

# ANNUAL ECB EDI REPORT

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THE ECB'S EQUITY, DIVERSITY  
AND INCLUSION (EDI) PLAN

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December 2022





# ABOUT THE ECB'S EDI PLAN

The ECB's Equity, Diversity and Inclusion Plan aims to drive change throughout the game, not just within the ECB but within our Counties, our regional hosts, our clubs and our partners who deliver cricket. The two-year plan, which was published in November 2021, covers four core foundations of empowering people, building diverse teams, developing inclusive environments and leading with accountability.

Across these foundations, we have committed to delivering 12 key actions by the end of 2023. Here is a summary of the steps that we have taken so far and the areas that we will focus on over the coming year.

It is important to note that the ECB's EDI Plan was published alongside the Game-wide Action Plan. The two have synergies and are aligned to drive consistency of standards across cricket.

In some cases, more detailed information about the ECB's actions can be found in the separate December 2022 update on the Game-wide Action Plan and where this is the case, it will be referenced below.





# MEASURING PROGRESS DIVERSITY IN OUR WORKFORCE

We committed to reporting publicly on our progress against the actions and KPIs within this plan. This includes measuring the percentage of people working at ECB who strongly agree or agree with the statements below. You can see the results from November 2022 compared to the baseline from 2021.

OVERALL EDI PLAN

“I feel welcome, included, and like I belong at the organisation I work for.”

80% (up from 70%)

**Empower people**  
“I understand and feel educated across the breadth of EDI.”

77% (up from 53%)

**Build diverse teams**  
We will track the diversity of the ECB Board, Executive and Leadership teams, and staff, as well as the diversity of Boards across the cricket network.

SEE TABLES BELOW

**Develop inclusive environments**  
“The organisation I work at is inclusive.”

75% (up from 49%)

**Lead with accountability**  
“The leadership of the organisation I work at is committed to action, not just words, when it comes to EDI.”

68% (up from 55%)

