



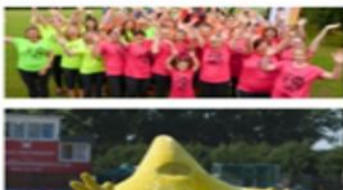
STAFFORDSHIRE
CRICKET

Equality, Diversity and Inclusion Plan 2026/27

March 2026



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CRICKET



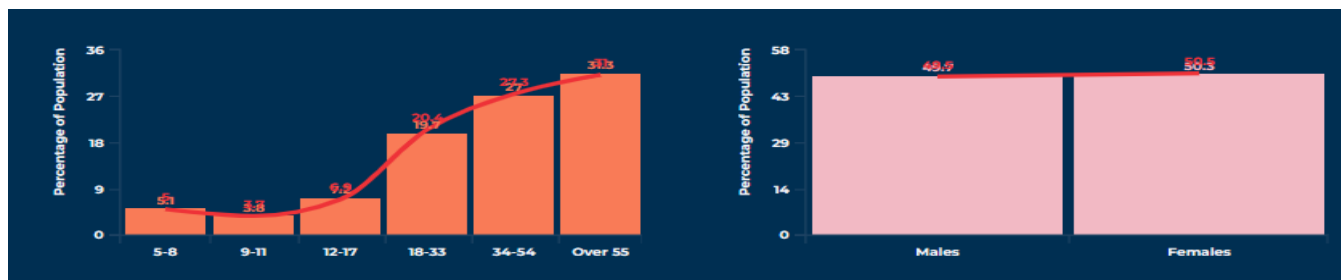
Our Vision

Staffordshire – a beacon for inclusive recreational cricket. People of all ages, backgrounds and abilities having opportunities to enjoy the game.

