

**EQUALITY,  
DIVERSITY  
& INCLUSION  
ACTION PLAN**

**2026**



# TRUST

Commitment	Action	Operations and Facilities	People	ARX	Cricket – women's	Cricket – men's	Academy and Pathway	Board
To communicate effectively to all target audiences, ensuring transparency of our EDI plans and progress through awareness, engagement, understanding and advocacy.	Share and publish findings to adopt greater transparency		Share bi monthly feedback on EDI to all staff through a range of formats to ensure these are able to be accessed by all employees	Publish EDI results from match day surveys			Publish selection criteria and diversity data	
	Have clear and accurate information on the website which is regularly updated	Update the accessibility info on the website regularly		Ensure an updated spectator guide. Each fixture will take into account feedback from the previous game			Creation of a girl's and a boy's pathway page with data and support	
Work closely with our community in open and clear conversations.	Hold strategy meetings with Worcestershire Cricket Foundation to create close links which support the wider community	Hold bi monthly meetings with Executive Director of WCF to strengthen local links	Meet with Head of Community quarterly from WCF to enhance local partnerships	WCF Executive Director to join ARX leadership team meetings monthly	Hold bi monthly meetings with WCF Head of Women and Girls to link programs		Bi monthly meetings with WCF Head of Women and Girls to link programs. Regular meetings with WCF in relation to creation of MCCF hub in Worcestershire	
	Consult with groups who have lived experience by using internal and external focus groups	Consultation with the walkers and talkers group to discuss facility improvements in the ground	Women's working group to meet bi monthly to gain insight into issues and build a supportive network	Increased surveys and data collection to identify potential focus groups. Contact to be made to create groups via email to gain an insight into lived experience			Pathway parents group to take place at least once a year with feedback given	
Listen and learn from our stakeholders and the wider cricketing community through data collection and analysis to ensure we are delivering equity, diversity and inclusion across the game.	Analyse data from the ECB game-wide survey to identify key underrepresented areas	In order to recruit stewards, we will recruit in a variety of areas such as message boards, job adverts and social media. Interviews will be inclusive for all	Gather insights from our staff from the game-wide survey and learn from their experiences to inform our strategies for fostering a more inclusive environment in 2026/2027					Ensure all active board members complete the annual ECB EDI survey. Target completion date 31/10/26.
	Collect and analyse membership data to establish key areas of focus			Collect comprehensive data from all relevant sources to get a complete view of the membership base in relation to EDI				
	Work closely with a diverse range of stakeholders in development of initiatives	Work with Level playing field to enhance steward training	Creation of focus groups which include a diverse range of the organisation including volunteers to continue establishing a safe and supportive environment in line with the club values	Build tailor made partnerships with diverse groups who can have an input into design using a 2 way format	Consult with a wide range of stakeholders such as WCF, Pathway, members and players to identify venues for games and drive diverse engagement	Requests for visits from players to be received and discussed with a range of stakeholders to widen the reach to a more diverse arena	Keyrings for feedback. Pathway review group to be created from a variety of boy's and girl's age groups	

# INCLUSIVENESS

Commitment	Action	Operations and Facilities	People	ARX	Cricket – women's	Cricket – men's	Academy and Pathway	Board
Delivering education and training tailored to people's roles and remits which focuses on driving behaviour change as well as knowledge acquisition	Race in Literacy program				Ashley Giles, Alan Richardson Wilson to complete the Race in Literacy program	Ashley Giles, Alan Richardson Wilson to complete the Race in Literacy program		
	Ensure Board training around takes place regularly		EDI Board training to be given in September/October 2026					Board to attend EDI training every year
	Yearly EDI training for all staff tailored to their specific role within the organisation	Level playing field to conduct EDI training for stewards.	Stand alone LGBTQ+ training (Jan 26). EDI training in April 26. All permanent staff to complete the Introducing the Boundary training	EDI Lead to train all hospitality staff	Women's team to receive EDI training in November 2026	Men's team to receive EDI training through PCA in March 2026. Men's team to receive Safeguarding and EDI training in March/April 2026	All coaches to have completed the Introducing the Boundary training. Youth Boundary training to be delivered to a section of the pathway by the EDI Lead by December 2026	Additional board EDI training on microaggressions and banter by 30/6/26.
Continue to develop inclusive and accessible environments, venues and workplaces that supports everyone to be part of cricket	Work with a variety of external agencies	Work with Dementia UK to support accessibility within the ground and make improvements	Develop relationships with SEND education providers to support young people who are looking to work in sport	Work with a range of experts to support disabled visitors. Accessable, Touch2see, Action Deafness				
	Continue to make improvements to facilities regarding access to create a truly accessible venue	New hand rail on Basil D'Oliveira stand to make this accessible for all		Plan new areas of the ground with an inclusive format				
	Increase the diversity of food and drink offering within the venue			Quarterly menu review and reengineering to ensure diversity throughout the venue				
Ensure all facets of our community feel included and valued	Celebrate a wide variety of cultural and religious festivals		Staff to have time off to celebrate a religious festival in line with their beliefs	Create a yearly cultural calendar to promote diversity with monthly focus on diversity on social media		Players to support WCF festivals such as the Ramadan cricket competition by attending matches		
	Work with WCF to access diverse communities and support them through cricket		Create a joint project with WCF and Mencap to allow volunteering opportunities	Work with WCF to access shared data around diverse groups. Communicate and promote to a wider range of customers	Women's players to support community events in a range of areas	Men's players to attend at least 2 community events per year.	Bi monthly meeting with WCF Head of women and girls to access diverse groups through the club network. Request for participation in Talent Pathway planning sent questionnaire to all clubs and schools	