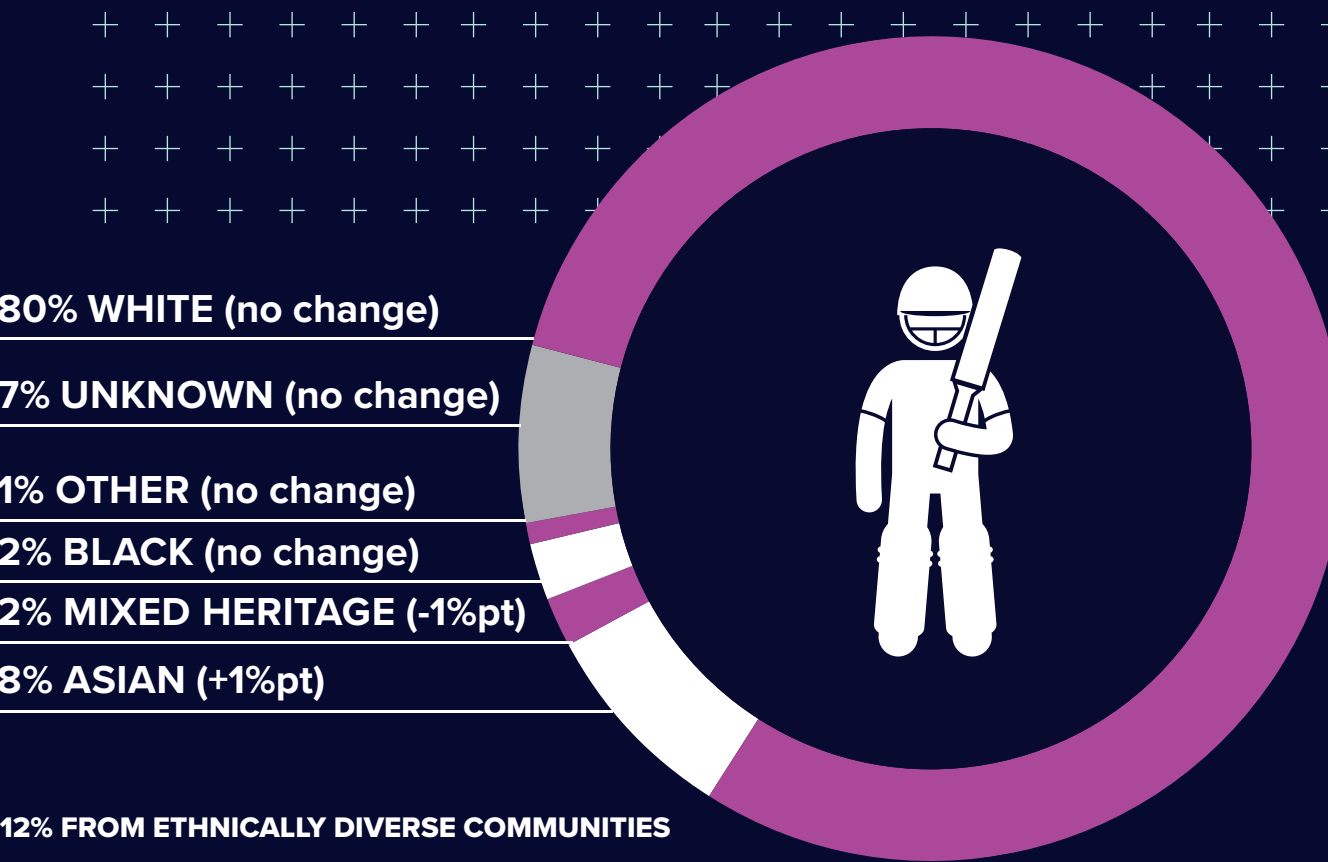
Targets for 2025

Area	% female	Area	% from ethnically diverse communities
ECB Board	36% current, (38% 2021), 50% target	ECB Board	18% current, (18% 2021), 20% target
Executive Team	30% current, (27% 2021), 50% target	Executive Team	30% current, (18% 2021), 20% target
Leaders' Group	41% current, (39% 2021), 50% target	Leaders' Group	5% current, (10% 2021), 20% target
ECB workforce	35% current, (36% 2021), 50% target	ECB workforce	12% current, (12% 2021), 20% target

DEMOGRAPHICS OF ECB WORKFORCE (EXCLUDING PLAYERS)

We are committed to creating more diverse workforces across cricket, and know the ECB must lead by example. We began by setting targets around gender and ethnicity and report on these below. We also report data from the cricket-wide census on the make-up of our workforce.

Creating a more diverse ECB, and ultimately across cricket, will make us all stronger and ensure we represent and reflect all communities we serve. It is essential if we are to make cricket a game for everyone.



5%

HAVE A DISABILITY OR LONG TERM ILLNESS\* (-4%pt)

50%

ARE RELIGIOUS (-7%pt)

6%

IDENTIFY AS LGBTQ+ (no change)

20%

WENT TO INDEPENDENT SCHOOL (no change)

11%

ARE CARERS\* (+3%pt)

1%

ARE NEURODIVERSE (no change)

\*DEFINITION USED IN 2022 SURVEY DIFFERENT TO IN 2021



## EMPOWER PEOPLE TO MAKE POSITIVE CHANGE ACROSS CRICKET



We will empower people to make positive change across cricket. We will ensure ECB staff feel supported, educated and empowered to drive progress, and that best practice and learning is shared. We will work with counties and regional hosts across the game to offer their staff the same support.

### 1. Deliver game-wide EDI education

#### Key actions:

Deliver, in partnership with the Professional Cricketers' Association, ongoing EDI education for professional players

Provide all cricket organisations with access to high-quality EDI training for all employee

Across the network, around 4,500 people have completed anti-discrimination training since it was made available to employees of the ECB and the wider cricket network in January 2022, and in January we will begin delivering an Inclusive Leadership programme for those in leadership roles across the Counties and the ECB. Work will continue in the off-season to further roll out an anti-discrimination programme across the recreational game.



There is still further work to do, and we will use the findings of the Independent Commission for Equity in Cricket and the dressing room review to develop a redesigned programme of education for professional cricketers, building on the anti-racism training delivered by the PCA to 1,000 players and support staff in 2021. Our partnership with Kick it Out will also provide support to both the ECB and PCA on a designed programme of education for players, coaches and support staff.

Further information on this action is reported in the December 2022 update on the Game-wide Action Plan (pages 7, 8 and 12).

