

# 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









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

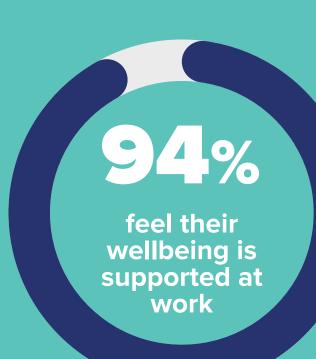


Interfaith Match visit for young people from different cultures was not delivered which was a missed opportunity and we will look to re-arrange for this season



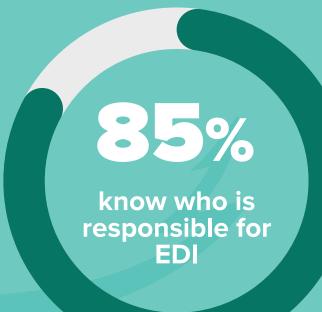
## COLLEAGUE SURVEY









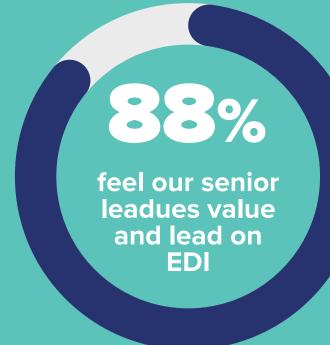




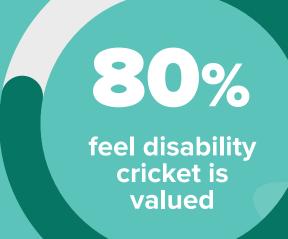
















## NEXT STEPS

#### 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



## ABIG THANKS TO

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

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Warwickshire County Cricket Club

The Wesleyan Foundation

Fairer Futures
Fund

HS2

United By 22

Think Active

Sport Birmingham

Warwickshire
Grounds
Association

Warwickshire Coaches

Association

Arden Sunday

Cricket League

Warwickshire
County Association
of Cricket Officials

England Schools
Cricket Association

ACE Charity

Deaf World

Arden Sunday Cricket League

Grantham Yorke

Birmingham City
Council

Cotswold Hills League

Solihull

Metropolitan

Borough Council

Warwickshire Cricket League

Coventry City
Council

MCC Foundation

National Grid

Lord's Taverners

Chance to Shine