



CRICKET WELLINGTON INC.

WOMEN AND GIRLS CRICKET AT YOUR CLUB

Cricket Wellington acknowledges the input of Cricket Wellington Young Leaders and Cricket Wellington Women & Girls Working Group in the creation of this resource.



More women and girls are playing cricket in Wellington than ever before and this continues to grow annually. Cricket Wellington and all affiliated clubs have an obligation to provide an inclusive experience for all players and club members.

We appreciate that all clubs are at a different stage of their journey and this guide has been put together to provide clubs with a toolkit of options to ensure your club better meets the needs of female club members, and subsequently your local community.

What are the benefits of having more women and girls involved in your club?

- An appealing social atmosphere with a wider community inclusion
- Diverse decision making
- Increased sponsorship and fundraising options, and more income from increased membership base
- More coaches, managers, scorers, and club members
- More players – 51% of our population is female which represents the greatest opportunity for your club membership to grow
- Women have a significant role in influencing their families and their choice of sporting code. The more women who are involved, the more children and families who are involved



**How can your club provide
a better service to women and
girls in your community?**



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Governance, Leadership and Planning

- Create an inclusion policy at your club to set the tone and expectations for all club members, and will deal promptly with any sexism that arises
- Develop a Women and Girls Strategy at your club that will guide decision making and initiatives for future seasons
- Facilitate a professional and well managed committee that is flexible in attendance to suit family commitments
- Input a system for club members to follow if they have any issues, complaints or grievances
- Provide training for the Club Committee Chair to overcome any gender bias and ensure they have the skills to promote inclusion at meetings
- Recruit a dedicated Women and Girls Coordinator to sit on the committee. Ensure this role is fully supported and embedded in the overall club functions. The person in the role cannot be working in isolation and be the sole advocate for female cricketers at your club
- Seek out and invite potential female candidates to join the club committee to achieve equal gender representation. Consider tailoring the role to suit family commitments



Visibility and Awareness

- Awards events must equally represent both male and female cricketers
- Ensure women and girls sections of the website are relevant, current and easily accessible
- Equal representation and coverage on all social platforms and website
- Regularly ask your female and male players what is appealing to them and how can the club better meet their needs
- Review all external and internal documents and ensure language used is appropriate and gender neutral
- Share your committee on the club website and include their role and if appropriate how they can be contacted



Equipment and Uniforms

- Ensure all equipment and resources provided to all teams including women's, men's and juniors teams is of good quality, appropriately sized for the team, and safe. Have a system in place that enables coaches and players to request new or more appropriate equipment if required
- Offer a variety of uniform options that are designed especially for women and focus on comfort and choice, over conformity. Research has shown that young women aged 12-18 years would prefer long sleeves over singlets, dark over light pants, and loose-fitted over tight-fitted uniforms. In fact, offering a flexible uniform at your club encourages 48% of young women to stay in the sport (Victoria University, Australia, 2022)



Facilities and Equipment

- Adorn club walls with imagery of all your club players including women, men and juniors
- Ensure a fair allocation of quality fields and training spaces
- Facilities must be clean and consider hiring a cleaner if need be
- Identify and set up a child-friendly space. It's best to avoid spaces beside toilets, bars and exits
- Install adequate external lighting around clubrooms, training facilities and carparks
- Provide a good range of food and beverages, including non-alcoholic
- Provide accessible and private toilet facilities for both women and men and ensure provision of sanitary bins in toilet facilities
- Provide adequate changing rooms for both women, men and the opposing team. It's best practice to remove urinals and open showers and replace them with toilet and shower cubicles
- Provide clean baby change facilities
- The Club Honours Board must recognise both female and male players



Coaching, Trainings and Development

- Actively seek out and invite potential female coaches, managers, umpires and scorers to participate
- Consider the mothers, whānau, young people, current club networks, or retired or injured players at your club. Talk to them and tailor roles to suit their availability
- Ensure all your coaches and club representatives have completed all relevant safeguarding training and maintain an up-to-date police vetting system
- Offer a full pathway of opportunities for women and girls. Consider working in partnership with a neighbouring club while your club builds their own player base
- Offer end-of-season reviews and post-game reviews for all players and teams
- Provide good quality coaching for all players; women, men, girls and boys
- Provide suitable training and development for female coaches and those coaching women and girls





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