



Northamptonshire County Cricket Club

EDI ACTION PLAN 2025

Summary of results

POLICIES

Priority	Summary result	Future plans (Where Applicable - Not achieved)
"Ensure all communication put out by our digital and media channels are accessible, including subtitles and audio description"	Not achieved - More complicated than expected	A better understanding of the needs and facility to provide to be completed
Begin our journey towards certification through the Governments Disability Confident Employer Scheme	Registered in December 2025 and begun the process	



"Our EDI policies aim to enhance and advance opportunities for those from diverse backgrounds by promoting awareness, appreciation and acceptance across the club and wider community.

We look for outcomes that celebrate different cultures, beliefs, ideas and cognitive diversity."

TRAINING

Priority	Summary result	Future plans (Where Applicable - Not achieved)
"Reestablish formal links and alliances with groups representing diverse communities, to ensure they have a role in informing our future decision making and planning"	Focused on Bangladeshi Community in Northampton for 2025 and worked with a community leader at the Bangladeshi Community Centre. Yousuf Miah. We have supported the launching of a cricket team and plans in place to deliver a Bangladeshi Community Foundation course to enable them to work in their community	
Continue to support traditional clubs and leagues in delivering cricket to our historic core audience	Business as usual	
"Launch new walking cricket programs in Rushden, Cogenhoe and the first female only walking cricket center in Wellingborough, particularly serving the town's asian communities"	Launched all Programmes	
Introduce program to fund cricket equipment for young people from lower socio-economic groups	Up and running with a launch involving donated kit from the Professional Players at Northants	
Extend Girls hardball league to include Under 16 Division	Launched in Summer 2025	
Set up two new Girls only Indoor Leagues	Launched in Winter 2025	
Run activity to help enable girls to transition from softball to hardball	Delivered 4 Girls transition camps in Summer and ran a programme of 7 weeks transition in the winter	
Girls only Easter and Summer Camps	Delivered Camps in both Easter and Summer	
Establish new Street programme in Corby	Not launched due to change in Street Funding	Change to Funding means a new look at potential partnerships/ funding
Hold walking cricket festival at the County Ground	Held Inter Hub fixtures (not Festival at County Ground)	



COMMUNITY

Priority	Summary result	Future plans (Where Applicable - Not achieved)
"Expand Holiday and Activity Food program to more community based locations, and to include an Easter camp for 24 young people"	Delivered 70 places at Community Venues	
"Launch the ""Foundation Coffee Morning"" aimed at facilitating social interaction for those at risk of isolation"	Launched but cancelled after poor attendance (due to venue and time)	
Specifically focus our 2025 Volunteers Operational Plan on increasing female volunteers	"Ran a Female only Activator course in August, a female only Umpires course in September and a Metro Bank Female Network event at the County Ground"	
"Launch ""Team Mates""; a weekly participation & social walking cricket session at the County Ground that includes a monthly workshop"	Launched and continuing	
"Run events aimed at highlighting the importance of Mental Health Awareness and support, with particular focus on girls mental health"	No additional events held or delivered	Review of Foundation 2026 priority activities
"Work with cricket community to home existing single venue competitions serving specific ethnic communities, who struggle to find affordable grounds"	Agreed a venue for the Bangladeshi Community team	
"Partner with Trilogy Leisure to deliver an 8 week program called ""Health Heroes"" targeting areas of deprivation and inactive children and thier families"	Delivered in identified school in area of deprivation	



TRAINING

Priority	Summary result	Future plans (Where Applicable - Not achieved)
Hold a Mental First Aid course for staff	Delivered	
"Run Personal Development programs as part of ""Super 1"" programme"	"Police, Fire Service and Nutrition delivered"	
Intake 15 more girls onto our Young Leaders programme	Intake of 15 (14 completed)	
Intake 15 more girls onto our Young Leaders programme	Intake of 15 (14 completed)	



Our club has committed to continuous learning for all staff and players by establishing effective education programmes to support and embed a robust culture of EDI."

We promote the benefits of inclusion within our Community Clubs, Leagues and Organisations."



The County Ground
Abington Avenue
Northampton
NN1 4PR

01604 514455

info@nccc.co.uk

equality@nccc.co.uk

nccc.co.uk

