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## Equality, Diversity & Inclusion (EDI)

### Action Plan 2026

#### Purpose

This action plan sets out Sussex Cricket's priorities for advancing Equality, Diversity and Inclusion (EDI) across the organisation during 2026. It builds on the progress achieved in 2025 through community programmes, inclusive events and participation initiatives, and aligns with the ambition to ensure that cricket in Sussex is accessible, welcoming and representative of the communities we serve.

The plan covers activity across both Sussex Cricket Limited and the Sussex Cricket Foundation.

#### Strategic Priorities 2026

##### **1. *Increasing Diverse Participation in Cricket***

#### **Objective**

Continue to remove barriers to participation and ensure cricket opportunities are accessible to underrepresented communities.

#### **Actions**

- Expand delivery of state school cricket programmes, including the *Breaking Boundaries* programme.
- Increase engagement with communities in areas of higher socio-economic deprivation.
- Grow participation through Street Cricket, Wicketz and community cricket programmes.
- Strengthen links between schools, clubs and talent pathways to support progression.

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#### **Measures of success**

- Increase total Foundation participants year-on-year.
- Increase participation from state schools and priority communities.
- Increase the number of schools engaged in Foundation programmes.

## ***2. Growing Women's and Girls' Cricket***

#### **Objective**

Increase participation and leadership opportunities for women and girls across Sussex.

#### **Actions**

- Increase the number of girls' cricket opportunities in schools and clubs.
- Support the continued growth of Women's Soft Ball Cricket festivals and leagues.
- Develop more female coaches, volunteers and officials.
- Work with clubs to ensure facilities and environments are welcoming and inclusive for female players.

#### **Measures of success**

- Increase the percentage of female participants in junior programmes.
- Increase the number of clubs offering women's and girls' cricket.
- Increase the number of female coaches and volunteers trained.

## ***3. Expanding Disability Cricket***

#### **Objective**

Ensure cricket opportunities are accessible for people with disabilities across Sussex.

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### **Actions**

- Expand Super 1s and disability cricket sessions across the county.
- Continue to grow the DIScoverABILITY Day as a flagship inclusive event.
- Strengthen pathways for disability cricketers into county and national teams.
- Provide training and resources for clubs to support inclusive cricket environments.

### **Measures of success**

- Increase the number of disability cricket sessions delivered.
- Increase participation from players with disabilities.
- Increase the number of clubs offering disability-inclusive cricket opportunities.

## **4. *LGBTQ+ Inclusion***

### **Objective**

Ensure Sussex Cricket is a welcoming and inclusive environment for LGBTQ+ participants, supporters and staff.

### **Actions**

- Continue to host the annual Pride Match at the 1st Central County Ground.
- Expand inclusive recreational cricket opportunities, including Sixes sessions.
- Work with clubs and community partners to promote inclusive environments and policies.
- Provide EDI and inclusion awareness training to staff and volunteers.

### **Measures of success**

- Continued successful delivery of Pride Match activities.
- Increased participation in inclusive cricket sessions.
- Positive feedback from LGBTQ+ participants and community partners.

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## **5. Cultural Inclusion and Community Engagement**

### **Objective**

Strengthen engagement with diverse cultural communities across Sussex.

### **Actions**

- Continue to host a Diwali celebration event to engage with South Asian communities.
- Develop partnerships with community organisations representing diverse groups.
- Promote cricket opportunities through community festivals and events.
- Encourage greater participation from **ethnically diverse communities** in clubs and programmes.

### **Measures of success**

- Increased engagement with diverse community groups.
- Growth in participation from ethnically diverse backgrounds.
- Successful delivery of cultural celebration events.

## **6. Workforce, Leadership and Governance Diversity**

### **Objective**

Ensure Sussex Cricket's workforce, volunteers and leadership structures reflect the communities we serve.

### **Actions**

- Promote inclusive recruitment practices across Sussex Cricket and the Foundation.
- Continue to develop diverse talent pipelines for coaches, officials and volunteers.
- Provide EDI training for staff, board members and volunteers.
- Monitor diversity data across workforce, volunteers and leadership.

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#### **Measures of success**

- Increased diversity within coaching, volunteer and leadership roles.
- Positive staff engagement survey results regarding inclusion and belonging.
- Completion of EDI training programmes.

## **7. Governance and Accountability**

### **Objective**

Ensure EDI is embedded in decision-making and organisational accountability.

### **Actions**

- Provide annual EDI reporting to the Sussex Cricket Board.
- Continue to integrate EDI into organisational strategy and planning.
- Monitor and review progress against the EDI Action Plan.
- Ensure compliance with national governing body EDI requirements.

### **Measures of success**

- Annual EDI progress report produced.
- Demonstrable progress against agreed action plan priorities.
- Continued alignment with England and Wales Cricket Board inclusion frameworks.

## **Conclusion**

Sussex Cricket remains committed to creating a sport where everyone feels welcome, respected and able to participate. The 2026 EDI Action Plan builds on the progress made in 2025 and ensures that inclusion remains central to the organisation's strategy, culture and community impact.