

# Independent review of allegations of racism in Cricket in Scotland

Scope of review

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Sport for life

**sportscotland**  
the national agency for sport

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## Investigation background

Following a number of serious allegations, **sportscotland** has appointed a team of independent experts to carry out a full a review of racism within Scottish cricket.

Industry expert, Plan4Sport, has been appointed to lead the investigation.

## Plan4Sport

The multi-disciplinary company employs a skilled and diverse team of specialist staff supported by a wider group of expert consultants, with a combined total of 150 years of experience working across all levels of the sport sector.

A team of nine consultants, all equality, diversity and inclusion (EDI) experts from a variety of different backgrounds including governance, safeguarding and child protection, global leadership on EDI, professional and grassroots community sport will lead the review of racism within Scottish cricket.

## Scope of investigation

An in-depth consultation exercise covering all levels of Scottish cricket, with opportunities to share experiences with Plan4Sport, **sportscotland**, as well as with board/staff members at Cricket Scotland. Central to this piece of work, which will be interviews and focus groups with the following past and present:

- Grassroots players
- Coaches
- Umpires
- Club volunteers
- Performance players (men's and women's teams)
- Administrators
- Interviews with each Regional Association Management Committee
- Staff members of Cricket Scotland
- Board members of Cricket Scotland

The creation of a confidential disclosure process for people to share their personal experiences, with guaranteed anonymity. Where appropriate and necessary, follow-up support, signposting, and further investigation, will be provided. This process will start in

January 2022 and will be in place for up to six months, with the potential to extend or reduce based on uptake and engagement. All disclosures will be reviewed and responded to individually and if required passed to the relevant authority or agency. This may include:

- Police Scotland
- Victim support services
- Cricket Scotland

A comprehensive review of existing Cricket Scotland policies and procedures in line with equality, diversity and inclusion best practice, to ensure that lessons are learned, and that action is taken to address any issues identified as part of this process.

Publication of an in-depth report with associated recommendations that Cricket Scotland will take forward and address, with **sportscotland** responsible for holding the governing body and its associations to account on all areas of its implementation.

Further community engagement with the individuals and communities most affected by racism in cricket, ahead of the publication of the recommendations report. This will include a series of meetings to brief identified stakeholders prior to the release of the report.

## Timeline

December 2021

- Desktop review of policies and procedures commences
- Email available for individuals to register interest to be part of the consultation in 2022: [cricketreview@sportscotland.org.uk](mailto:cricketreview@sportscotland.org.uk)

January 2022

- A confidential email available for members of the cricket community to report their experiences. More information to follow.
- Consultation process commences

February 2022

- Desktop review of policies and procedures concluded

May 2022

- Draft report produced

June 2022

- Engagement with key stakeholders on draft report

July 2022

- Report published

## Project Team

### **Louise Tideswell, Managing Director, Plan4Sport**

Louise has 25 years' experience and knowledge of sport gained through her work with National Governing Bodies and professional football clubs and has implemented and assessed over 250 organisations against EDI frameworks.

Louise has significant experience in undertaking organisational reviews, strategic planning and stakeholder consultation. She has also been deployed as interim CEO into sporting bodies where there are identified governance issues and changes in senior management personnel have resulted in the need to provide stability and business continuity. This has included managing the senior team, undertaking reviews of the workforce and Board and delivering cultural change programmes

### **Dr Fiona Bartels-Ellis OBE**

Fiona is Global Head of Equality, Diversity and Inclusion (EDI) at the British Council. She has responsibility for setting and driving the strategic direction of EDI across offices in over 100 countries and territories.

### **Aneel Javed**

Aneel is an EDI Consultant working across sport having previously held the role of Head of Inclusion for 7 years at the English Football League.

### **Sharon Girling OBE**

GirlingHughes Associates Ltd is a company dedicated to promoting the safety and well-being of children and adults at risk across international boundaries. We have previously worked for and currently work with many organisations nationally and internationally including government agencies, non-government organisations, charities and educational institutions. We have extensive experience in auditing, evaluating and reviewing organisational practices and ensuring their capabilities are enhanced.

We support agencies in investigating recent and non-recent incidents, reviewing policies and procedures, developing and delivering training, assessing all aspects of safeguarding including an organisations safer recruitment capability.

Our team consists of former police detectives, senior social workers and senior leaders in schools all of who have years of experience in investigating.

### **Lucy Faulkner**

Lucy Faulkner has over 35 years of experience working with NGBs, local authorities and organisations supporting them on projects including the development of EDI strategies, policies, procedures and actions plans as well as the design and development of EDI learning opportunities.

Previous roles include nine years at The FA where she was the Equality Manager and three years as Child Protection Co-ordinator. She current holds the role of Director at Netball Scotland and is the Board Equality and Safeguarding champion.

### **Tunde Banjoko OBE**

Tunde is Chief Executive and Founder of Making The Leap, an inspirational youth & social justice charity that makes a positive impact for thousands of young people every year and encourages and partners with employers on their diversity priorities.

### **Chris Gibbons**

Equality, Diversity and Inclusion Consultant working with governing bodies, professional and grassroots sports across the UK.