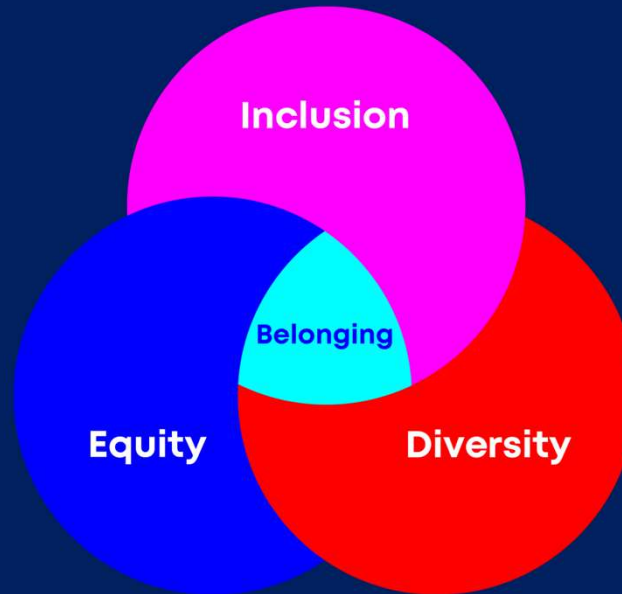




Cricket Shropshire

Equity, Diversity & Inclusion

Operational Plan 2026



Continuing to be **visible, accessible** and **approachable** as a team



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Equity, Diversity & Inclusion

Operational Plan 2026



CONTENTS

- **Journey so far....**
- **2025 progress**
- **2026 Action Plans**
- **KPI's**

**RAISING
THE
GAME**

Continuing to be **visible, accessible** and **approachable** as a team



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Equity, Diversity & Inclusion Journey so far



**RAISING
THE
GAME**

Nov 2020

Need for a County wide plan **agreed** at Board Level

2021

Phase 1

Roll out of **CSE/CCE Prevent** Training to Board, Chairs and Partner Group Leads.

EDI On-Line

awareness training Staff, Directors and Partner Groups, plus clubs

2022

Phase 2

Roll out of **Face to Face** EDI Training to Staff, Board, Club Chairs, Club Captains and Partner Groups

Produced **Captains' Charter**



2023

Phase 3

Expand delivery of Face to Face EDI Training including **Anti-Discrimination** – Board, Staff, all Club Captains and Partner Groups

Clubs sign up to Anti-Discrimination Policy and **General Conduct Regulations**.

EDI Focus Group formed

Club workshops commenced

2024

Phase 4

Deliver face to face at Clubs and partner groups

To listen to what is happening on the ground

Banter / Bullying and reporting

To support clubs to construct an **EDI Development Plan**

2025

Phase 5

Continue to deliver face to face at Clubs and partner groups

LGBTQ+ Group initiated

Leadership Group have their own EDI KPI's / Initiatives

Banter / Bullying and reporting, continued

To continue to support clubs to construct an **EDI Development Plan**



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2025 Plan on a page - status

Key:
 No progress
 Initiated
 On track



2025 FOCUS AREAS	Education & Culture	Opportunities	Event Calendar Planning	Showcase Best Practice	Reward and Recognition
Activity	<p>Continue to roll out the Club Workshops</p> <p>Production of Development Plans</p> <p>South Asian Focus Group</p> <p>Team Managers setting EDI goals</p> <p>Mental Health signposting support</p>	<p>League: writing new constitution – ensure representation on Management Committee</p> <p>Officials: roadshows and workshops to expand reach from just 30 “panel” umpires</p> <p>County Club: to introduce representation into the organisation</p> <p>Youth voice: Build on the Youth Committee set up in Jan '25 – YOUNG AMBASSADORS</p> <p>Female Forum continue into 2025 influencing decision making</p>	<p>Local and National publicity of key events</p> <p>Utilise ECB resources to guide</p> <p>Local groups – identify and promote</p>	<p>Promote local and national initiatives</p> <p>Share “best practice” from ECB Focus Group</p> <p>Increase awareness through social media and publicity</p> <p>Data capture use information which is available i.e. females playing weekend cricket</p>	<p>Have a regular celebration event of achievements, whether annually, twice yearly, quarterly.</p> <p>Volunteer monthly, then annual awards beyond ECB</p>