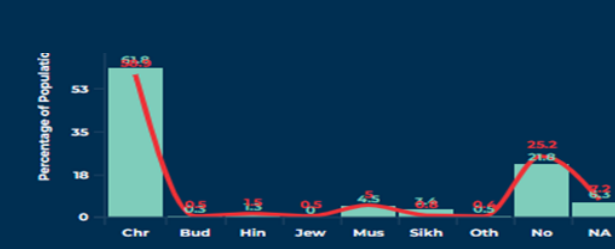
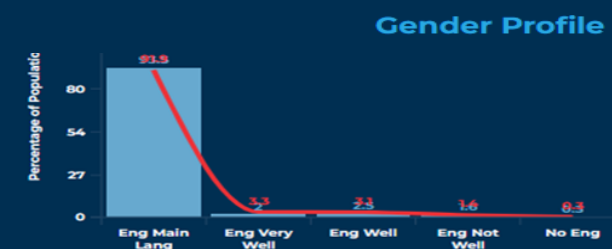
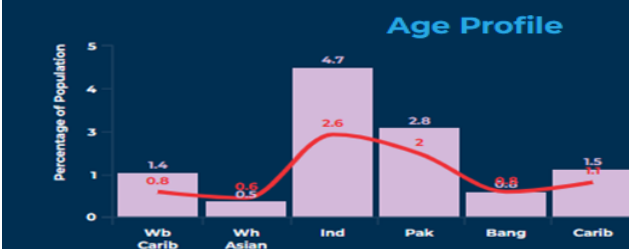
Governance & Leadership Administrative Structures and committees that reflect communities and membership	Workforce Volunteer and Professional workforce representative of the county's population	Education & Training Awareness, understanding and consideration for our hugely diverse population	Participation Recreational opportunities to help find your place in the game	Talent Inclusive Talent identification and development process giving the best opportunities for everyone to reach their potential
<i>Strengthen diversity and inclusion at board level by maintaining a minimum of 40% gender representation across appointed NED positions.</i>	<i>Head of Club Cricket to manage and provide bursary-funded access to Coach Development Courses for candidates from under-represented communities (25 places) throughout September 2026 – March 2027.</i>	<i>Deliver the remaining EDI training modules – Unconscious Bias and Proactive Culture – by January 2027, achieving completion across a minimum of 85% of core team staff. Training to be coordinated and booked by the EDI Lead and CCB Lead Officer.</i>	<i>Deliver a bursary programme to provide National Programmes in after-school settings across target areas during the next academic year, creating 825 funded places with a total investment of £16,500. Programme to be led by the National Programme Lead and delivered by school coaches.</i>	<i>Deliver three County Ability Representative Teams (one VI and two LD/PD), supported by a sub-county Softball Cricket development programme, led by the Head of Disability Cricket and delivered through Ability Pathway Coaches throughout the 2026-27 season and beyond.</i>
<i>CCB Lead Officer to work with two key senior leagues (NSSCCL and B&DPCL) to raise awareness and promote anti-discrimination training for league committees and affiliated clubs by March 2027 in preparation for the new season.</i>	<i>Head of Club Cricket to work in partnership with the Coach Development Team to deliver Women's Only Foundation Coach and Metro Bank Girls in Cricket Core Coach courses, alongside a Women's Only Umpire Course, by March 2027.</i>	<i>Strengthen leadership capability and inclusive practice by ensuring the CCB Lead Officer and Chair complete the ECB's Racial Literacy and Inclusion training by March 2027.</i>	<i>Head of Disability Cricket and school coaches to engage with 55 SEND schools during the next academic year, delivering an inclusive competition programme comprising six county competitions (five Table Cricket and one Softball Cricket).</i>	<i>Increase accessibility into pathway cricket by using the Early Engagement Programme in Sept/Oct 2026, to provide a free-of-charge entry route for identified target age groups, led by the EEP Lead.</i>
<i>CCB Lead Officer to work in partnership with the EDI Lead to design and deliver a targeted communications and engagement campaign that increases staff knowledge and</i>	<i>Deliver 2 bespoke Young Cricket Collective courses in the Black Country and Stoke targeting under-represented communities during Easter & Summer Holidays 2026 by our dedicated clubs' team.</i>	<i>CCB Lead Officer to support emerging and future leaders work with ECB and co-ordinate further EDI training opportunities with near-neighbour counties.</i>	<i>Head of Schools' Cricket and school coaches to deliver a schools' cricket programme across a minimum of 63 primary schools during the next academic year, prioritising schools where free school meal uptake exceeds the national average.</i>	<i>CCB Lead Officer to work alongside the Head of Performance and Pathway to introduce the Youth Boundary Training programme across all appropriate County Age Group teams as part of the Summer 26 programme.</i>

awareness of how and where to report discrimination as recorded in the annual EDI census (>90%) by March 2027.				
EDI Lead to continue monitoring local EDI Census data to identify trends, inform decision-making, and shape targeted workforce education and training initiatives. Quarterly monitoring throughout the reporting cycle.			Women's & Girls Development Officers to work on a one-to-one basis with 15 clubs over the next 12 months to grow the girls' game and support the establishment of new girls' teams.	Operating six MCCF groups (three age categories across two venues) to deliver a funded performance and development programme for young people. The programme will be led by the Head of Performance and Pathway and will include a structured match-play schedule running throughout Spring and Summer 2026.
*Bold themes – personal objectives for CCB Lead Officer				

Our Landscape



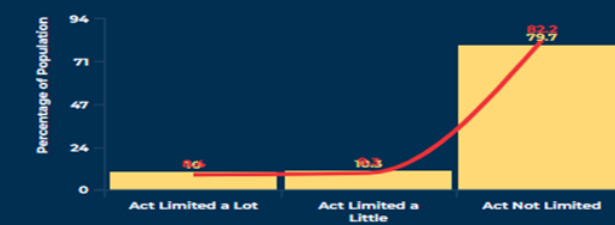
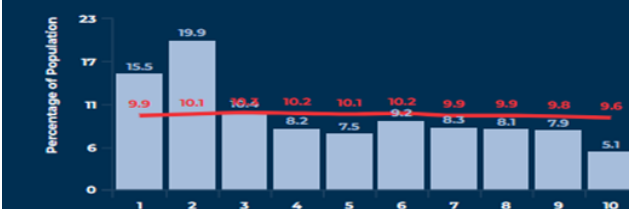
Equality, Diversity and