### 2. Encourage and support personal development and learning

#### Key actions:

Provide monthly EDI updates to the whole game sharing relevant content

Update our online learning platform to provide the wider cricket network access to external resources that promote wider awareness and empathy of EDI topics

Mandate ECB staff to set personal learning objectives around EDI

This year we have launched a new educational resource for people across the game, the EDI Content Hub, featuring video interviews with people sharing their lived experiences in cricket. Content covers a wide range of topics, including race, gender, sexual orientation, mental health, neurodiversity, disability and poverty. More than 430 people have watched videos on the EDI Content Hub so far.

We will shortly launch a new monthly newsletter, Raising the Game, to give greater visibility to work that is driving positive change in EDI and to provide motivation and inspiration for new projects. The newsletter will also bring the game together around key EDI milestones, share best practice from other sectors, and share content, campaigns and other examples of activism that are driving change. The introduction of personal learning objectives around EDI for all ECB employees will also be championed in 2023.



3. Bring people together through game-wide communities

Key actions:

- Establish game-wide communities from underrepresented groups across cricket
- Ensure these communities receive sufficient budgets to deliver activities
- Provide a clear reporting structure into the ECB and the wider network, with specific terms of reference for each community group

We have developed plans for four Employee Networks to empower and build connections between people from under-represented groups. Co-Chairs of the Women In Cricket network were recently appointed, and we have advertised for Co-Chairs of the Race In Cricket network.

The LGBTQ+ In Cricket network will be up and running for ECB employees from January 2023 and will be expanded to the whole game in the same year, as will the Disability in Cricket network.

Work will continue through 2023 to grow these four Employee Networks and get people involved from across the game.

During the year we also held community group sessions to listen to the experiences of people of Black, African and Caribbean heritage to understand how the game can serve them better. These sessions helped to shape the ECB's support for Black History Month through a series of videos featuring Black voices from across the game, including stories put forward by community groups. Content included a video about African Caribbean Heritage Day, an interview hosted by David Lawrence with his former mentor Guy Reid-Bailey, and a live event with Kick It Out and speakers from across the game.

We also engaged with South Asian communities ahead of the second edition of The Hundred to better understand perceptions of the competition and help to ensure that we meet the needs of this audience.







## BUILD DIVERSE TEAMS THAT REFLECT THE COMMUNITIES THEY SERVE



Cricket should always connect communities and people from different backgrounds. So, we will address discrimination where it exists. And we will ensure structures, policies and processes throughout the game promote inclusion across the sport.

### 4. Strengthen our approach to fairer recruitment

#### Key actions:

Continue using an anonymised recruitment tool

Use balanced interview panels for all ECB Leadership and Executive appointments

Ensure ECB role descriptions and advertisements reflect our EDI ambitions and priorities

We have continued to use an anonymised recruitment tool to provide objective evaluation of candidates' skills and remove unconscious bias. Every interview, for roles at all levels, is conducted by a diverse panel of assessors, with consistent questions and scorecards used for fairness. Since introducing this recruitment tool in December 2020, we have filled more than 200 roles with a candidate experience rating of 8.3/10.

We are now working with partners across the game to help them to adopt fairer recruitment strategies. This project will identify and develop the resources (guidance, digital toolkit, templates and materials) needed for the cricket network to adopt fairer recruitment methodologies, regardless of whether they have access to the same hiring platform used by the ECB. See the December 2022 update on the Game-wide Action Plan (page 14) for more details.

We believe this is a key area of development across cricket. To champion fair and inclusive recruitment and ensure that we create a diverse and inclusive workforce across the sport is critical.

### 5. Establish transparent development, progression, and promotion processes

#### Key actions:

Introduce a recruitment charter to ensure fair access to internal roles at ECB, and encourage game-wide adoption

Create and embed a transparent promotions process at the ECB

Deliver targeted development opportunities (e.g., mentoring) to support under-represented groups at the ECB and throughout the cricket network

Through the ECB Recruitment and Promotions Pledge, we have committed to building a culture where people thrive and perform at their best by bringing their whole selves to work. This year we have increased the transparency of how opportunities for promotion are communicated, reviewed and approved, and all requests to award a promotion are supported with evidence and assessed by multiple and diverse reviewers.

We have also supported the development of people from under-represented groups by partnering with Moving Ahead and the 30% Club to fund places for 14 people from the ECB to participate in the Mission Include mentoring programme. This cross-organisation programme brings together mentees and mentors from varied sectors to share experiences and accelerate diverse talent.

We will continue to refine and build on the promotions process to create more opportunities for people at the ECB. We will also encourage game-wide adoption of transparent progression and promotion practices as part of the fairer recruitment project, and plan to extend participation in the Mission Include mentoring programme to people from across the cricket network from all backgrounds.



