



GLAMORGAN

MAKING WALES PROUD



**WHERE EVERYONE FEELS
THEY ARE RESPECTED,
BELONG AND ARE
TREATED FAIRLY**

INCLUSIVE & DIVERSE



There are three key headings that we are following in relation to inclusivity and diversity:

1

EDUCATE A WORKFORCE AND VOLUNTEER NETWORK TO DRIVE POSITIVE CHANGE FOR CRICKET IN WALES

Equality, Diversity and Inclusion are embedded into the culture of all people involved in Glamorgan Cricket.

2

CREATE DIVERSE TEAMS FROM THE WIDEST POSSIBLE TALENT BASE

Glamorgan has the fairest and most inclusive pathway for talented youngsters to achieve their potential.

3

MAKE GLAMORGAN CRICKET FEEL LIKE HOME TO OUR DIVERSE COMMUNITIES

Glamorgan has the most diverse fanbase across cricket in the UK.



GLAMORGAN

1 EDUCATE

EDUCATE A WORKFORCE AND VOLUNTEER NETWORK TO DRIVE POSITIVE CHANGE FOR CRICKET IN WALES



We have trained staff in the following

- ECB's EDI leadership programme for senior staff
- Diverse Cymru 22 Staff in Unconscious Bias
- Anti-discrimination ECB course



Communicating our intent to make cricket inclusive

Visibility on website:

- There is now a permanent home page link to access our Equality, Diversity & Inclusion policies.
- Black History Month in October where we celebrated a wide array of EDI initiatives.

Updated staff policies:

E.g. Adoption of ECB antidiscrimination code and new general conduct regulations and a modern slavery statement.



Awards & Accreditation



2

EXPAND TALENT BASE

CREATE DIVERSE TEAMS FROM THE WIDEST POSSIBLE TALENT BASE



Coaching Staff

We have taken on (on a part-time basis) more diverse pathway coaches to train our academy and Welsh age group girls and boys with coaches including: Mujahid Ilyas, Imran Hassan, Ali Bukhari and Mohsin Arif.

Lead women's role appointed. Aimee Rees is now a full-time talent pathway lead for girls and women's cricket in Wales. She was recently awarded the Sunday Times Grassroots Women's Award in 2023.

For our Glamorgan pathway players the cost is free of charge, thereby trying to remove all barriers to children from lower socio-economic groups. In addition, our selection (de-selection) policy has been newly drafted.



Mujahid Ilyas



Imran Hassan



Ali Bukhari



Mohsin Arif



Aimee Rees



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MAKE GLAMORGAN CRICKET FEEL LIKE HOME TO OUR DIVERSE COMMUNITIES



A Welcoming Stadium

We have been doing many things recently to make our stadium more welcoming

- Expanded no/low alcohol zones.
(We recently sold out for the May 2024 England v Pakistan game no alcohol area.)
- Wider food offering ensuring that Halal, Vegan and vegetarian food options are available for our big games.
- Prayer Rooms available all year round for every visitor.
- Upgraded seating, toilets and changing facilities for families.
- We have made space available within the cricket centre for diverse cricket groups including the Afghan community and associates of The Jo Cox Foundation.
- We have also offered cricket clubs located in the city centre free access to the outdoor artificial NTP nets in the summer months.
- Hosted the Cohesion Cup Final in conjunction with Cricket Wales at Sophia Gardens.
- Deliver local educational activity in deprived communities.
- Hosted an Iftar meal & a midnight Ramadan tape ball league.
- Offering Free tickets to schools for T20 matches at Cardiff.
- Ensured that the imagery in the stadium is representative of our communities.
- Staged T20 Blast media event in Grangetown.
- Carried out listening exercises with women and girls and ethnically diverse communities.

Disability Cricket

Greencaps & Super 1s

Formerly known as the 'Greencaps', a group of learning-disabled adults and young people (16+) have been training at Sophia Gardens for over 10 years – supported by sponsorship from Glamorgan Cricket and MiPost.

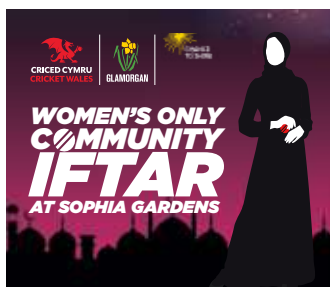
In coordination with Glamorgan Cricket and Andrew Williams (Hub Lead), Cricket Wales & Lord's Taverners have funded the transition of this weekly session at Sophia Gardens into a new Super 1s Hub. This means that the session, which is currently running at a capacity of 20 participants (with a range of ages and learning disabilities), now has 5 lanes every Monday for one hour.

This is being supported by Level 3 Glamorgan Coach – Brychan Tudor. Under their new identity as a Super 1s Hub, we will be looking for opportunities to arrange friendly fixtures against other Hubs from around the UK as the year progresses.

Eid Prayer Event

This year, we held our first Eid Prayer Event in April, in partnership with the Masjid Uthman Mosque. Over 700 people attended and afterwards had the opportunity to take pictures with families in the Croeso Stand and play softball cricket.

We learned a lot from the experience and it was excellent to connect with so many people in the immediate neighbourhood. It was nice to also introduce our pace bowler, Mir Hamza, to the attendees.





TO FIND OUT MORE ABOUT THIS WORK
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THANKS FOR YOUR
SUPPORT



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