Ethnic Group

Language

Religion



Index of Multiple Deprivation

General Health

Disability

Our County Demographics (Census 2021 data)

	Population 2011	Population 2021	% Change from 2011 Census	ETHNICALLY DIVERSE 2021	Population 2034	% Predicted Change from 2021 Census
Cannock Chase	97500	100500	3.1%	3.40%	109573	9.0%
East Staffordshire	113600	124000	9.2%	13.70%	128917	4.0%
Lichfield	100700	106400	5.7%	5.10%	109390	2.8%
Newcastle-under-Lyme	123900	123300	-0.5%	7.10%	137729	11.7%
Sandwell	308100	341900	11.0%	42.80%	353449	3.4%
South Staffordshire	108100	110500	2.2%	6.20%	117069	5.9%
Stafford	130900	136800	4.5%	6.60%	150609	10.1%
Staffordshire Moorlands	97100	95800	-1.3%	2.00%	100026	4.4%
Stoke-on-Trent	249000	258400	3.8%	16.50%	266257	3.0%
Tamworth	76800	78600	2.3%	4.20%	75591	-3.8%
Walsall	269300	284100	5.5%	28.70%	309816	9.1%
Wolverhampton	249500	263700	5.7%	39.40%	284624	7.9%
County Total / average	1924500	2024000	5.2%	21.2%	2143050	5.9%
West Midlands		5,950,757	6.2	23.00%		
England		56,489,800	6.6	19.00%	61800000	9.4%

Monitoring

Pathway

Staffordshire Cricket Core Team (Feb)

	<u>Core Team Staff</u>				<u>Total Payroll Staff</u>			
	Total	Female	Male	ETHNICALLY DIVERSE	Total	Female	Male	ETHNICALLY DIVERSE
2022	15	7 (47%)	8 (54%)	2 (13%)	41	11 (27%)	30 (73%)	8 (20%)
2023	21	6 (29%)	15 (71%)	5 (24%)	44	9 (20%)	35 (80%)	11 (25%)
2024	20	7 (35%)	13 (65%)	6 (30%)	45	13 (29%)	32 (71%)	14 (31%)
2025	21	7 (33%)	14 (67%)	6 (29%)	47	12 (26%)	35 (74%)	15 (32%)
2026	19	7 (37%)	12 (63%)	4 (21%)	51	17 (33%)	38 (67%)	13 (25%)

County Age Group Pathway Participants Numbers

Boys	Trials			Skill Sets			Winter			Summer		
	Total	ETHNICALLY DIVERSE	State School	Total	ETHNICALLY DIVERSE	State School	Total	ETHNICALLY DIVERSE	State School	Total	ETHNICALLY DIVERSE	State School
2021/22	337	99 (29%)		212	56 (26%)		134	33 (25%)		129	33 (26%)	
2022/23	295	91 (31%)		231	65 (28%)		144	43 (30%)		136	41 (30%)	
2023/24	336	87 (26%)	227 (68%)	225	62 (28%)	165 (73%)	163	54 (33%)	119 (73%)	133	41 (31%)	
2024/25	374	133 (36%)		238	80 (34%)	155 (65%)	167	50 (30%)	126 (77%)	161	49 (30%)	124 (76%)
2025/26	432	201 (46%)	317 (73%)	256	84 (33%)	167 (65%)	162	55 (34%)	111 (69%)			