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**RAISING
THE
GAME**

2026 Plan on a page - status

2026 FOCUS AREAS	PARTICIPATION	PEOPLE	PLACES	POLICIES / PLANS	FINANCIAL DIVERSIFICATION
Activity	<p>Continue to roll out the Club Workshops</p> <p>Continue with Production of Development Plans</p> <p>Focus on adult bullying of Juniors</p> <p>Work with Safeguarding to highlight Low Level Concern reporting</p> <p>W&G for increase in girl's sections</p>	<p>To be a presentation element of the Young Ambassadors Programme</p> <p>Deliver messaging at Officials Club captain's meeting</p> <p>To host at least two EDI Lead sessions during year</p> <p>Lack of representation of underserved communities with targeted clubs</p> <p>Work with W&G to increase female coaches</p> <p>Scorers clothing – coaches get free kit</p>	<p>Ensure County Grants is covering equity at clubs – female changing practice/match facilities</p> <p>Work with female players, umpires and scorers with regards facilities data base – minimum standards document</p>	<p>Align EDI Plans to SCB Strategic Pillars</p> <p>Social media – tightening of the policies around videoing, streaming etc..</p> <p>Formalise Mental Health signposting</p>	<p>To seek additional funding for further EDI work – sponsorship, commercial partners, schools, colleges, local authority, Sport England (Sports Partnerships)</p> <p>We have for third year got a year-round school contract for SEND</p>



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PARTICIPATION

2026 PLAN

Jan - Mar

April – June

July - Sept

Oct - Dec

Jan - Mar

Clubs

Face to Face Workshops – Development Plans

Playing Season Match visits

Playing Season Match visits

End of season review sessions

Use the EOS reflections to compile 2027 Plan

South Asian Focus Group

We have 15% of players non white British, but this is not represented in officials or coaching. 2025/6 provided subsidised courses but uptake was poor

Target specific clubs to seek answers why they are not represented in support roles

End of season review sessions

Use the EOS reflections to compile 2027 Plan

Women & Girls

To support W&G Officer to increase girl's sections – club development, identify barriers.

Club visits – preparation plans for winter

Ensure Winter League for at least two Girls Age groups

End of year review sessions

Safeguarding - behaviours

Workshops with Safeguarding Team – adults bullying juniors

Monitor concerns coming into League and Board – mediation or further training

End of season review sessions

Use the EOS reflections to compile 2027 Plan



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Equity, Diversity & Inclusion

PEOPLE

2026 PLAN

SCCL / OFFICIALS

Young Ambassadors

Women & Girls

Safeguarding - behaviours

Jan - Mar

Face to Face Workshops –
Delivered Captains,
Officials pre-season

Deliver session to each of the cohorts – youth voice,
utilise the Regulator video.

To support W&G Officer to increase female coaches,
host cafes to discuss barriers

Workshops with
Safeguarding Team

April – June

Provide regular
pathway scorers
with County
clothing. FOC

Monitor concerns coming into League and Board –
mediation or further training

July - Sept

Playing Season
Match visits

Summer cohort and
Follow ups with YA's

To construct
training/education
programme

Oct - Dec

End of season
review sessions

End of season
awards event

Delivery of courses

End of season
review sessions

Jan - Mar

Use the EOS
reflections to
compile 2027 Plan

Use the EOS
reflections to
compile 2027 Plan

Delivery of courses

Use the EOS
reflections to
compile 2027 Plan



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PLACES

2026 PLAN

County Grants

Facilities Data-base

Jan - Mar

To discuss with
Facilities team
(SR/DC)

Compile data from club development

April – June

Monitor grant
allocation

July - Sept

Identify any
additional projects
following club visits

Physical visits –
collate feedback
from officials

Oct - Dec

End of season
review sessions

Launch database to
network

Jan - Mar

Use the EOS
reflections to
compile 2027 Plan

Use the EOS
reflections to
compile 2027 Plan



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PLANS / POLICIES

2026 PLAN

Jan - Mar

April – June

July - Sept

Oct - Dec

Jan - Mar

Strategic Plan

Align EDI Plan to Strategic Pillars

Social Media Policies

With the increase in matches being streamed and the high use of social media – we need to review/update our Social Media policy/procedure

