



DERBYSHIRE Cricket
Foundation

Equity, Diversity & Inclusion Report 2025

#AGameForEveryone

 @derbyshirecricketfoundation
 Derbyshire Cricket Foundation Ltd
 @CricketDerbys



Who are we?

The Derbyshire Cricket Foundation is a dedicated charity that uses the power of cricket to engage and inspire people in Derbyshire to have a lasting connection with the game.

Our Purpose is to...

“Empower Communities and Improve Lives through Cricket.”

Our Vision is to...

“Provide every person in Derbyshire with the opportunity to have a positive experience through cricket.”

Our Mission is to...

“Inspire a generation to say that ‘Cricket is a Game for me’”



Equity, Diversity & Inclusion



Cricket is a game for everyone. It has the power to connect communities, improve lives and bring people together from diverse backgrounds. Widening participation and inspiring more people to say “Cricket is a Game for Me” remains central to DCF’s strategy. In 2025, Equity, Diversity and Inclusion (EDI) continued to be integral to our purpose, shaping how we design, deliver and review activity across the county. We remain committed to identifying and removing barriers that prevent people from accessing the game or feeling welcome, and to taking meaningful action where inequalities exist.

Aligned to the ECB’s vision to make cricket the most inclusive team sport, our 2025–2028 County Wide Strategic Plan sets out a clear pathway for delivery. During 2025, we strengthened access and opportunity through targeted investment, partnership working and insight-led programmes, ensuring more people, in more places, could engage in cricket in ways that meet their needs.

Building on strong progress over the past four years, 2025 marked a year of consolidation and further growth. While recognising that challenges remain, our 2025 Operational Plan focused on five clear priority areas designed to address persistent barriers to participation, improve representation and ensure cricket in Derbyshire continues to become more welcoming, inclusive and reflective of the communities it serves.

MAKE CRICKET WELCOMING & INCLUSIVE

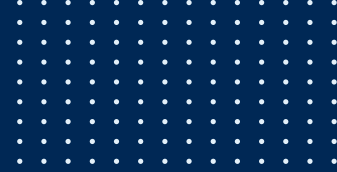
TACKLE DISCRIMINATION AND ADDRESS
INEQUALITIES

IMPROVE ACCESS TO CRICKET

INCREASE DIVERSITY

LEAD BY EXAMPLE

EQUITY, DIVERSITY AND INCLUSION OPERATIONAL PLAN - 2025



PURPOSE: TO MAKE CRICKET IN DERBYSHIRE, DIVERSE, WELCOMING AND INCLUSIVE, MAKING CRICKET A GAME FOR EVERYONE!

Priorities

MAKE CRICKET WELCOMING &
INCLUSIVE

WE WILL WORK WITH CRICKET CLUBS, PARTNERS AND KEY STAKEHOLDERS TO DEVELOP ENVIRONMENTS WHERE EVERYONE IS WELCOME

TACKLE DISCRIMINATION AND
ADDRESS INEQUALITIES

WE WILL TAKE ACTION TO HELP CRICKET BE FREE OF DISCRIMINATION

IMPROVE ACCESS TO CRICKET

WE WILL IMPROVE OPPORTUNITIES AND ACCESS FOR THOSE WHO ARE CURRENTLY MISSING OUT, ENABLING FAIR AND EQUITABLE ACCESS.

INCREASE DIVERSITY

WE WILL WIDEN PARTICIPATION AND ENABLE DIVERSITY ACROSS THE GAME

LEAD BY EXAMPLE

THE DCF WILL LEAD BY EXAMPLE AND STRIVE TO BE A BEST-PRACTICE ORGANISATION

MAKE CRICKET WELCOMING & INCLUSIVE

“WE WILL WORK WITH CRICKET CLUBS, PARTNERS AND KEY STAKEHOLDERS TO DEVELOP ENVIRONMENTS WHERE EVERYONE IS WELCOME”

During 2025 we invested £121,000 in cricket clubs through County Grants helping them to improve their facilities to meet the needs of a diverse membership, this included projects to improve changing and toilet facilities for women and girls as well as creating social spaces that are family friendly and welcoming. We provided education and resources to cricket clubs to equip them with the skills and tools required to appropriately report and manage allegations of discrimination and we launched our cricket cities programme to improve access and opportunity for people in Derby City.