6. Improve diversity in leadership and governance positions across cricket

Key actions:

Commit the ECB Board & leadership team to meeting and maintaining extended gender and ethnicity target

Commit ECB Board sub-committees to meeting and maintaining gender and ethnicity targets

Continue to deliver game-wide governance reform, including working with County organisations to ensure they meet and exceed the current County Governance Framework

At present, 36% of the ECB Board are female (2025 target of 50%) and 18% are ethnically diverse people (2025 target of 20%). Recent announcements have confirmed that several Board members will not be seeking re-election at the next year's AGM and as such we expect the make-up of the Board to change in 2023. The ECB has begun a process, with the support of an external search firm, to recruit new Non-Executive Directors (NEDs) to fill these vacancies. A new Senior Independent Director also needs to be appointed following the death of Senior Independent Director Brenda Trenowden CBE.

The ECB Board remains committed to ensuring all sub-committees have appropriate diversity and has set targets of 30% gender diversity and 20% ethnic diversity. The ECB Sub-Committee structure is undergoing significant review as the ECB implements the recommendations of the recent Portas Governance Review. However, over the last six months the ECB Sub-Committee structure has averaged between 29-31% female representation and 18-20% ethnic diversity representation.

Thirty per cent of the Executive Team at the ECB are female, and 41% of the Leaders' Group are female, up two percentage points this year. Both groups have a 2025 target of 50% female representation. The number of people on the Executive Team who are ethnically diverse stands at 30%, ahead of the 20% target for 2025. The Leaders' Group shares the same target and includes 5% of this group are people from ethnically diverse communities, down 5 percentage points in the last year.

We have worked with County Organisations to deliver continued progress in Board diversity across the game, which now exceeds targets at an aggregate level for gender and ethnic diversity representation. Currently, Boards have an overall figure of 33% female representation and 17% ethnic diversity, up from 11% and 5% respectively since 2019. More information can be found in the December 2022 update on the Game-wide Action Plan, pages 12 and 13.

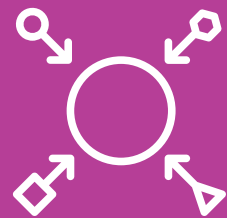
The ECB will continue to support progress in Board and leadership diversity across the cricket network. A minority of county organisations (6 out of 50) have not yet met their Board diversity targets and have committed to do so by their AGMs in early 2023 at the latest.







**DEVELOP INCLUSIVE ENVIRONMENTS WHERE EVERYONE FEELS WELCOME AND SAFE**



We will develop inclusive environments where everyone feels welcome and safe. Cricket should always connect communities and people from different backgrounds. So we will address discrimination where it exists. And we will ensure our structures, policies and processes promote inclusion across the sport.

## 7. Conduct a full review of ECB's HR policies

### Key actions:

Conduct a full review of ECB's HR policies through an EDI lens

Make our learnings available to the cricket network and our partners

We have completed the review of 12 existing ECB People policies to ensure that we are showing ambition in EDI and setting standards for the game. All policies have been revised to ensure that the language used is fully inclusive with respect to gender and cultural differences. Further changes

include updating our family friendly policies to provide enhanced pay and leave options from day one of employment rather than after a qualifying period. As part of this approach, our new Time Away from Work policy goes further than statutory requirements to offer paid time off to deal with emergencies or unexpected situations involving dependents.

We have also kicked off the development of new policies to address any gaps that we've identified in the provision of an inclusive environment for employees. New policies published since August 2022 include: Parental Leave Policy, Parental Bereavement Leave Policy, Fertility Policy and a Menopause Policy. We will be also launching a new Adoption Leave and Pay Policy and an updated ECB Recruitment Policy imminently.

Our learnings have been shared with the wider network by creating a template library with all our new and updated People policies. This is intended to provide a starting point to help network organisations to review their own policies, reviewing and tailoring in line with their individual needs. We are also planning more workshops with representatives of County Organisations, supporting their efforts to review and update their policies.





## 8. Drive out discrimination across the game

### Key actions:

Embed the game-wide Anti-Discrimination Code within our regulations, enforced through disciplinary processes and linked to the anti-discrimination hotline

Set up a game-wide anti-discrimination whistleblowing programme

Build on 2021 Moments of Unity to continue momentum in anti-discrimination

We have continued to investigate allegations of racism or other forms of discrimination and brought charges against individuals or organisations where appropriate.

