



Hampshire Cricket Board – 2025 EDI Summary

Hampshire Cricket Board (HCB) remains committed to ensuring cricket is fully accessible and inclusive for everyone across the county. Throughout 2025 we advanced significantly across all areas of our work, delivering a variety of impactful programmes and training opportunities. The summary below outlines some of our key achievements from the past year in line with our 2025 EDI Action Plan.

Leadership, Governance and Workforce Support

In 2025 EDI continued to guide our strategic priorities, shaping the way we plan, deliver and evaluate our work. Maintaining strong governance remains central to how we operate, ensuring our decisions are transparent, responsible and aligned with our values. Over the past year we have;

- Shaped our new 4-year strategy around 5 key pillars which build on previous progress and introduce new initiatives that strengthen our commitment to creating a truly inclusive cricketing landscape across Hampshire.
- Sought opinions on what EDI training the workforce requires and encouraged sharing of good news stories and collaborative working so the whole organisation is aware of the work being done.
- Undertaken our annual governance review and started the process for achieving the ECB's new Gold Standard Accreditation.
- Ensured that all members of the Development Team have EDI objectives as part of their personal plans.

Educate, Develop and Support our Workforce

In 2025 we strengthened our commitment to educating, developing and supporting our workforce, ensuring that everyone involved in delivering cricket across Hampshire has the knowledge, confidence and inclusive mindset needed to create welcoming environments for all.

- We delivered training with our casual workforce who deliver across a variety of programmes in schools, urban areas and disability sessions. Sharing best practise, updating everyone on safeguarding procedures and setting standards and expectations for all HCB sessions.
- All permanent staff attended in-person EDI training, undertaking modules in '*Banter/Microaggressions*' and '*Creating a proactive culture*'. In addition, all staff undertook the new online courses '*Preventing Sexual Harassment Throughout Cricket*' and '*Introducing the Boundary*'.
- When recruiting several new roles, including an apprentice, community coaches and a marketing manager, we advertised across a variety of platforms and used a scoring matrix for job applications and in interviews to keep the process fair and transparent.
- We supported those with additional needs and from underrepresented communities to undertake coaching qualifications and provided them with opportunities to deliver across our programmes.
- We embedded our values (Inclusion, Innovation and Impact) into our new strategy and used these to guide our day-to-day decision making.

Champion Diversity

In 2025, we continued to champion diversity across every corner of the game, ensuring that women and girls, urban communities, disabled players and traditional cricket clubs all have meaningful opportunities to engage, develop and thrive. Through targeted programmes, strengthened partnerships and a commitment to removing barriers, we are broadening

participation and creating a cricketing landscape that truly reflects the diversity of Hampshire's communities.

Women and Girls

- In our inaugural year of Girls Winter Dynamos sessions we saw three clubs take part, 59 girls participate and trained 7 activators who continue to have active roles in their clubs. In addition, all 3 clubs have since played Girls U11s matches for the first time.
- In 2025, our W10 festival and other county-wide events continued to offer a short, fun, low-pressure format of the game, making it easier for new players and less-experienced teams to get involved. With 28 clubs at the Utilita Bowl, the festival created a welcoming, social environment where mixed ages and abilities could play together, whilst the introduction of multiple league tiers ensured teams competed at the right level. Together, these opportunities provided flexible entry points and clear progression, helping more women and girls participate in ways that matched their confidence, experience and ambition.
- Promoted period health throughout our club network, with 50 out of 64 Women and Girls clubs now offering period friendly facilities.
- Provided 29 girls with the opportunity to attend a hardball transition day to increase their confidence and support them in developing their game.
- Worked with 8 girls, who have previously attended our Hampshire Champions programme, to progress their umpiring and provided them with a range of opportunities to use their new skills including County Cup finals and ECB National finals at Lords.
- Delivered female only Core Coach and F1 courses, resulting in 22 newly qualified coaches.