COMMITMENT / ACTION	2025 STATUS*	PROGRESS
Invest in cricket facilities to ensure they are welcoming for a diverse membership	Met 2025 Objectives but recognise much more to do	<ul style="list-style-type: none"> £121,000 grants awarded - supporting 24 cricket clubs £25,000 invested in improving toilet and changing facilities for Women & Girls £60,000 invested in creating Welcoming Environments We supported Victory CC with significant investment into Derby Leisure and Events to bring the site back to use.
Create inclusive and accessible places to play outside of traditional cricket clubs	Met	<ul style="list-style-type: none"> Covered Outdoor Cricket Facility feasibility study carried out and report in progress to be reviewed in Q2 2026 Cricket National Programmes delivered on 5 parks within Derby City providing free access to over 100 participants Supported the development and delivery of the multi use Play-Zone on Normanton Park and delivered activation sessions.
Drive inclusive behaviours and culture in recreational cricket	Met	<ul style="list-style-type: none"> Supporting resources provided to all clubs Dedicated area on DCF website to house a library of resources Over 275 volunteers have completed online EDI training, including the Anti-Discrimination training and introducing the Boundary
Develop and deliver campaigns to raise awareness and understanding	Ongoing	<ul style="list-style-type: none"> We delivered two cultural events across the year, celebrating Ramadan and Diwali, engaging over 400 people across the two events We celebrated international women's day with a team event and raised the profile across our social media channels



TACKLE DISCRIMINATION AND ADDRESS INEQUALITIES

“WE WILL TAKE ACTION TO HELP CRICKET BE FREE OF DISCRIMINATION”

There is no place for discrimination of any type in cricket and we are working hard with all stakeholders to tackle discrimination and make cricket a truly welcoming and inclusive game. We continued to make progress in 2025 with all Cricket Clubs and Leagues adopting and agreeing to abide by the Anti-Discrimination Code. 275+ people participated in online EDI training and we provided guidance and support to clubs to deal with and reports or allegations of discrimination. We provided independent case management support to assist clubs and leagues to manage allegations of discrimination. We appointed a full time Safeguarding & Anti-Discrimination Officer to provide ongoing support and guidance to clubs and stakeholders

COMMITMENT / ACTION	2025 STATUS*	PROGRESS
Embed and enforce the Anti-Discrimination Code (ADC) throughout the game in Derbyshire	Met	<ul style="list-style-type: none"> 105 Clubs (100%) signed the DCF/ECB Affiliation, agreeing to follow the General Conduct Regulations and Anti-Discrimination Code All Leagues have adopted the Anti-Discrimination code and agreed reporting procedures to ensure all cases are reported appropriately and in line with Cricket Regulator requirements.
Provide a programme of education and resources for clubs	Partly Met	<ul style="list-style-type: none"> 30 umpires completed the ‘Introducing the Boundary’ online training Club Chairs and Safeguarding Officers provided with guidance and tools to deal with discrimination Further training planned for Q1 & Q2 of 2026
Equip clubs, leagues and key stakeholders to manage discipline and discrimination	Met	<ul style="list-style-type: none"> Support and guidance provided to clubs and leagues during 2025 DCF Anti-Discrimination panel provided independent assistance when required DCF provided discipline and discrimination function and support to newly established Derbyshire Junior League 80+ club officials attended our Safeguarding Conference, providing guidance and training around reporting concerns



IMPROVE ACCESS TO CRICKET

“WE WILL IMPROVE OPPORTUNITIES AND ACCESS FOR THOSE WHO ARE CURRENTLY MISSING OUT, ENABLING FAIR AND EQUITABLE ACCESS”

We recognise that there can be barriers to participation for people from under-represented groups. During 2025 we made significant progress in removing barriers and improving opportunity. We put in place a number of initiatives to provide accessible opportunities, including providing funded places on our National Programmes, and funded places on coach education courses. Our Chance to Shine Street programmes engaged over 300 participants of which were 72% ethnically diverse and 27% female. We provided over £19,000 of financial assistance through our Access to Cricket Fund as well as providing over £22,000 of National programme bursaries.

COMMITMENT / ACTION	2025 STATUS*	PROGRESS
Make Cricket accessible to those with a disability	Met	<ul style="list-style-type: none"> • We delivered over 100 hours across 3 disability hubs through The Lords Taverners Super 1's programme, an increase of 44% • We delivered 8 Disability workshops across our 3 hubs • We engaged 30 schools, 60 teachers and over 650 children in SEND Schools • We continued to support 5 Disability Champion Clubs to provide inclusive opportunities for those with a disability • DCF managed and enhanced the Disability Performance Programme, providing progression opportunities through a D40 Hardball Team and a Super 9's Softball Team. • D40 team made history by winning the National D40 pursuit league for the first time
Enable wider access to male and female talent pathways	Met	<ul style="list-style-type: none"> • £8950 Financial assistance provided through our Access to Cricket Grants • 44 players provided with support • Extensive MCC Foundation Hub programme delivered <ul style="list-style-type: none"> ◦ 142 participants assessed - 82 participants retained ◦ 29% female ◦ 16% Ethnically Diverse ◦ 70 Sessions delivered • DCF in partnership with Derbyshire County Cricket Club launched the Early Engagement Programme aimed at providing opportunities for children age 9-12 to engage with the talent pathway. Over 400 children observed during Q4 of 2025.
Increase opportunity for those from underrepresented and lower socio economic groups	Met	<ul style="list-style-type: none"> • We provided over 1000 National Programme bursary free places to underrepresented and lower socio economic groups. • 3 Wicketz Hubs with 94 participants engaged - 55% ethnically diverse and 52% female • 12 Kit Recycling Shops held with 420 people accessing clothing and equipment • 30 Start Up kit bundles secured with distribution to take place in Q1 of 2026 • 1 LGBTQ+ working group established - action plan for engagement being developed • 2 transition to hardball programmes delivered • £10,093 Access to cricket Grants Awarded supporting 96 people <ul style="list-style-type: none"> ◦ 32% Ethnically Diverse ◦ 29% Female