Consult with League and release mid season update

Assess impact of changes

Use the EOS reflections to compile 2027 Plan

Mental Health signposting

One of the key feedback items from 2025 and Spring 2026 workshops is the importance of mental health signposting. Consult with MIND, Samaritans for literature. STAFF – to make available Counsellor Services FOC

Send out mid season signposting pack

Obtain feedback from clubs

Use the EOS reflections to compile 2027 Plan



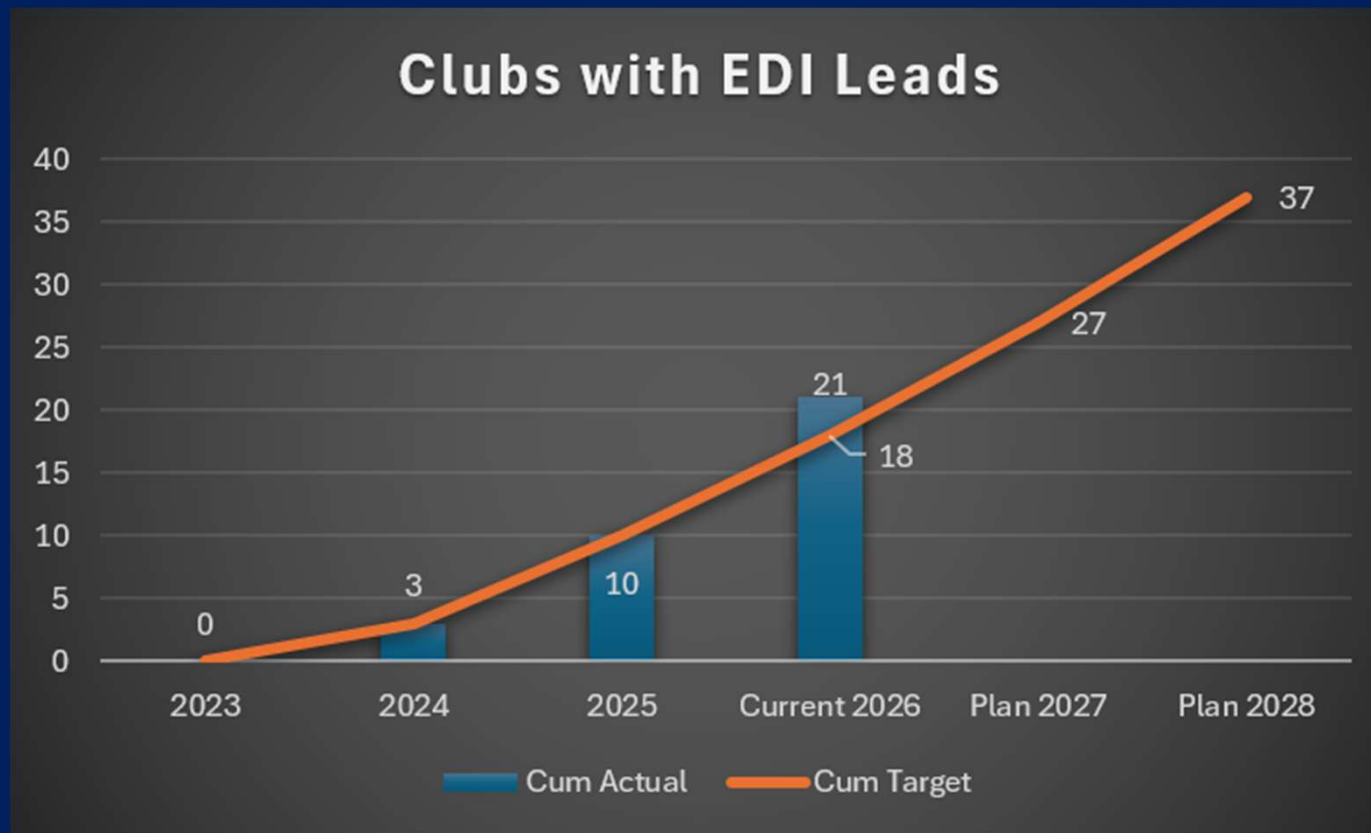
CRICKET
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CPA – KPI's

