

Glamorgan Cricket's New EDI Action Plan



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(See summary of ECB plan and Wales' EDI strategy [here](#))

1) Educate a workforce & volunteer network

	Where we've got to	Where we're going	Milestones in Q1,2,3,4	Owner
Equip leaders to visibly champion inclusion	<ul style="list-style-type: none"> • ECB EDI leadership programme for senior staff • Diverse Cymru 22 staff in Unconscious bias • Show racism the red card anti racist training programme to staff. • training for Pros re PCA's LBW programme • Coaching staff received bespoke 'unconscious bias training in Nov 2022 	<p>ECB customised plan</p> <p>stewards training</p> <p>New staff inductions</p>		Mark F/ leuan W
Foster an inclusive culture built on shared values	<p>Induction standard items of EDI content.</p> <p>New staff working group formed in 2024</p>	<p>Build new values and culture to align with next 2025 – 2028 strategy.</p> <p>Newly added people pillar within new strategy document</p>		Dan C
Empower and support individuals to make change	<p>EDI training completed</p>	<p>Follow up with Diverse Cymru & PCA re language.</p> <p>Re appraise all current training, identify gaps and align to mandatory & optional modules within the ECB new staff training plan.</p>	<p>Q1 audit all staff EDI training</p> <p>Q2 diarise new ECB training recommendations</p>	Dan C Mark F
Create inclusive and accessible spaces	<p>Ensured imagery is proportionate to our communities we serve</p>	<p>Transformation Grant Project delivery</p>	<p>Phase 1 in Q1</p> <p>Phase 2 in Q4</p>	Katy A & project team
	<p>Muslim Athlete Charter</p>	<p>Ensure we continue to meet criteria</p>		Mark W

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Support people to excel	Staff training programmes	Review staff appraisal process and build in staff training/development programmes	Q1	Dan C
Fairer recruitment	6 GCCC staff trained in safer recruitment by NSPCC through ECB Safeguarding team. GCCC recruitment document set has been shared with all CCB's as 'best practice'	Safer recruitment (fair by default) embedded across all hires, inc volunteers.		Ieuan W
Develop leaders of the future	Diverse, skilled Board	Develop robust succession plans Consider opportunities to add diversity to the Senior Management Team		Dan C

2) Create diverse teams from the widest possible talent base.

Support talented young people to fulfil their potential.	Where we've got to	Where we're going	Milestones in Q1,2,3,4	Owner
	Bursaries	ECB are expecting us to have a hardship fund we don't currently have a pot of money. Our pathway is free of charge we occasionally have to support players with travel costs and kit.		Richard A
	Lead women's role appointed.	Done		Aimee
	Overcome logistical issues	Obtain funds from Community Foundation Wales Cricket scheme		Mark W

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	Glamorgan pathway is FOC	The pathway is still free of charge parents have to pay for some kit and travel costs		Mark W
	open and transparent selection and deselection criteria Selection (de-selection) policy drafted	Draft policy needs to be reviewed and formalised. Visible on website.	Q1 2025	Richard A
	A minimum of one coach from a diverse community engaged on the coaching staff for Pathway players.	MI / MA/ AB		Richard A
	Collect and share comprehensive data on participants in our talent pathway.	We are currently in the process of developing a questionnaire to identify the ethnicity of the Glamorgan Pathway but also to identify those who may need financial assistance. We have to report this back to the ECB in the new year.	Q1 2025 January	Richard A Aimee R
	Female Pathway next steps	Implement tier 2 and tier 1 plans	Implement Professional Women's Structure	Aimee R
	Proactively identify and remove barriers to participation in our talent pathway.	Geographical challenges esp. from West. West facility = needed. N sessions are ok. Reconfigure Neath to meet ECB requirements.	2026/27	Mark W

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3) Make Glamorgan Cricket & All Clubs in Wales feel like home to our diverse communities.

	Where we've got to	Where we're going	Key Milestones in Q1 2 3 4	Owner
Inspire more people to consider cricket	Promote stadium facilities to S Asian communities (no alcohol/ food offer / prayer facilities)			Craig/ Clare
	<p>Create calendar of cultural events: Opening the stadium to the local community</p> <p>2024 Events Programme:</p> <p>Eid Prayer Event @ SG</p> <p>Eid Community Events – Grange Gardens / Ysgol Hamadryad</p> <p>Glam Pride Celebration @ T20 BLAST game.</p> <p>Women & Girls event on Western Storm / BLAST double header – celebrating International Women's Day</p> <p>#investinwomen</p> <p>International Refugee Week Event @ Grange Gardens</p> <p>Cohesion Cup Finale 2024 @ SG</p> <p>DPL Final 2024 @ SG</p> <p>Black History Month – Celebrating Glamorgan's black cricketers on social media.</p> <p>Celebrating Diwali - post on social media.</p> <p>National Hate Crime Awareness Week</p> <p>Ramadan Tape Ball Sessions</p>	<p>Transforming the stadium to make it more representative of the communities that we serve.</p> <p>Continuing to support local communities by delivering 'cricket in the community' events on significant cultural dates.</p> <p>Working with and investing in our local communities.</p> <p>Transformation Grant Site Visits – Period of consultation with community and local schools (co-curation).</p> <p>2025 cultural events calendar</p>		Brychan

