

Cheshire Cricket Board EDI Impact Report: 2025

Foreword

Equity, diversity and inclusion are fundamental to Cheshire Cricket Board's [Countywide Strategic Plan](#) and to our contribution to the ECB's [Inspiring Generations](#) strategy. This report summarises the impact of the Board's EDI work during 2025, highlighting our progress against some of the key objectives within our [EDI Action Plan](#). It demonstrates our commitment to widening access, removing barriers and creating safe, welcoming environments for all.

About this Report

The [Cheshire Cricket Board EDI Action Plan](#) is structured around four key pillars, supported by a range of associated tasks. While the full Action Plan covers all 37 tasks in detail, this annual Impact Report highlights the key successes from each pillar over the past 12 months and identifies any further actions required. Progress is evident, but we recognise this work is ongoing and remain committed to continuous improvement to ensure cricket in Cheshire reflects the communities it serves.



Pillar 1: Empowering people to drive positive change across cricket		
Task	2025 Performance	2026 Actions
<p>CCB staff to complete an (ECB funded) EDI Education programme and formal Anti-formal Discrimination training</p> <p>Target: Minimum 85% of staff complete each training module</p>	<p>All professional CCB staff (28/28) have completed the Cricket Regulator's Introducing the Boundary (ITB) module, with certificates stored on Bright HR.</p> <p>24 staff (86%) attended the 'Moving from unconscious bias to conscious inclusion' course, delivered online. This was one of four mandatory courses, which must be completed over a three-year period.</p> <p>Additionally, 25 staff attended an - 'Autism Awareness' course at Moss Farm.</p>	<p>Promote ITB to the club and community network. Track course completions on ECB CRM system.</p> <p>CCB staff to complete two further mandatory & one supplementary module in 2026, aiming for minimum 85% attendance.</p>
<p>Continue to champion 'best practice' EDI initiatives from across the game in Cheshire</p> <p>No set target</p>	<p>EDI-related stories featured on the CCB website and social media channels in 2025:</p> <ul style="list-style-type: none"> Communities Indoor League expands Super 1s residential trip to Bendrigg Inclusive cricket at Clare Mount School Free Taster sessions for children New Walking Cricket Hubs Promoting visually impaired cricket 	<p>Aim to have at least four articles published annually in ECB's Raise the Game bulletin, across a range of EDI topics.</p>
<p>Make the game more accessible for people from underrepresented groups</p> <p>Target: Secure strategic funding to support new and existing initiatives</p>	<p>CCB secured more than £60,000 of strategic funding to deliver the following:</p> <ul style="list-style-type: none"> Coaching Bursaries - 35 bursaries (23 females, 9 diverse candidates, 4 candidates with a disability). Communities Leagues – Indoor and Outdoor competitions expanded from 18 to 26 teams, 50+ more players. ECB Umpire Course - 24 candidates from diverse communities attended. Emerging Player Programme – New EPP for disability cricketers (first in UK). Girls' Indoor Cricket - 170+ girls involved in indoor leagues and festivals Women's and Girls' hardball cricket - 49 women and girls engaged in hardball transition sessions with CCB coaches. 	<p>Submit successful application to ECB EDI Strategic Fund for 2026 calendar year</p> <p>Secure (and allocate) EWCT coaching bursaries for 2026/27</p>

Pillar 2: Build diverse teams, promoting inclusion across the sport		
Task	2025 Performance	2026 Actions
<p>Appoint diverse board and leadership teams, that continue to be reflective of the local population.</p> <p><i>Target: Meet / exceed Board Diversity targets set by ECB</i></p>	<p>CCB have a talented and diverse Board of Directors. The current make up is:</p> <ul style="list-style-type: none"> o 7 male directors, o 4 female directors, o 1 director from an ethnically diverse background. <p>The above position will be reviewed at the 2026 AGM (February).</p>	<p>Comply with revised (ECB) board diversity targets from May 2026 – at least 40% male and 40% female.</p> <p>Continue to be representative of the local demographic (5.7% ethnically diverse)</p>
<p>Appoint Disability and Youth Ambassadors to promote inclusion in grass roots cricket.</p> <p><i>Target: At least one Player Ambassador of each gender</i></p>	<p>Two Player Ambassadors were appointed by Cheshire Youth Cricket in 2025 – Rohan Luthra and Rebecca Othick. The Ambassadors support children to share their experiences of the CYC Pathway and junior cricket across the county.</p> <p>Chris Edwards (England Learning Disability captain) continues to perform role of Disability Ambassador for CCB</p>	<p>Review the Player Ambassador scheme – grow the number of active Ambassadors and share evidence of their work</p>
<p>Provide continuous professional development (CPD) opportunities for all employees</p> <p><i>No set target: Staff qualifications matrix updated annually</i></p>	<p>Through the annual appraisal process, staff continue to identify CPD relevant to their roles. Some highlights from 2025 include:</p> <ul style="list-style-type: none"> o Two female staff members attending ECB Coach Developer Training (one has completed, one partway through). o 20+ staff members completed Mental Health First Aid training o 15+ CCB Coaches attended ECB Talent ID training o 20+ CCB coaches and volunteers attended 'Safeguarding in the Talent Pathway' 	<p>Continue to share CPD courses developed by ECB and other partners.</p> <p>Start a peer-to-peer review scheme for coaches working on our Talent Pathway</p>