EDI

EDI – Clubs with EDI Leads

Tracking above target



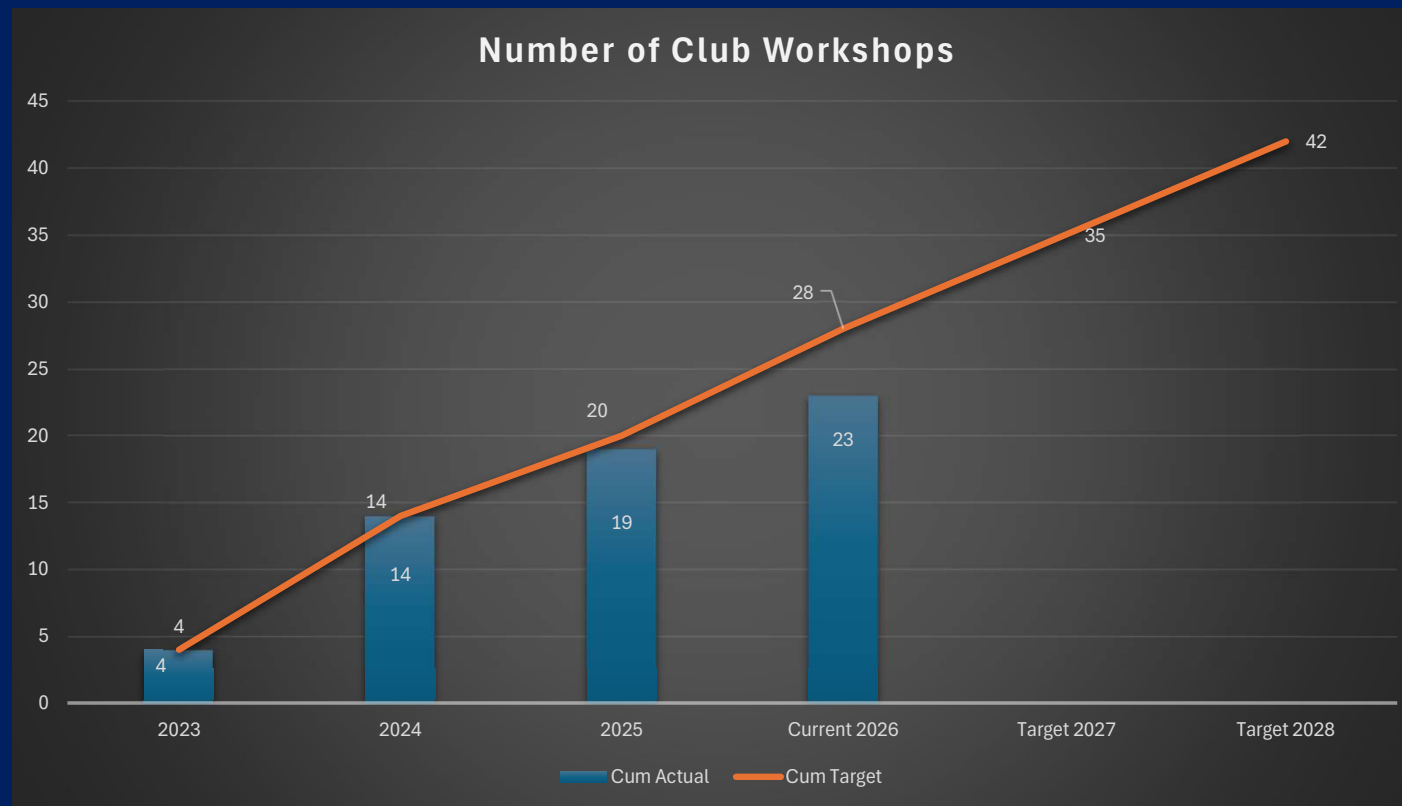
We strongly believe that change is only going to happen by a change in culture at clubs.

Through our evolution of the past three years we have seen the need for a club to have a Lead to carry through the initiatives of EDI.

The clubs do see this as an extension of their Club Development role not an anti-racism or anti-sexism role.