# KINDNESS

Commitment	Action	Operations and Facilities	People	ARX	Cricket - women's	Cricket - men's	Academy and Pathway	Board
Take proactive measures to reduce incidents of discrimination that occur through training, campaign, publicity and clear sanctions	Ensure all senior leaders have EDI objectives	Head of Operations to have an EDI objective	Head of People to have an EDI objective	CRO to have an EDI objective	Women's Head coach to have an EDI objective	Men's Head coach to have an EDI objective	Lead coach to have an EDI objective	
	Use advocates from the community and professional players to communicate positively on inclusion			We will produce videos from a range of players discussing their experiences of EDI	Players to communicate their experience of inclusion by creating short videos. These will be available to watch through a variety of platforms	Players to communicate their experience of inclusion by creating short videos. These will be available to watch through a variety of platforms		
Continue to evaluate and enhance the policies and procedures which underpin our EDI ambitions to create greater equity	Update policies using an inclusion by design format	All match day policies to follow an inclusion by design format.	All policies to be written with inclusion at the forefront of decision making					
	Consult with stakeholders when creating new policies and procedures	Consultation with a variety of stakeholders in the creation of policies and procedures such as staff, Level playing field, and members when creating new policies	Review the changes to the Employment rights bill and consult with stakeholders around changes				Parents pathway review group to consult on changes to policies and procedures	
Provide greater support to individuals to ensure that they feel valued and see a future for themselves within the game	Recruit a diverse group of stewards and volunteers which reflect the local community who undertake regular training on EDI	Steward and volunteer recruitment to change to a wider format to gain a more diverse workforce	Provide additional EDI training to the Head and Deputy steward to ensure diverse recruitment is taking place					
	Continue to remove barriers to the Talent Pathways						Reduction in fees for 2026. Introduction of a financial barriers questionnaire to identify families who are most likely to need financial support. New fund JB33 - identify players who need extra support (ESM, EAL, State)	
	Transform women and girls' cricket to achieve gender parity within the game	Ensure there is a stand alone changing room for the women to use on match days which is suitable for their needs		Requested more double headers for the 2026 season (1 in 2025). Equalisation of media across women's cricket	Women to have access to high quality support within the coaching team including psychologist and nutritionalist. Continue to train at the same venues as the men's team to ensure access to high class		Boys and girls to have equitable access to bursary support	Support for women's game: On best endeavours to ensure a least one NED board member attends all women's home games at New Road during 2026. Target completion date 30/9/26.

