



EQUALITY, DIVERSITY, AND INCLUSION PROGRESS REPORT

2025



Warwickshire
Cricket Foundation



Introduction

Inclusion is interwoven into our activities, approaches and planning.

Our **mission** is to provide diverse, high-quality opportunities for people in Warwickshire and Birmingham to engage with the many facets of the cricket world.

Our **vision** is to be a leading force in making cricket accessible and enriching for all people Warwickshire and Birmingham fostering a deeper connection with the sport's diverse opportunities, both on and off the pitch.

Our programme delivery is, by design, rooted in inclusion and tackling discrimination. That means Equality, Diversity and Inclusion (EDI) isn't a standalone workstream for us, it's embedded throughout Warwickshire Cricket Foundation (WCF). This report therefore focuses on the internal structures and reporting mechanisms that support that mission, rather than attempting to catalogue every EDI-aligned activity across our operations.

If we were to include every inclusion related activity across the charity, the report would effectively become our entire organisational strategy and a full set of operational plans. Click [here](#) for more information on our strategy.

To measure progress on our EDI commitments, we organise our activities into 3 themes:

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

We partner with Warwickshire County Cricket Club (WCCC) as their chosen charity and community partner and are proud to plan and deliver all community engagement at Edgbaston Stadium. This includes delivering the Edgbaston for Everyone cultural celebration events.

We were delighted to be awarded 'Leading County' status for EDI by the England and Wales Cricket Board (ECB), which proves our approach and delivery of inclusion-focussed programmes is best in class.



Fidelis Navas, MD at Warwickshire Cricket Foundation and Executive Sponsor for EDI at Warwickshire Cricket said, “Equality, diversity and inclusion is at the core of our decision making and we were so pleased that we have been recognised by the ECB as leading the game in this area. This year’s progress shows what’s possible when we challenge ourselves to think innovatively and work collaboratively, but we know there is more to do and we remain fully committed to that journey”.



Colour Cricket at Edgbaston Stadium



Our People

For 2025 we have seen a development in some key areas amongst our staff team:

- 91% of staff feel like WCF is inclusive. This has increased from 76% in 2023
- Trust in senior leadership has increased from 53% in 2023 to 77% in 2025
- 100% of staff knew how to report discrimination in 2025 which is up from 80% in 2024
- 91% of colleagues attended state school compared to 90% in 2024

Work to do:

- 25% of respondents were ethnically diverse compared to 26% in 2024
- 35% of respondents were female compared to 42% in 2024

Ben Bird, Warwickshire Cricket Head of People and Culture “The Foundation’s approach to wellbeing and engagement is centred on giving people the support, tools and confidence they need to thrive. Through our broad range of initiatives, including a visiting resilience coach, employee assistance programme, private medical insurance and access to gym and fitness discounts, we’re investing in individuals’ whole-person wellbeing.

That focus is reflected in the feedback we receive from colleagues: when people feel supported, listened to and equipped to manage challenges, it strengthens both our culture and our performance. Our aim is to create an environment where colleagues feel valued and able to do their best work”.

We completed the following training programmes:

- Safeguarding Induction and Safeguarding Level 2
- Introducing the Boundary (Anti-discrimination)
- From Unconscious to Conscious Bias



We were proud to be awarded 'Leading County' status from the England and Wales Cricket Board (ECB) for our work tackling discrimination.



Joshua Aspinall, Club Development Officer



Data, Insights and Reporting

We implemented new procedures this year to gather data on those who participated and coached in our programmes in 2025. This showed:

- 87% of the 2,304 participants on our community programmes are from an ethnically diverse background
- 42% of our community participants are female
- 38%% clubs attended Welcoming Environments workshops
- 45% of our casual and volunteer workforce are from an ethnically diverse background

Work to do:

- 34% of our workforce are female
- 5% of our workforce identify as having a long term illness or disability

Through the ECB's EDI fund, we consulted with a PR expert to strengthen our understanding of how best to promote our activities. This work has been instrumental in refreshing our perspective on marketing tools, audience insights, and communication approaches.

Chris Kenny, Head of Community Cricket and Engagement said “This six-month project provided a vital opportunity to pause and reflect. As a busy charity delivering an ambitious new strategy, it can be challenging to create space for meaningful review and evaluation. With this investment from the ECB, we were able to engage a consultant who offered constructive challenge and fresh perspective. This process has been highly valuable, strengthening our strategic thinking and leaving a lasting influence on how we make decisions in the future.”



Involve, Inspire and Celebrate

We committed to recognising, profiling or commemorating the following cultural and faith events in partnership with Warwickshire County Cricket Club:

- Chinese New Year
- Ramadan and Eid Al Fitr
- International Women's Day
- The Windrush Generation
- PRIDE Month
- National Inclusion Week
- Diwali
- Bandi Chhor Divas
- International Men's Day
- World AIDS day
- Hannukah
- Christmas

We hosted our third annual festival in partnership with Out for Cricket at Sutton Coldfield Cricket Club. This year, we introduced a brand new softball tournament, which opened the door for even more players to get involved – 70 players in total. With teams representing Warwickshire, Kent, Middlesex and Lancashire to name a few, the event is a brilliant opportunity to welcome and engage an ever growing number of members from this community, supported by 300 spectators and allies.

Coach Apprenticeship Programme

2025 saw the introduction of a Coach Apprenticeship Scheme at WCF, which is a key part of our commitment to tackle youth employment and promote careers in cricket. We have delivered the apprenticeship in partnership with the Coach Core Foundation.



Working alongside many of our current coaches at our holiday camps, schools, community festivals, and hubs, our apprentice gained hands-on experience while developing their coaching skills.

“I’m enjoying the apprenticeship more than I could have ever imagined. The transition from full time education into employment has been made easier by the amazing people I get to work with everyday. There isn’t a day where I regret my decision on not going to university, I would pick to do this apprenticeship a thousand times over. I love my job.”



Pritham Grewal , WCF Apprentice



Governance and Guidance

In addition to reviewing EDI activities and themes at every WCF Trustee Board meeting, we have an EDI Sub-Committee which met 5 times this year. Amil Khan is our EDI Lead on the Board and chairs the EDI Sub-Committee. He says of the progress made this year; “We are committed to being an inclusive organisation, embedding EDI across all activity. While we've made positive progress, we will continue to drive meaningful change in support of our pursuit of excellence.”

We are also grateful to the volunteer members of Warwickshire County Cricket Club’s Inclusion Advisory Board who provide insight and guidance to our EDI activities, alongside many more community partners and networks we have the privilege to work with.

Summary

In 2025, we committed to strengthening our approach to data and insight collection to support more impactful decision-making across workforce training, recruitment, and programme delivery.

We have maintained this commitment into 2026, having significantly improved our data systems and benefitted from a full year of insight. This enhanced evidence base is now informing our planning, enabling us to target resources more effectively and design programmes that better meet the needs of our communities.

