

Northamptonshire County Cricket Club

EDI PLAN



INTRODUCTION

Northamptonshire has been publicly delivering its EDI strategic plan across the County since 2021. Engaging with diverse communities and bringing more people to the game of cricket.

Our ongoing strategy (2025-2028) is outlined in the next few pages, with key strategic pillars of inclusion & engagement, community and training described within.

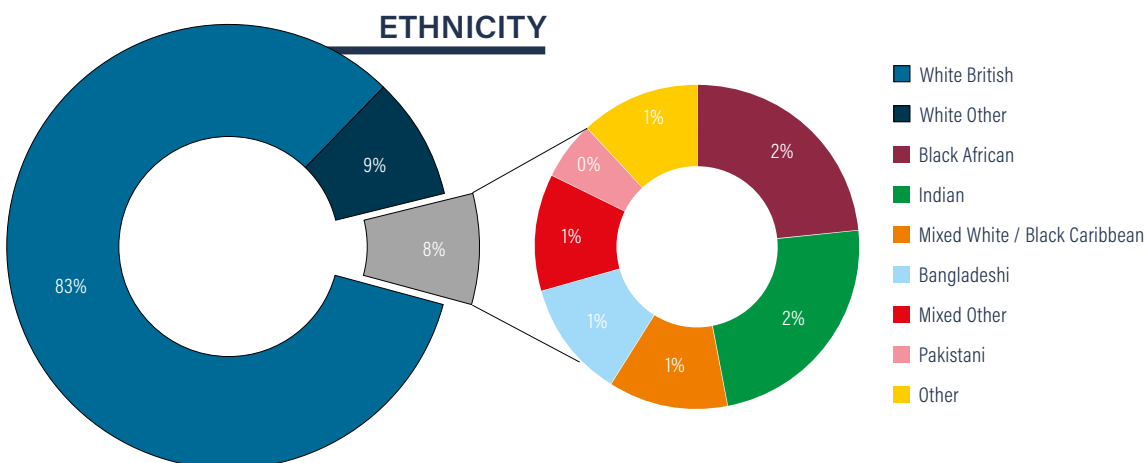
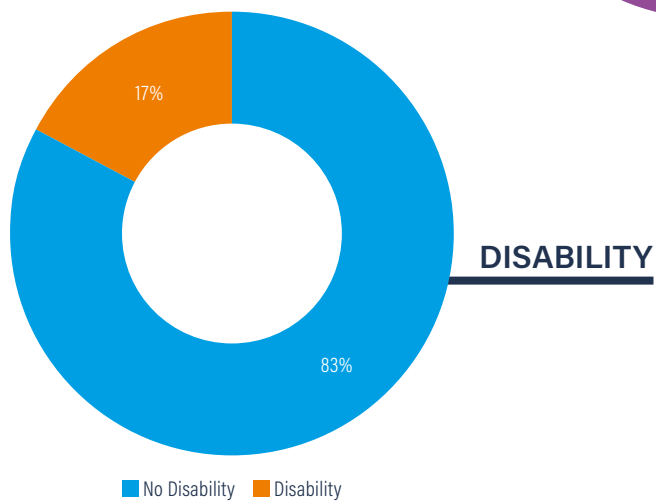
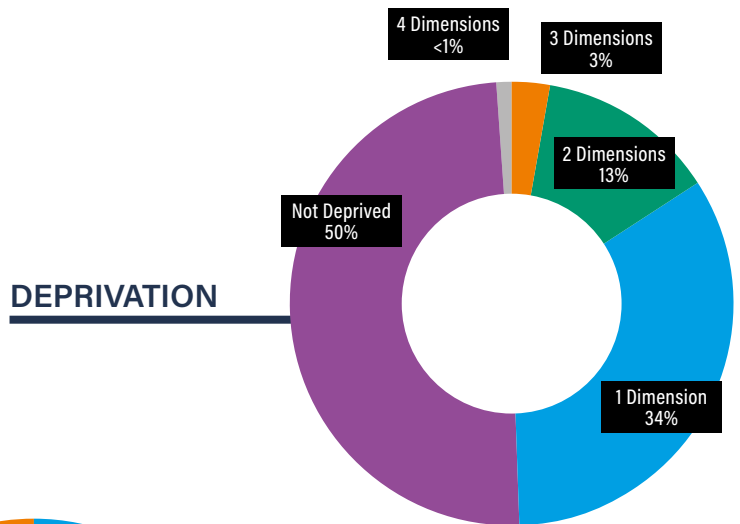
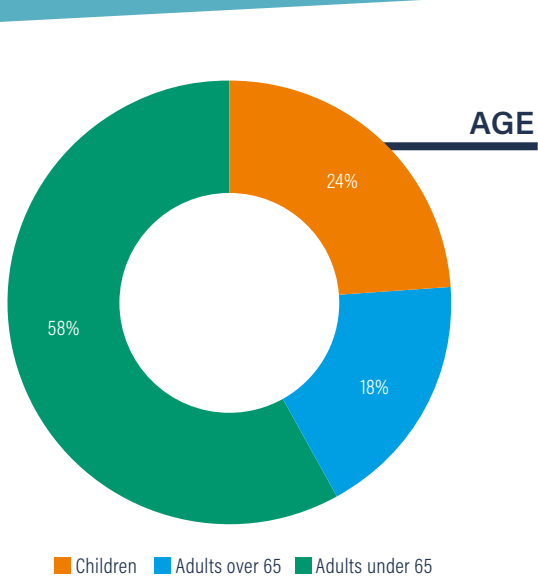
Aligning closely with the ECB, we are proud of what has been achieved to date, but recognise we cannot become complacent. We will not be satisfied until discrimination in all its forms is eradicated from our game.