EDI – Club workshops

Tracking below target



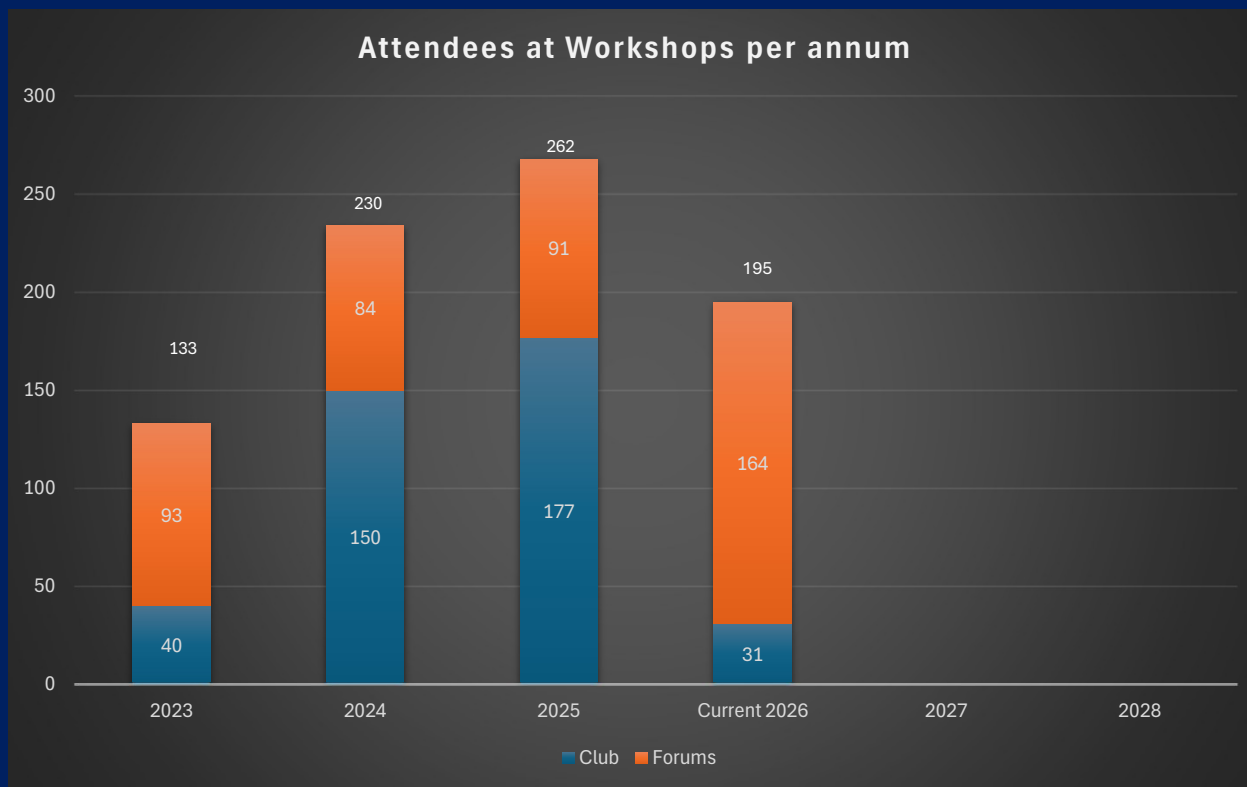
Our workshops are having a positive impact.

It starts off as preconceived it is going to be a workshop where we are “telling” clubs what to do and how to do it.

In 2026, we engaged with more on Development Plans than with workshops.

We have four clubs on the radar for the remainder of 2026, which will have us on track by end of the year

