

TERMS OF REFERENCE

- 1.1. The Independent Commission for Equity in Cricket (the Commission) was announced by the England and Wales Cricket Board (the ECB) on 2 March 2021 to examine issues of equity in the ECB led sport of cricket (the sport).
- 1.2. The Commission will examine questions of equity in relation to race, gender and class within the sport including access to the sport, the pathways to professional level cricket, and barriers to access and progression through such pathways.
- 1.3. The Commission will examine and consider written and oral evidence, whether current or historical. It will encourage and take evidence from all those who wish to give it so that it can listen to and record the lived experiences of those who have been subjected to, or have witnessed discrimination or prejudice based on race, gender and class. However, the Commission will not investigate individual complaints.
- 1.4. The Commission shall also review the strategic decision making and approach of the ECB in relation to its work on race, gender and class. It will consider the types of data collected, and how that data is used by the ECB to support its strategic decision making.
- 1.5. The Commission will also examine, in the context of race, gender and class:
 - 1.5.1. the historic and current culture within the sport;
 - 1.5.2. the current governance and leadership of the ECB and within the sport;
 - 1.5.3. the efficiency, effectiveness and application of the current grievance, disciplinary and complaints handling processes, whether formal or informal;
 - 1.5.4. the whistleblowing procedures that are in place and whether or not they are appropriate and effective.
- 1.6. The Commission will highlight areas of good practice, as they relate to issues of race, gender and class, whether within the sport or from other sports.
- 1.7. The Commission will produce a written report once it has completed its work. If appropriate it will make practical recommendations as to how the ECB, and the sport, can make good on the issues that are identified. Where issues are drawn to the Commission's attention that are outside its current scope (race, gender and class) and they relate to protected characteristics as defined by the Equalities Act 2010, the Commission will highlight these within its report and make further recommendations to the ECB in this regard.