**

The purpose of this Inclusion Assessment Policy is to assess and improve the level of inclusivity within the Camberwell Magpies Cricket Club. This policy aims to ensure that the club provides a welcoming, supportive, and equitable environment for all players, coaches, volunteers, and supporters, regardless of their background, gender, age, race, ethnicity, ability, or other factors. Regular assessments will allow the club to continuously monitor and enhance its efforts in fostering an inclusive culture.

**2. Scope**

This policy applies to all members, players, coaches, volunteers, administrators, and any individuals interacting with the Camberwell Magpies Cricket Club. The inclusion assessments will cover all aspects of the club’s operations, including:

* Recruitment and membership.
* Training and development.
* Social and competitive activities.
* Club communications and interactions with the broader community.
* Accessibility of facilities and equipment.
* Volunteer and staff engagement.

**3. Objectives**

* To promote inclusivity in all aspects of the club’s operations.
* To assess the current inclusivity levels of the club and identify areas for improvement.
* To provide ongoing support for members from diverse backgrounds.
* To foster a club environment where all individuals feel respected, valued, and empowered to participate.
* To ensure that everyone has equal opportunities for development, participation, and representation within the club.

**4. Inclusivity Assessment Framework**

The Camberwell Magpies Cricket Club will assess its inclusivity using a framework that includes the following key areas:

**4.1 Membership and Recruitment**

* Review recruitment practices to ensure that they are welcoming to all potential members, with particular attention to underrepresented groups (e.g., women, people with disabilities, and people from culturally and linguistically diverse backgrounds).
* Evaluate membership accessibility, including any barriers to joining the club.

**4.2 Club Culture and Environment**

* Assess the club’s culture to ensure it promotes respect, collaboration, and diversity.
* Evaluate how inclusive the club's social activities, events, and team dynamics are, ensuring that all members feel welcome and part of the community.

**4.3 Equality in Opportunity and Representation**

* Evaluate whether all members have equal opportunities to participate in training, games, and leadership roles within the club.
* Assess gender representation, leadership roles, coaching, and volunteer opportunities to ensure balanced involvement and no barriers to progression for underrepresented groups.

**4.4 Accessibility**

* Assess whether club facilities, training spaces, and social spaces are accessible to people with physical disabilities.
* Evaluate the availability of equipment and resources that accommodate players with varying abilities.

**4.5 Training and Development**

* Ensure that training opportunities are inclusive and accessible, considering the needs of players and volunteers from all backgrounds and abilities.
* Review whether inclusion-related training, such as cultural competency, anti-discrimination, and diversity training, is provided to coaches, staff, and volunteers.

**4.6 Communication and Language**

* Evaluate whether club communications (e.g., website, social media, newsletters, and event materials) are accessible to all members, including those with language or literacy barriers, or those who may need alternative formats.
* Assess whether the club’s communication fosters an inclusive tone, using inclusive language and messaging.

**5. Assessment Process**

**5.1 Inclusion Assessment Team**
An Inclusion Assessment Team (IAT) will be established to oversee the assessment process. The team will consist of diverse club members, including representatives from different teams, staff, and volunteer groups. Where possible, the team will also include external experts or consultants on inclusion and diversity.

**5.2 Data Collection Methods**
The following methods will be used to gather data for the assessment:

* **Surveys and Questionnaires**: A confidential survey will be distributed to all club members, volunteers, and staff to collect feedback on their experiences with inclusion within the club.
* **Interviews and Focus Groups**: Interviews or focus group discussions will be held with a cross-section of members to gain deeper insights into inclusion-related issues.
* **Observational Assessments**: The team will observe club activities such as training sessions, matches, and social events to identify any visible or perceived barriers to inclusion.
* **Review of Policies and Practices**: A thorough review of the club’s policies, communications, and recruitment materials will be conducted to ensure they align with the club's inclusion goals.

**5.3 Assessment Frequency**

* The club will conduct an initial inclusion assessment to establish a baseline and identify areas for improvement.
* A follow-up assessment will be carried out annually to track progress and assess the effectiveness of the implemented initiatives.

**5.4 Reporting and Transparency**

* Following the assessment, the IAT will prepare a report summarizing the findings and recommendations. This report will be shared with the club’s leadership, coaches, and members.
* The club will publicly share progress on its inclusion goals, ensuring transparency and accountability to members and the broader community.

**6. Action Plan for Improving Inclusion**

Based on the results of the inclusion assessments, the Camberwell Magpies Cricket Club will develop an action plan with clear goals and timelines. The action plan will include:

* **Identifying Barriers**: Identifying specific barriers to participation and inclusion and developing strategies to overcome these challenges (e.g., promoting female participation, providing access for players with disabilities, improving cultural competence).
* **Enhancing Representation**: Fostering a more inclusive and diverse representation within leadership positions, coaching roles, and club activities.
* **Training and Development Initiatives**: Introducing or improving training on diversity, equity, and inclusion for club members, coaches, and volunteers to build awareness and foster inclusive practices.
* **Resource Allocation**: Allocating resources to support inclusion-related initiatives, such as funding for adaptive equipment, subsidizing fees for underrepresented groups, or offering diversity scholarships.
* **Timeline and Accountability**: Creating a timeline for implementing changes, with regular check-ins to assess progress and ensure accountability.

**7. Monitoring and Evaluation**

The Inclusion Assessment Team will monitor the effectiveness of the action plan and review its impact on the club’s inclusivity. The following measures will be used for ongoing evaluation:

* **Feedback Surveys**: Regular surveys will be conducted to gather feedback from members on their perceptions of inclusion within the club.
* **Participation Data**: Tracking participation rates of underrepresented groups in training, events, and leadership positions will help evaluate the success of inclusion efforts.
* **Quarterly Reviews**: The IAT will conduct quarterly reviews to assess the implementation of the action plan and make adjustments as necessary.

**8. Policy Review**

This Inclusion Assessment Policy will be reviewed annually to ensure its effectiveness and alignment with the club’s evolving needs and goals. Any updates or changes will be communicated to all club members, staff, and volunteers.

**Conclusion**

The Camberwell Magpies Cricket Club is committed to fostering an inclusive, respectful, and equitable environment for all members. By regularly assessing our inclusion practices and implementing targeted strategies for improvement, we ensure that every individual can participate fully in the club’s activities and feel valued for who they are.