INCREASE DIVERSITY

“WE WILL WIDEN PARTICIPATION AND ENABLE DIVERSITY ACROSS THE GAME”

During 2025, significant progress was made in widening participation and increasing diversity across the game. Female engagement continued to grow, with more girls playing cricket than ever before, increased representation across clubs, and a strong uplift in coaching and activator development. Access was further widened for ethnically diverse communities through expanded bursary provision, targeted programmes and grassroots initiatives, resulting in increased participation and greater diversity across multiple settings. Alongside this, the volunteer workforce became more representative, with more female, ethnically diverse and young people trained, developed and engaged. Collectively, these outcomes demonstrate meaningful progress in making cricket more inclusive, accessible and reflective of the communities it serves.

COMMITMENT / ACTION	2025 STATUS*	PROGRESS
Increase female engagement and participation	Met	<ul style="list-style-type: none"> • 30 free places on our Falcons Summer camps to girls between the age of 8-13. • 48 female coaches trained • 39 clubs with 68 girls teams in 2025 - 31% increase on 2024 • 239 girls games played - more than double 2024 • 14 female Activators trained
Widen Access for those from ethnically diverse communities	Met	<ul style="list-style-type: none"> • 578 National Programme Free Bursary Places to ethnically diverse participants • 18% ethnic diversity across all National Programmes - 3% increase on 2024 • 18 South Asian Female engagement sessions delivered, engaging over 20 South Asian Women. • 1 South Asian women's team representing Derbyshire at the National tape ball finals. • Dive to Move Urban Hub developed for Taxi Drivers - 13 participants attending 6 sessions. • South Asian Girls dynamos programme - 13 participants engaged • 6 Street Intros sessions delivered engaging 13 participants • 5 Street programmes in Derby City - 64% ethnic diversity
Continue to diversify the volunteer workforce	Met	<ul style="list-style-type: none"> • 48 female coaches trained • 14 female activators trained • 26 Ethnically Diverse Coaches Trained • 14 young people engaged through our Youth Council and a further 51 engaged in our Junior Network.

LEAD BY EXAMPLE

“THE DCF WILL LEAD BY EXAMPLE AND STRIVE TO BE A BEST-PRACTICE ORGANISATION”

In 2025, DCF continued to lead by example, strengthening governance, representation and influence across the organisation and the wider game. The diversity of our workforce increased significantly, with ethnic diversity rising to 15% and continued progress towards a more balanced gender profile. Through skills and diversity reviews, we successfully strengthened board representation, maintaining ethnic diversity above county demographics and improving gender balance. More inclusive decision-making was embedded through active Youth Council engagement, the establishment of community-focused working groups and the creation of an LGBTQ+ steering group, ensuring a wider range of voices shaped our plans. Alongside this, professional player ambassadors and increased community engagement inspired more people to choose cricket, reinforcing DCF’s commitment to best practice, leadership and inclusion at every level.

COMMITMENT / ACTION	2025 STATUS*	PROGRESS
Increase the diversity of our own workforce	MET	<ul style="list-style-type: none">• Ethnic Diversity of DCF staff increase to 15% during 2025 up from 5% in 2024• Gender diversity of DCF staff increased, 70% Male - 30% Female
Continue to develop a diverse board, representative of the communities and audiences we serve	MET	<ul style="list-style-type: none">• Thorough skills and diversity review carried out and successful recruitment completed• Increased gender diversity of the DCF Board to 58% Male and 42% female• Ethnic diversity of the board remains above the county demographic - 16% ethnic diversity
Involve more diverse perspectives and communities in the process of developing and reviewing our plans	MET	<ul style="list-style-type: none">• Cricket Cities working group formed with more work to develop further in 2026• Youth Council engaged to provide ‘Youth Voice’ throughout our work• Facilities Working group formed to provide diverse perspective in developing our facility development plans• LGBTQ+ steering group established
Inspire more people to choose cricket	MET	<ul style="list-style-type: none">• 2 DCCC Professional players appointed as ambassadors• 10+ player appearances in clubs and community settings• Money Can’t Buy experience provided to over 150 children and young people through Match Day Activation and Guard of Honours.