There is also an annual action plan.



NORTHAMPTONSHIRE DEMOGRAPHICS

POPULATION: 784,700



POLICIES

“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.”

We will ensure that EDI is at the heart of our agenda as a club, from board to pitch. We will strive to make our club, teams and workforce representative of our community as a whole. We will facilitate methods of reporting discrimination from within the club and externally, and ensure all reports are investigated.

Our policies are constructed through collaboration and feedback from diverse groups internally and externally.

Our policies reflect ECB's EDI objectives and guidelines. We lead our Community Clubs, Leagues and Organisations to have policies that demonstrate an understanding of Equity, Diversity and Inclusion and the importance of these in making their Group or Club accessible to everyone in their communities.



INCLUSION & ENGAGEMENT

Our club is a cricket club for everyone where everyone feels included, safe and able to voice opinions and concerns without fear of judgement and/or retribution.

Our club is a cricket club that listens to the voice of others and takes fair steps to ensure equity for all.

Our club's recruitment policies across the board are inclusive and provide equal opportunities for all backgrounds to participate and apply.

Our activities around inclusion and engagement consider data but also factors that impact data including background, protected characteristics and treatment of players and staff.



We will ensure that every section of our community is included in the club and the game as a whole, and that their views are taken into consideration in our decision making processes



COMMUNITY

“Our talent pathways work to remove barriers for people from diverse backgrounds to ensure all have access to cricket.”

We will ensure that the club and the game play a full role in enhancing the lives of our communities, and are a catalyst for building relations

Our coaching reflects diverse backgrounds and we strive to ensure we make the most of the diverse backgrounds our coaches come from.

Our Talent Pathways will work to give the same opportunities no matter the gender of the participant.

We lead the participation offers within the County so that there are opportunities for all, to include people from LSEG, ethnically diverse communities, those with disability and other underrepresented groups.



TRAINING

“ 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.”

Our club encourages “on-the-job” training to ensure equity and fairness is part of the fabric and foundations of our culture.

We identify areas of knowledge and practice where our Community Clubs, Leagues and Organisations require training support and then we sign post and deliver training and resources to those areas.

“ We promote the benefits of inclusion within out Community Clubs, Leagues and Organisations.”

We will ensure that our staff and wider cricket network have the skills required to put our EDI strategy into practice





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