# RESILIENCE

Commitment	Action	Operations and Facilities	People	ARX	Cricket - women's	Cricket - men's	Academy and Pathway	Board
Work together to overcome challenges	Provide supportive leadership within a culture of trust and openness.	Bi monthly 1 - 1 meetings with team members with a focus on wellbeing	Creation of a monthly People team meeting	Weekly leadership team meetings and quarterly whole departmenting to allow a platform of openness and ideation	External provider to deliver sessions with the women's team around culture and trust in Jan 2026	Regular checkins with all players to harness their views on inclusion	Survey sent to casual coaches in January and November to assess their feelings of inclusion	
	Promote internal and external levels of support e.g. Pluxee - My possible self, Bright HR etc...	All members of the Operations and Facilities team to be made aware of the benefits	External - increase engagement with WeCare in 2026 by sending out email information. Wellbeing day and business team meetings. Ensure every single member of staff has access to WeCare. Internal - 3 members of staff have	All areas of the ARX team to be made aware of all benefits	Women's players to access Pluxee. Women's players to access free parking at New Road			
	Create a formal buddy system to allow supportive supervision and improve staff wellbeing.		Create a buddy system for new players when required. Time to be allocated for buddys to meet.					New Board members to be paired with an experienced Board member for support
	Give training to build the capacity to be resilient and drive forward in the face of extreme pressure.	All permanent staff in Operations to take part in yearly EDI training	Deliver a mandatory EDI training module to all staff (excl players). 90% of all staff to have completed this by the 31st Dec 2026. 95% of all staff to have completed the online Anti-discrimination module with a recap every 3 years. By	Departmental training plan for all staff in relation to CPD opportunities	Players will take part in dedicated training from the EDI Lead. Access to Andrea - psychologist 5 days a year.	Players will take part in a dedicated training program with the PCA with a top up from the EDI Lead. CPD opportunities for players with partner companies to ensure post playing career opportunities	All players in the EPP will have dedicated psychology sessions. All boys pathway players will receive access to psychology resources. Sub Academy and Academy group will receive face to face sessions.	Yearly EDI training for all Board members
Learn and grow in the light of the ICEC report	Ensure all stakeholders have an understanding of the recommendations in the ICEC report and use these to behave in the right way, challenging actions and behaviours that are not acceptable.	Head of Operations is the CPA Lead and will ensure dissemination of all new information regarding EDI to the EDI Lead and wider team	Updates to the ICEC report will be disseminated to the wider staff with identification of clear targets and objectives	Quarterly meetings with key partners to ensure EDI alignment to WCCC vales and EDI strategy	Training to be given to the Women's team from the EDI Lead around equity	Men's team to have new EDI training from the PCA including the new pilot game. Follow up activities to be given by the EDI Lead	All coaches to complete the Introducing the Boundary training	
Support our community to manage adverse conditions	Build links with the local community to support diverse groups who face adversity. E.g Community kitchen, walk and talk group for over 60's	Encourage greater participation in the community kitchen through wider promotion to key target groups. All staff to volunteer for at least one session in the year	Build stronger links with charities to support the local community. Particular focus on Mencap and widening the intern program	Work with WCF to maximise the awareness of their program offering by resharing and amplifying their EDI programs				
	Establish closer links with Education facilities to work within areas of deprivation		Reinforce and widen links with HOW college. Priority to candidates from HOW college for work experience in 2026. Priority to lower socio economic groups	ARX to work with Head of Schools from WCF to support joint projects such as Schools day at the cricket			Link with the WCF to share the message of trials. Street participants. Disability talent 1D day	

# TOGETHERNESS

Commitment	Action	Operations and Facilities	People	ARX	Cricket - women's	Cricket - men's	Academy and Pathway	Board
Broaden the appeal of cricket to attract people from all backgrounds across society	Build diverse teams across the Board, staff, members and visitors to reflect the wider population		Align the gender representation of the Senior leadership team with that of the local community. Ensure at least 40% male and 40% female	Targetted promotion in relation to age, gender, ethnicity and disability				Written recruitment strategy/action by the nominations committee - with the aim to meet our board diversity target as defined by the ECB CPA2 plan by the end of 2026. This will focus in particular in recruiting an
	Create specific programs for different demographics to allow access for all			Early entry for SEND initiative to be widened and promoted. Different entertainment on match days to attract different audiences			EPP program. WAVES supplementary program to create additional cricket sessions for girls in the Pathway who attend state schools. JB33 funding to increase from 18 to 24 hours	
Use targeted interventions to recruit diverse talent across all areas	Use a variety of recruitment channels		Ensure recruitment materials (adverts, posters, websites, social media) are accessible with clear visuals, captioning, sign language interpreters, or translations for different types of disabilities				Ensure trials for Pathway applicants are advertised in a wide range of areas. Links with WCF to ensure school promotion	Board to ensure diverse recruitment for all Board Directors
	Collaborate with local disability groups and support organisations to reach out to potential talent		Work with disability groups and support organisations to advertise recruitment through their existing channels (email newsletters, social media, etc.), helping to get the word out to the right audience.					
Creating a culture of inclusion by engaging everyone across cricket and embedding the organisation values	Build on network opportunities within the community	Work with a variety of charities such as Mencap, Autism West Midlands and Dementia UK to ensure cricket is accessible for all	Increase attendance at inclusion event, forums, meetings, networks. Engage with the Black Country Chamber of commerce	Attendance at a minimum of 2 diverse groups/partnership events per month	Meetings with WCF to access networking opportunities within clubs	Meetings with WCF to access networking opportunities within clubs	Work with WCF. Greater links with schools to share the message of the Pathway	
	Focus on community engagement via consultation with specific demographic groups	Regular meetings with members focusing on different demographic groups such as disabled/over 80/women (require data)	All staff to be offered 4 hours to volunteer at a charity of their choice every year	Live events throughout the county to engage with diverse groups for the kit launch. Assist with the relaunch of the supporters group				
	Work with WCF to ensure cricket is available for all who want to enjoy it	Bi monthly meetings with WCF Lead Executive to plan ground use in 2026.			Joint promotions of WCF content through social media channels	WCF to work with the coaching team to provide nominations for team players (female) through their knowledge of the club space to allow for a more diverse recruitment pool	Regular meetings between WCF and playing staff to share information	WCF to provide nominations for team players through their knowledge of the club space to allow for a more diverse recruitment pool