IMPROVE OPPORTUNITY AND ACCESS FOR UNDER-REPRESENTED ETHNIC GROUPS

“WE WILL ENSURE THOSE FROM UNDER-REPRESENTED ETHNIC GROUPS HAVE EQUITABLE ACCESS TO CRICKET AND OPPORTUNITIES FOR DEVELOPMENT”

PROGRESS IN INCREASING ETHNIC DIVERSITY ON DCF/NATIONAL PROGRAMMES

The DCF continues to monitor progress in the ethnic diversity of participants engaged in our programmes, compared to the levels of ethnic diversity of the overall population in Derbyshire. The 2021 census data tells us that around 13% of the population in Derbyshire are in the under-represented ethnic groups. We are pleased to report that ethnic diversity of participation across our programmes has improved in 2025, and is broadly representative of the wider population across the county (illustrated in the table below).

Two thirds of those from under-represented ethnic groups in the county live in Derby. We have increased programme delivery in the city significantly during 2025, having secured additional investment through the ECB Cricket Cities Programme, and we have worked with local clubs to make these programmes accessible to the local community. This includes:

- Increasing delivery of All Stars, Dynamos and Holiday programmes in Derby and providing over 1200 free places on All Stars and Dynamos and awarding over £10,000 in funded summer camp places.
- 457 free places on our Chance to Shine Street Programme - 135% increase on 2024. 64.5% of participants from ethnically diverse communities and 30.8% female (3% increase on 2024).
- We expanded our Wicketz programme, introducing a girls programme in Derby, engaging children and young people from under-represented and lower socio economic groups. 57 participants engaged, of which 32.1% were ethnically diverse.
- We launched our MCC Foundation Hub for children from state schools to help them realise their potential. 82 talented young people engaged in the programme (151% growth on 2024).
- We awarded 27 Coach Bursaries to enable aspiring coaches to access coaching qualifications. 16% of the coaches we trained in 2025 were from ethnically diverse communities.

More action is still needed to sustain the representation of ethnic diversity throughout the game, and engage some communities that are still under-represented. The DCF will continue to address this in 2026 and beyond.

	Asian				Black				Mixed				White Other				Other				Total			
All Derbyshire (2021 Census)	5.00%				1.40%				1.90%				3.90%				1.00%				13.10%			
	2022	2023	2024	2025	2022	2023	2024	2025	2022	2023	2024	2025	2022	2023	2024	2025	2022	2023	2024	2025	2022	2023	2024	2025
All Stars	4.9%	7.5%	7.5%	11.2%	0.4%	0.7%	0.7%	0.5%	3.5%	3.2%	2.8%	3.3%	0.8%	3.1%	3.0%	0.0%	0.8%	0.0%	0.8%	1.4%	9.9%	14.5%	14.8%	16.4%
Dynamos	3.7%	8.8%	13%	21.0%	0.2%	0.7%	0.7%	0.9%	3.2%	3.9%	3.8%	2.2%	1.3%	3.3%	2.4%	0.0%	1.3%	0.0%	0.5%	2.0%	8.6%	16.7%	20.5%	26.1%
Holiday Programme	6.7%	9.0%	9.90%	10.0%	0.0%	0.3%	0.0%	0.3%	5.1%	2.8%	3.6%	3.9%	0.2%	1.5%	2.5%	1.1%	0.2%	0.0%	0.0%	0.0%	13.3%	13.6%	16.0%	15.2%
Coach Education	13.6%	14.7%	10%	11.2%	0.6%	0.0%	0.0%	1.3%	1.2%	0.0%	3.9%	3.1%	0.0%	2.2%	2.9%	3.1%	0.0%	0.0%	0.0%	0.6%	17.9%	16.9%	16.50%	19.3%
Women's Softball		10.9%	10.4%	13.0%		0.2%	0.16%	0.20%		1.0%	1.0%	0.7%		1.6%	0.8%	1.7%		0.0%	1.5%	1.2%		13.7%	13.82%	16.8%
Chance to Shine Street			64.6%	57.3%			1.7%	3.3%			3.8%	1.8%			1.4%	2.2%			0.5%	0.0%			72.0%	64.5%
The Lords Taverners - Wicketz				28.6%				0.0%				1.8%				1.8%				0.0%				32.10%