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	UK Disability History Month – Super 1s ODC Trophy lift			
	Make space within the cricket centre for diverse cricket groups	Prioritising continuation of Llandaff CC Club Sessions at Sophia Gardens Ramadan Tape Ball		Ed S
	Disability Cricket – Green Caps / Super 1s Hub @ Sophia Gardens every Monday	Continuing to expand and develop this hub with CW and Lords Tavs Supporting CW to develop a 2 nd hub for u18s		Brychan
Widen access to cricket for diverse communities in urban areas.	Explore new membership drives to engage minority ethnic communities, increasing diversity of GCCC membership base. Increase in diversity of white ball cricket attendees.	West Indies game plan Blast diverse communities plan		Mark F / Ed R
	Creating access to the game for schools and community groups in local urban areas with high levels of socio-economic deprivation and high percentage of diverse communities. Hate Crime Awareness Week Jo Cox Foundation BBC Now Project Riverside Challenge International Refugee Week	Glam producing 'awareness and profile-raising' projects – breaking down barriers and creating access to the game and to Glamorgan Cricket / Multi-faith prayer space Sophia Gardens Hate Crime Awareness Week Jo Cox Foundation BBC Now Project Riverside Challenge International Refugee Week		Brychan

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	Ensure a range of stadium facilities meet our diverse audience (toilets; Changing rooms; prayer rooms;)	Sensory Packs available for neuro-diverse attendees. Plan to increase the percentage of female toilets in the next redevelopment plans.		Katy A
	LGBTQIA+ Listening group set up plus free match day tickets. The messaging inside the ground about prejudice on sexuality has been good. And we have some open-gender toilets.	Consider next steps		
	Guides for spectators: Autistic guide to the stadium developed – Picturepath	Autistic guide to the stadium developed – Picturepath. Additional 360deg walkthrough available.		Sophie N
	Developing an inclusive, warm Welsh welcome	Continue to train customer facing staff and deliver high standards		George M
Boost access to cricket for state school students.	2024 School Programme Delivered Partner School Pathway 5 Steps to becoming a Glammy fan Over 40% of children benefitting from programme are from diverse communities. Programme benefits over 20K children p/year.	In partnership with over 90% of Cardiff Primary & Secondary Schools		Brychan
	Cricket All-rounder app launched	Cricket Allrounder App to increase visibility and impact of Glam brand in schools and family homes. Enabling us to continue momentum (building and diversifying fanbase)		Brychan
Support cricket clubs and leagues to welcome more people to the game.		Work up plan with new member of staff (Harry) to accelerate the tucket incentive scheme		Mark F / Clare H

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Enforce our zero-tolerance stance on discrimination.	'UNITE' text call it out messaging for complaints; additional signage into toilet and concourse areas	Will review current signage and enhance with additional locations e.g. toilet blocks		Katy A
Take proactive measures to prevent and reduce discrimination.		See above training Ensure policies visible on website		
Raise governance standards across the game		Meet Sport Wales & ECB criteria e.g. CPA		Sameer R
Profile of our work	Comms: Achieve equitable and proportionate coverage and promotion of diversity content	Continue to champion EDI content		Sophie N
Tackle inequalities with an evidence-led approach.		See data table below		Mark F

Data Table.

Talent Pathway EM Data	2021	2022	2023	2024	2024 Schools' data	2025 data	Benchmark
Regional players on pathway	12%	17% EM	13.2%	pending autumn selection	<ul style="list-style-type: none"> 783 (80.8%) state school 144 (14.9%) independent (fee paying) school 15 (1.54%) independent (non-fee paying/scholarship) school 15 (1.54%) prefer not to say 11 (1.13%) grammar school 1 (0.1%) home schooled 		
Glamorgan Pathway boys	10%	11% EM	14%	Boys EM 21%	61% state 39% fee (of which 4% of fee based are bursaries)		
Glamorgan Pathway girls		7% EM	11%	88.39 white (all) EM 10.72 PNS 0.89%	77% state 22 % fee based. 0% bursaries 1% home schooled		
Glamorgan Professionals	9%	9%	15%	4/24 16%			