In June 2022, charges were brought against Yorkshire County Cricket Club and a number of individuals following a thorough and complex investigation into racism and other allegations at the Club and its handling of those allegations. The cases are scheduled to be heard by an independent panel of the Cricket Discipline Commission.

In separate cases:

- the CDC reprimanded seven former and current players in October and November 2022 following charges related to non-recent social media posts.
- a CDC Panel imposed a £50,000 fine (part of which was suspended), a caution and a reprimand on Essex CCC in May 2022 following a charge in relation to a racist comment made in 2017 at an Essex CCC Executive Board meeting and how Essex CCC handled the matter.
- a CDC Panel imposed a £1,500 fine and a five-match ban (four of which were suspended) on Alex Davies in February 2022 in relation to historic social media posts.

Cricket's Anti-Discrimination Code has continued to be rolled out across the recreational game. In 2022, the ECB implemented the General Conduct Regulations for County Boards and Premier Leagues,

which includes a specific offence of failing to act in accordance with the Anti-Discrimination Code, and 29 Premier Leagues have been mandated by the ECB to introduce the Code. The County Cricket Boards and First Class Counties have been required since 2021 to promote or enforce the Anti-Discrimination Code under the County Partnership Agreements.

We have also established a new, game-wide system making it easier for anyone to report an incident of discrimination that they have experienced in recreational cricket. See the December 2022 update on the Game-wide Action Plan (page 6) for details.

We also committed to establish an Anti-Discrimination Unit at the ECB to tackle discrimination in all its forms and provide support and guidance to the wider game. Establishing this has taken longer than anticipated, but a Director of the Unit has now been appointed and the implementation plan is being finalised.



## 9. Create a welcoming culture that is consciously inclusive

### Key actions:

Deliver a cultural transformation programme across the game

Support our England teams in staging a review of dressing room culture in cricket

Support clubs and venues to create welcoming environments through guidance and facilities funding

Revise the criteria for hosting major cricket matches for the 2025-2031 cycle to include further requirements for inclusivity, accessibility and sustainability

The review of dressing room cultures across professional cricket in England and Wales has been conducted by EY Lane4 and they will finalise their report early in 2023. The aim is to identify how cricket can achieve healthy and high-performing cultures that actively prevent any form of discrimination.

A total of 30 dressing rooms from across the men's and women's domestic environments, as well as England Women, England Men's white-ball and disability teams, have participated in the review. The final session will be held with the England Men's red-ball team before the end of the year, after which EY Lane4's report will be finalised. We will use the findings of the dressing room review to assess any changes required across the professional game. See the December 2022 update on the Game-wide Action Plan (page 8) for more details.

We have also begun the process of developing a broader and enhanced set of criteria for the award process of major matches from 2025 onwards. The revised criteria will be enhanced in areas such as EDI, welcoming environments, accessibility, management of crowd behaviour, and environmental sustainability. The aim is to ensure that venues and ECB have clarity of their responsibilities and will be able to invest and work together to achieve the required standards, which will be subject to objective performance management and independent oversight. We expect to establish key principles of the criteria in the first half of 2023, followed by consultation with venues to develop a final version aligned with the CPA.

Cultural transformation will be a big focus for the ECB in 2023. We have started to make progress on this key action in 2022, with the culture review and work establishing our community groups – who will be pivotal in supporting culture change. Inclusive leadership training for 600 leaders across cricket in 2023 along with the arrival of our new Chair and CEO will support progress in this area next year.

The ECB continues to provide funding across the recreational and professional game to enable facilities to be made more welcoming. Prior to the 2022 season, all professional cricket venues reviewed the inclusivity of their facilities and established plans to improve provision for families and under-served communities, with the ECB making available £2.5 million of funding available to support developments including the provision of alcohol-free areas, multi-faith rooms, family toilets, changing facilities, accessible seating sections and sensory rooms. More than 1,600 facilities projects have been funded across the recreational game over the past two years.

The independent report of the ICEC, due to be published in early 2023, will help us to determine the necessary further actions.





## LEAD WITH ACCOUNTABILITY AND COMMITMENT



We will lead with commitment and accountability, being open and honest about progress. We will aim to build more trust among parts of the cricket community by explaining where we are, what needs to change, and ensuring we have the right data to inform effective decision-making. We will report regularly and transparently on progress, and ECB leaders will be accountable for meeting this plan's commitments.