Urban Communities

- We established a Women's only softball session in Southampton which is free to attend. Building up a regular group of attendees and encouraging ladies from diverse communities within Southampton to be more active.
- Grew our MCC hubs, ensuring that there were opportunities for boys and girls in our 3 most densely populated areas - Southampton, Portsmouth and Basingstoke.
- Delivered several urban festival days and events including, but not limited to:
 - Annual Iftar event at St Mary's Leisure Centre: [2025 Iftar Celebration Event | Utilita Bowl](#)
 - Urban Tri-Series: [Hampshire Tri-Series Cricket Festival | Utilita Bowl](#)
 - Hawks Fest: [Hampshire Cricket Board Hosts Annual Hawks Fest at Wellington Sports Centre | Utilita Bowl](#)
- Distributed 629 All Stars and Dynamos bursary places to children in underserved communities, with our courses in the summer holidays (392 places) receiving a free lunch.

Disability

- We increased the number of Super 1s hubs running workshops, focusing on both personal development and employability skills.
- We worked with UNLOC to support Super 1s participants at a work skills workshop at Barton Peveril College.
- We further developed our girls Adders team; they now receive weekly, year-round training, and several participants attended a Lords Taverners residential in the summer. In addition, the Adders now take part in regular matches throughout the summer against a variety of teams.
- We developed our Disability Pathway by starting a new Super 9s Academy which aims to bridge the gap between recreational and performance level disability cricket.

Schools

- We worked with 173 primary schools through our Chance to Shine programme and over 1800 children took part in Dynamos competitions across the county. 31 of these schools were in the most deprived areas of the county.
- Saw our biggest uptake at the Girls Chance to Compete U13 and U15 competitions in the summer, a record of 41 teams were in attendance.
- Had 67 schools and over 1500 children attend the Schools T20 Takeover at Utilita Bowl, inspiring the next generation of cricketers with the professional game.
- Were awarded 'Delivery Partner of the Year' at the Chance to Shine awards in November for the second consecutive year, the first county to ever do so - [Hampshire Cricket Board Wins Delivery Partner of the Year for Second Consecutive Year | Utilita Bowl](#)

Clubs

- Continued to grow the Serious Cricket Hampshire Junior Championship, seeing a 5% increase in team entries from 627 to 661 in 2025. In addition, there was a 13% increase in girls only teams and a 12% increase in U9s teams.
- Saw a record year for Hampshire Slam's midweek competition (141 games, 47 teams) and saw growth in the women's cup and shield competitions. In addition, participation by ethnically diverse teams increased which has led to new weekend teams.
- Hants Top Gun winners were provided with a more diverse range of matches (Blast, Hundred, Metro Bank women's final) where previously it was men's Vitality Blast only.
- Saw 232 nominations for Hampshire's volunteer of the month and 187 nominations for the Cricket Collective award. A total of 36% of nominations were female, which is the highest amount to date. [Record-Breaking Celebrations at Hampshire Cricket Board's Cricket Collective Event | Utilita Bowl](#)
- Our 4 Walking Cricket hubs continued to thrive and at the end of the first full year of delivery we extended the length of one hub to allow for the number of participants in attendance. In addition, our first summer festival was held which brought all hubs together and will grow in 2026 to include any club-based teams which have started.
- Distributed £107,000 of £124,000 of county grants funds in 2025. Between 2021 – 2025 we have remained ahead of budget distributing £557,000 across 4 year, £32,000 over our original budget.

Be accountable

In 2025, we continued to strengthen our commitment to accountability by improving how we listen, gather insight and report transparently on our findings. This approach enables us to openly share our learnings to drive continuous improvement across the game.

- We continue to participate in the ECB annual EDI staff census which showed our workforce was reflective of the local population for ethnic diversity, up from 3% in 2024 to 11% in 2025.
- We worked with the Serious Cricket Hampshire Junior Championship Management Committee to discuss surveys to help us understand the EDI training need of coaches in clubs and the demographics of those playing junior cricket in Hampshire. Both surveys will be distributed in Spring 2026.
- We continued to update our EDI action plan annually, report of finding from the previous year and distributed our 2024 annual report at our AGM in May 2025.
- Alongside our new 4-year strategy we looked at how we report to the board across several areas and realigned KPI reporting dates to ensure Non-Executive Directors get the best possible data to review in board meetings.