EDI – Club workshop attendees

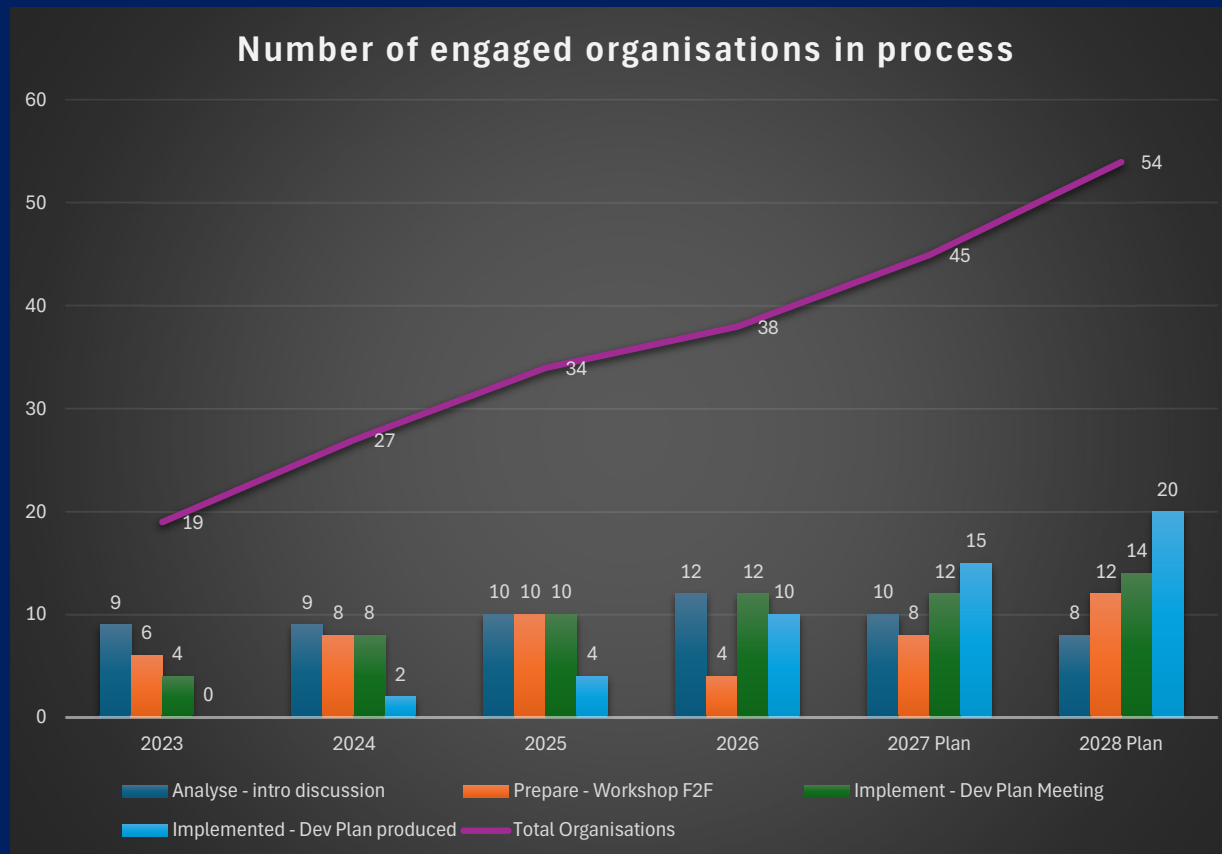


We have only held 6 club workshops has the Chair of the club, then committee and key role holders i.e. Junior Coordinator, Safeguarding, coaches, captains etc.

We were requested to present at League cluster meetings, captain's meetings and the officials asked us to deliver at their AGM. We also present to our Young Ambassador Programme

EDI – Where in the process

Tracking on target



Engaging the whole network is going to be the challenge.

With 54 clubs in the county, we are going to have connected with all by the end of the CPA cycle.

We now have 10 clubs with Development Plans in progress, whilst 12 are in apposition to begin having those conversations in house.

Challenge will be the singleton clubs (11), we are using club development discussions to open up these clubs.



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Rationale of plan:

Continuing to deliver the club workshops with clubs producing Development Plans:

- 2026 saw only 6 clubs have workshops delivered but our reach outside of clubs has increased
- We have worked with our Safeguarding Team, analysing our Low-Level Concerns and Disciplinary reports coming into the Board and Leagues
- Pre-season we joined with officials and the League to deliver messages of the themes coming from the analysis, which was around adult bullying of juniors
- Officials and the League asked us to deliver sessions to their members, which is why our forum numbers are up.
- We re-introduced our Young Ambassador Programme where we have a slot in their two days where we present EDI. We also utilise the video from the Regulator around the youth voice
- We want to continue to grow the number of EDI Leads in club, whether that is someone designated or the club Chair says they will lead on it.
- The League have begun to re-shape their committee and for 2027/8 we should see female representation.
- Officials has seen the biggest change with two females on the committee and a sub committee for scorers with another two ladies supporting the two committee members



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Rationale of plan:

Challenges: **what are going to do**

- Under-represented groups, not taking up coaching, umpiring and scoring in the equivalent percentages that we have players.
- **We will target the clubs specifically and look to encourage participation as a club.**
- Youth Forum, this has only had two meetings
- **We are going to use the Young Ambassadors as the platform (up to 60 in 2026)**