



Equality, Diversity and Inclusion

ACTION PLAN 2026





OUR VISION

Cricket is at the heart of our communities where everyone belongs, thrives and grows

OUR PURPOSE

To make cricket inclusive, inviting and accessible to all

OUR MISSION

Inspire, empower and connect communities through cricket

INTRODUCTION

Hampshire Cricket Board is dedicated to making cricket a game that everyone can take part in. Across the county we are expanding programmes, initiatives and learning opportunities designed to open the game to a wider range of people and communities. As we move through 2026, our focus remains firmly on strengthening equity, diversity and inclusion by working hand in hand with clubs, leagues and local groups to build environments where every participant feels welcome.

Alongside this, Hampshire Cricket Ltd has developed a comprehensive EDI Plan for the professional game. By aligning our efforts from community cricket right through to the Utilita Bowl, we are committed to creating a genuinely inclusive cricketing landscape for all in Hampshire.



OBJECTIVES

Each year we set out specific actions to deliver the following four key objectives:

- 1** Drive meaningful change through **effective leadership and governance**
- 2** **Educate, develop and support** our workforce
- 3** **Champion diversity** and create **inclusive environments** in the recreational game
- 4** Be **accountable**



Effective Leadership and Governance



Achieve highest standards in the ECB Governance Framework

Achieve Gold Standard Accreditation by January 2027



HCB's Board of Directors will represent the communities we are part of

Maintain board diversity which goes beyond ECB requirements



Ensure EDI Action Plan is understood and delivered by all HCB employees

All staff to deliver programmes and projects which ensure the game remains fully accessible to all



What does Success Look Like?

- ✓ Equality, diversity and inclusion being at the forefront of every decision-making process
- ✓ Equality, diversity and inclusion actively implemented in day-to-day work at HCB

Educate, Develop and Support our workforce



Create a diverse workforce that represents the communities we are part of

Use EDI census results to monitor background of workforce and identify actions to address any gaps



Increase knowledge and confidence of employees through training and development

Continue with annual EDI training and run courses throughout the year based on employees' training needs



Embed a fully inclusive culture where everyone is respected, feels welcome and supported

Communicate with all employees in a timely manner and implement new organisational structure from February 2026



What Does Success Look Like?

- ✓ An empowered workforce committed to driving meaningful change

Champion Diversity & Create Inclusive Environments



Deliver bespoke programmes to increase participation from underrepresented groups

Continue to deliver programmes which target those from underrepresented groups, including women and girls, those with disabilities and from ethnically diverse backgrounds



Help clubs to create welcoming cultures and environments that are consciously inclusive for all (cultural and facilities)

Promote ECB resources to support clubs to 'Create Welcoming Environments' and grow the number of clubs with ECB accreditation, with a particular focus on those in diverse areas



Promote ECB's Anti-Discrimination Code and a fair and consistent approach to dealing with complaints

Promote/raise awareness of how to report cases of discrimination in cricket and have a dedicated point of contact at HCB for anyone with concerns



What Does Success Look Like?

- ✓ Growth of all HCB programmes and participation by underrepresented groups in affiliated clubs.
- ✓ Clubs creating a welcoming environment
- ✓ Everyone within the game having an understanding of how to report discrimination

Be Accountable



Collate data to understand profile of employees, players and volunteers

Delivery a range of surveys across participants, coaches and volunteers within clubs at all levels



Review and publish progress

Set KPIs for those participating in cricket from underrepresented groups, including women and girls, those with disabilities and from ethnically diverse backgrounds



Actively seek feedback and understand the perception of cricket by people in our communities

Improve our process of listening to young people across all our programmes and build relationships with community organisations



What Does Success Look Like?

- ✓ A systematic approach to player surveys, feedback which informs future decisions
- ✓ Reporting our progress on an annual basis

2026 Key Projects

- **Secure funding for Southampton W10 sessions, enabling the programme to continue past April 2026**
- **Use Metro Bank funding to increase coaching capacity in new girls' sections, building on the success of the Girls Winter Dynamos programme**
- **Expand religious festivals and events across the county and link to EDI marketing plan**
- **Expand Disability Champions clubs across the county**
- **Distribute 2 surveys across Serious Cricket Hampshire Junior Championship:**
 - **Coach survey to understand EDI training need – May 2026**
 - **Player survey to understand player demographic – June 2026**
- **Deliver club affiliation pilot with 17 club, of which 6 will be from underrepresented communities**
- **Embed Serious Cricket Hampshire Junior Championship values into all junior games**
- **Improve how we listen to participants and come up with consistent approach across all programmes**
- **Deliver a volunteer survey in 2026**
- **Recruit a new apprentice, through EDI funding, to deliver in urban areas**



Hampshire Cricket Board Ltd

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