### 10. Ensure the Independent Commission for Equity in Cricket reports publicly and transparently

#### Key actions:

Publicise how to participate in the ICEC's work across the cricket network

Ensure the ICEC report is published on the ECB website

Publish our response to the report, including updated actions within this EDI Plan

The ECB has provided full assistance to the work of the ICEC, providing documents and data and facilitating access to stakeholders. We have also used our website and social channels to encourage people from across the game to share their experiences, helping to drive more than 4,000 responses to the ICEC's online survey.

The ICEC's independent report will be published in early 2023. The ECB will give careful and thorough consideration to the ICEC's findings and recommendations before publishing our response and details of any further action to be taken across the game.



### 11. Develop a strong, public and shared commitment to advancing equity, diversity and inclusion across the game

#### Key actions:

Continue to listen in and be open to understanding the lived experiences of all people within cricket

Use storytelling throughout our communications to advocate for inclusion

Improve EDI standards across our supply chain

Encourage the cricket network to tell their own stories of equity, diversity and inclusion

This year the ECB launched the Raising The Game platform to make progress in EDI across the game more visible and provide opportunities for people and organisations across the network to share their stories. More than 1,600 people have watched streamed coverage of the game-wide launch event. We'll continue to develop and build Raising The Game as a platform to highlight examples of work being done to make cricket more equitable, diverse and inclusive, as well as encouraging more people from across the game to share their own stories and experiences.

Cricket's support for Rainbow Laces was expanded as the first campaign under the Raising the Game banner, with engagement across The Hundred, Disability Premier League and Royal London Cup, as well as a men's Test match for the first time. The opportunity was used to support the launch of the new Pride In Cricket national LGBTQ+ supporters network, resulting in a 60% increase in registrations. ECB also marched at London Pride, alongside Pride in Cricket and Proud Surrey.

Thanks to funding from Sport England we have reached the target of recruiting 2,000 activators in the Dream Big Desi Women programme, which empowers South Asian women to get involved in delivering cricket for young people in urban areas. 600 activators attended the England vs India women's ODI at Lord's in September to take part in a celebration of the milestone.

Further steps include forming a partnership with Nujum Sports to develop and guide Muslim inclusion



in cricket through training, education and practical guidance. So far, six workshops have been delivered to 90 players and coaches and over 200 people have attended Islamophobia Awareness Webinars across the game.

We also hosted the first ever Diwali celebration at Lord's, with 144 people in attendance including the Indian High Commissioner, following on from a special Iftar event at Lord's earlier in the year to welcome members of the local community to celebrate Ramadan and break the day's fast.

The Pam Brown EDI Initiative Award has also been created to celebrate work being done to make cricket more inclusive, with the inaugural award being presented to Warwickshire CCC in November 2022 for the ground-breaking 'Edgbaston for everyone' action plan.

In relation to our supply chain, we have introduced EDI questions into our supplier application process and formed a partnership with FuturePlus to benchmark the performance of our top 40 suppliers across five areas of sustainability including EDI.



## 12. Publish an annual EDI progress report

### Key actions:

Require all ECB leaders have at least one objective linked to this EDI Plan

Tie ECB Executive pay to achieving these objectives

Publish an annual progress update on our website, including transparent data showing progress made against our ambitions

All members of the ECB's Executive Team have at least one personal objective that is linked to EDI goals, and remuneration is linked to delivery of these goals. We intend to extend personal objectives linked to delivery of the EDI plan to members of the ECB Leaders Group.

This report is the ECB's first annual progress update and includes data from the latest ECB census, completed in November 2022. We'll continue to report regularly and transparently on our progress, updating our plans with new actions and sharing learnings with the wider game.





# Contact us

- If you want to report discrimination in a cricketing environment, please visit: **[ecb.co.uk/reporting-discrimination](https://ecb.co.uk/reporting-discrimination)**
- To share a story about positive change: **[raisingthegame@ecb.co.uk](mailto:raisingthegame@ecb.co.uk)**
- To ask a question about our EDI work: **[diversitymatters@ecb.co.uk](mailto:diversitymatters@ecb.co.uk)**
- For media Enquiries: **[media@ecb.co.uk](mailto:media@ecb.co.uk)**