Pillar 3: Develop and maintain inclusive playing environments		
Task	2025 Performance	2026 Actions
<p>Support the growth of non-traditional cricket activity in club and community settings</p> <p><i>Target: Increase participation across all programmes</i></p>	<p>CCB continue to offer a range of <i>inclusive playing offers</i>. In 2025, we delivered:</p> <ul style="list-style-type: none"> ○ Indoor Community League – From 12 to 18 teams (36 more weekly players). ○ Outdoor Community League – From 6 to 8 teams (16 more weekly players). ○ Chance to Shine Street – From 3 to 4 clubs (43 more unique participants). ○ Super 1s Hubs – CCB ran six hubs for 74 participants (up 30 on 2024). ○ Walking Cricket – Expanded from 2 to 3 hubs (10 more weekly players). 	<p>In line with our Countywide Strategic Plan, we aim to grow participation in all programmes by at least 50% by 2028 (from 2024 baseline).</p>
<p>Broaden access to the CCB Talent Pathway, enabling more girls and boys in Cheshire to develop their skills, and reach their full potential</p> <p><i>No target, aim to maximise attendance on free sessions</i></p>	<p>We aim to ensure our Pathway is accessible to children from all backgrounds. Examples of positive action in 2025 include:</p> <ul style="list-style-type: none"> ○ Hardship cases – 144 children received financial support on the CC Pathway ○ MCC Foundation Hubs – Free coaching for state school children, with 61 participants engaged ○ Taster sessions – 170+ children attended free Pathway sessions ○ Chance to Shine Street – 16+ Children from 2 clubs attended regional festivals. 	<p>Expand the MCC Foundation Hubs to include 'girls only sessions'</p> <p>Continue to provide (means tested) financial support for families</p>
<p>Oversee a fair, transparent and robust selection process for all CCB Pathway teams</p> <p><i>Target: Select teams that reflect Cheshire's local population</i></p>	<p>We continue to select teams 'on merit' while giving opportunities to a diverse pool of players. Cheshire's 2025 CAG numbers:</p> <ul style="list-style-type: none"> ○ Ethnic diversity – Boys 32%, Girls 14% County Average is 5.7% ○ State school – Boys 78%, Girls 70% National average - Boys 55%, Girls 58% 	<p>Launch an Early Engagement Programme to increase training and matchday opportunities for children on the CCB Pathway</p>
<p>Provide more cricket in schools for pupils with a disability</p> <p><i>Target: 20% growth in participation in SEND schools coaching and competition</i></p>	<p>In partnership with ECB, Lord's Taverners and Chance to Shine, we significantly increased our delivery in SEND schools:</p> <p>2024: 31 schools, 61 school teams, 1067 children engaged</p> <p>2025: Coaching: 53 schools, 64 teams, 1458 children engaged</p>	<p>Expand SEND schools' coaching with support from ECB. Aim to deliver in 100% of schools by 2028</p>

Action Plan Pillar 4: Lead with Accountability		
Task	2025 Performance	2026 Actions
<p>Establish and maintain an Inclusion Strategy Group to review progress against our EDI Action Plan</p> <p><i>Target: Group to meet on a quarterly basis</i></p>	<p>The Board's Inclusion Strategy Group have been proactive in 2025, establishing and approving a set of Core Values which feature in our Countywide Strategic Plan.</p> <p>Other projects endorsed by ISG include:</p> <ul style="list-style-type: none"> Core Values for CCB Disability Squad Mental Health First Aid course for staff Autism Awareness course for staff 	<p>ISG will continue to meet quarterly, with all actions minuted.</p> <p>Group to appoint an additional member after Marianne Lea left role with CCB</p>
<p>Conduct an annual staff survey to monitor perceptions around the Board's approach to EDI</p> <p><i>Target: Grow / sustain positive scores that exceed the Recreational Game average</i></p>	<p>We continue to use the ECB EDI census to monitor staff perceptions around their own wellbeing and the Board's approach to EDI. Results from the 2025 census include:</p> <ul style="list-style-type: none"> 100% of responses exceeded the Recreational Game average 100% of staff feel 'welcomed, included and like they belong' 0% of staff experienced discrimination and 100% of staff felt that if they spoke up, appropriate action would be taken 	<p>Seek to diversify the CCB workforce through additional EDI Strategic Funding</p>

For further information about any of the activities listed in this report, visit the [EDI page on the Cheshire Cricket Board website](#) or contact info@cheshirecricketboard.co.uk

