



REVIEW OF 2024 EDI ACTION PLAN



OUR PEOPLE

We committed to 14
actions of which we
completed 14



DATA INSIGHT AND REPORTING

We committed to 6
actions of which we
completed 5



INVOLVE, INSPIRE AND CELEBRATE

We committed to
33 actions of which
we completed 33

HEADLINES

- 12 participants who have hearing impairments completed Foundation Coaching Level 1 which was first of its kind in England and Wales
- Grown female umpires from 1 to 26, the largest growth in the county
- Over 1500 school children attended Edgbaston for a Central Sparks T20 Game.
- Organised second national LGBTQIA+ cricket festival with 6 counties from across the country
- Hosted an Iftar for colleagues, partners and neighbours of Edgbaston with 100 guests
- Continued our Windrush Generation engagement programme, including a lunch with Gladstone Small and Brian Lara for 140 guests
- With funding from United by 22, we enabled 32 young female adults from ethnically diverse communities to build their confidence and obtain Support Coach qualifications
- With Warwickshire County Cricket Club, we've closed gender pay gap by 3.5% in 2024.
- Utilising Warwickshire County Cricket Club MB50 matches, we delivered a community engagement programme in Rugby
- Entered a team in the D40 competition for the first time in 2024





LESSONS LEARNT



Create a dashboard to track our progress for better reflection and management



Setting up a Youth Forum becomes a focus for 2025, which will also support key elements of our safeguarding principles



An annual report will be produced highlighting data-led progress towards targets



Interfaith Match visit for young people from different cultures was not delivered which was a missed opportunity and we will look to re-arrange for this season



COLLEAGUE SURVEY

GAME-WIDE CENSUS



94%

feel their wellbeing is supported at work

94%

know how to raise concerns and are confident

90%

felt the organisation is inclusive

85%

know who is responsible for EDI

82%

of colleagues feel included

85%

feel women's cricket is valued

88%

feel we live our 'Diversity' value

88%

feel our senior leadues value and lead on EDI

80%

feel disability cricket is valued

8%

had witnessed behaviour they felt was discriminatory

NEXT STEPS

EDI STRATEGY

Our EDI strategy will be closely aligned with our broader strategic plan for 2025-28. This complements the community pillar of Warwickshire County Cricket Club's annual operating plans, which we proudly contribute to, alongside our strong partnership with the club in supporting the award-winning Edgbaston 4 Everyone EDI campaign.

A number of key deliverables have been outlined, set against three core pillars that underpin our EDI work:

1. **Our People**
2. **Data Insight & Reporting**
3. **Involve, Inspire & Celebrate**

ANNUAL REPORT

An annual progress report will be produced highlighting data-led progress towards targets. Key metrics will include:

Workforce representation - Ambition that our workforce is reflected of the local communities which we serve.

Training delivery - Creating accessible training development opportunities for all.

Pay gap reporting - Continue to work towards pay equality in all our work programmes

Audience segmentation - Identify targeted marketing of all our activities to the most appropriate audience



A BIG THANKS TO

OUR MANY PARTNERS WHO SUPPORT OUR COMMITMENT TO MAKING CRICKET FULLY INCLUSIVE

England and Wales Cricket Board

Warwickshire County Cricket Club

The Wesleyan
Foundation

Fairer Futures
Fund

HS2

United By 22

Think Active

Sport Birmingham

Warwickshire
Grounds
Association

Warwickshire
Coaches
Association

Warwickshire
County Association
of Cricket Officials

England Schools
Cricket Association

ACE Charity

Deaf World

Arden Sunday
Cricket League

Arden Sunday
Cricket League

Cotswold Hills
League

Warwickshire
Cricket League

MCC Foundation

Lord's Taverners

Grantham Yorke

Birmingham City
Council

Solihull
Metropolitan
Borough Council

Coventry City
Council

National Grid

Chance to Shine