Girls	Trials			Skill Sets			Winter			Summer		
	Total	ETHNICALLY DIVERSE	State School	Total	ETHNICALLY DIVERSE	State School	Total	ETHNICALLY DIVERSE	State School	Total	ETHNICALLY DIVERSE	State School
2021/22				105	15 (14%)		105	15 (14%)		85	14 (16%)	
2022/23	10	4 (40%)		97	12 (12%)		97	12 (12%)		89	9 (10%)	
2023/24	26	9 (35%)		125	19 (15%)	111 (89%)	95	13 (14%)	74 (78%)	52	9 (17%)	41 (79%)
2024/25	49	6 (12%)	38 (77%)	121	29 (24%)	82 (74%)	85	17 (20%)	62 (73%)	85	17 (20%)	54 (63%)
2025/26	93	15 (16%)	71 (76%)	157	30 (19%)	115 (73%)	111	18 (16%)	79 (71%)			

MCC Foundation Hub 2022

	Boys			Girls		
	Total Trial/Attendees	ETHNICALLY DIVERSE Trial/Attendees	State School Trial/Attendees	Total Attendees	ETHNICALLY DIVERSE Attendees	State School Attendees
2022	32	18 (56%)	32 (100%)	16 (50%)	6 (38%)	16(100%)
2023	33	16 (55%)	33 (100%)	10 (30%)	3 (30%)	10(100%)
2024	31	12 (39%)	31 (100%)	16 (52%)	4 (25%)	16(100%)
2025	104	35 (48%)	73 (100%)	31 (30%)	6 (19%)	31(100%)
2026	92	28 (30%)	92	23 (20%)	0	23

Volunteer Recognition

Number of Awards	2022	2023	2024	2025	2026
Total	82	93	79	72	72
Female	22 (27%)	31 (33%)	20 (25%)	28 (39%)	
BME	9 (11%)	6 (6%)	4 (5%)	3 (4%)	

Ability	2 (2%)	1 (1%)	1 (1%)	1	
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Participation

Number of Teams Playing	2022	2023	2024	2025	2026
Women's	87	111	123	131	TBA
Girls'	34	43	56	114	TBA

County Grant Fund (CGF) into Club ED&I projects

	Number of EDI Projects	Total Grant Awarded	Total Project Value
2022	12 projects of 18	£117k	£207k
2023	13 projects of 18	£133k	£203k
2024	10 projects of 17	£86k	£154k
2025	6 projects of 17	£92k	£409k
2026	TBA		

Coach Workforce Training Bursaries

	Bursary Value	Female	Ethnically Diverse	Disability	Financial Hardship
2022	£3600	6	10	3	-
2023	£5500	23	13	4	10
2024	£5250	30	9	2	15
2025	£5250	26	8	0	11
2026	£5250	20/37	3/37	2/37	21/37

Highlights / Learnings from EDI Delivery in 2025/26

Governance & Leadership

- 40% female board membership maintained – 56% of appointed roles are females
- Ethnic Diversity of board 22% aligns with county population
- EDI Champion lead now incorporated as part of Chair's role
- Staff EDI lead appointed

Workforce

- In 2025 38% of your respondents were women this has increased from 24% in 2022.
- Almost a quarter of respondents were ethnically diverse which is in line with your local population.
- 100% of staff felt welcomed included and like they belong in 2025 an increase from 88% in 2024.
- All 4 of the key metrics we look at saw an increase this year.
- One of the only metrics that decreased this year was for staff knowing how to report discrimination which went down slightly from 96% to 90%.

Education & Training

- 95% of core staff trained in EDI Banter & Micro-Aggressions, and Bystander Intervention
- Training matrix maintained to ensure EDI relevant certifications are up-to-date

Participation

- Highest RCB growth in girls' cricket in 2025

Talent

- MCCF Hubs provided development opportunities for talented cricketers as free access to pathway opportunities
- Pathway profile maintained high state schools make-up and more than reflective of the county's demographics