

Norfolk Cricket Foundation Equity, Diversity & Inclusion Plan 2026



Norfolk Cricket Foundation (NCF) aims to create a lasting, positive impact on the lives of individuals and communities in Norfolk through the power of cricket. Our countywide strategy was launched in April 2025 and remains in place until January 2029.

Norfolk Cricket Foundation supports the ECB Vision - We want cricket to be for everyone within Norfolk.

"To make cricket the most inclusive team sport in England and Wales. We want to achieve a generational change in our sport so that everyone can genuinely consider that cricket is a game for them."

Norfolk Demographics

Population: 914,039 (Estimated May 2020)

- *Persons aged 0-15 (16.9%), Persons aged 16-64 (58.5%), Persons aged 65+ (24.7%)*

Ethnicity Data (Source 2011 Census)

- *92.7% White & 7.3% Ethnic Minorities (Other White 3.7%, Asian/Asian British 1.5%, Black/African/Caribbean/Black British 0.5%, Mixed/multiple ethnic groups 1.2% and Other groups 0.3%.*

Main Language (Source 2011 Census)

- English 96.3%

Marital and civil partnership status (Source 2011 Census)

- *Married 50%, Single 29.5%, Divorced 10.1%, Widowed 7.9%, Separated 2.3%, Same sex partnership 0.2%*

Religion (Source 2011 Census)

- *Has Religion 62.8% including 61% Christian, No Religion 29.6%, Not Stated 7.6%*

Deprivation (Various Sources)

- *15% children live in low income families, 12% of households experiencing fuel poverty*

Economically Active (2021)

- *80% of 16-64 year olds are economically active (85% male and 76% female)*

Norfolk Cricket Demographics 2024

NCF Trustees = 12 (7 Male, 5 Female)

NCF Staff (Full-Time or Part-time) = 14 (11 Male, 3 Female)

Affiliated Cricket Clubs = 94

Clubmark Accredited Clubs = 38

Clubs playing Saturday League Cricket = 81 Clubs

Saturday Teams in 2024 = 159 Teams

Clubs with a Junior Section 2024 = 55 Clubs

Junior Teams in 2024 = 234 Teams

Clubs with a Women &/or Girls Section = 35 Clubs

Boys CAG Pathway Players = 107 Players (U11 to U18)

Girls CAG Pathway Players = 90 Players (U11 to U18)

Norfolk Cricket Demographics 2025

NCF Trustees = 10 (5 Male, 5 Female)

NCF Staff (Full-Time or Part-time) = 14 (11 Male, 3 Female)

Affiliated Cricket Clubs = 94

Clubmark Accredited Clubs = 38

Clubs playing Saturday League Cricket = 81 Clubs

Saturday Teams in 2025 = 161 Teams

Clubs with a Junior Section 2025 = 56 Clubs

Junior Teams in 2025 = 240 Teams

Clubs with a Women &/or Girls Section = 36 Clubs

Boys CAG Pathway Players = 97 Players (U12 to U18)

Girls CAG Pathway Players = 73 Players (U12 to U18)

Development Hubs (U10/U11) = 100 Players

Norfolk Cricket Demographics 2026

NCF Trustees = 10 (6 Male, 4 Female)

Affiliated Cricket Clubs = 93

Clubs playing Saturday League Cricket = 81 Clubs

Saturday Teams in 2026 = 158 Teams

Junior Teams in 2026 = TBC (more planned)

Boys CAG Pathway Players = 81 Players (U13 to U18)

Development Hubs (U10/U11/U12) = 125 Players

NCF Staff (Full-Time or Part-time) = 14 (10 Male, 4 Female)

Clubmark Accredited Clubs = 39

Clubs playing Saturday League Cricket = 80 Clubs

Clubs with a Junior Section 2026 = 55 Clubs

Clubs with a Women &/or Girls Section = 38 Clubs

Girls CAG Pathway Players = 63 Players (U13 to U18)

Norfolk Cricket Foundation are committed to action and change.

We recognise that change must continue to happen. To attract people from different backgrounds and diverse communities, we must work together to evolve cricket’s culture, structures, and governance – at all levels. To be more inclusive and welcoming, we need to be intolerant of discrimination and abuse of any kind; systematically address barriers to entry and advancement; and build a more diverse workforce and governance structure.

We are committed to:

Equity: we want no individual, or group of individuals, to be treated less favourably because of their protected characteristics. We also want to ensure that those who may be disadvantaged can get the tools they need to access the same, fair opportunities as their peers. Furthermore, in areas of under-representation we commit to positive action and application of resources to level the playing field.

Diversity: we want to recognise, respect and celebrate each other's differences. We wish to create a diverse environment, one that sees people with a wide range of backgrounds, talents and mindsets, thereby enabling an empowered culture of creativity and innovation.

Inclusion: we want to create cricketing environments where everybody feels welcome and valued, including those who already play and are satisfied with the status quo. We want to become more aware of our unconscious biases, and to learn how to manage them.

The Foundations of our Norfolk Cricket Foundation EDI Plan

- **Empower people** to make positive change across cricket
- **Build diverse teams** that reflect the communities they serve
- **Develop inclusive environments** where everyone feels welcome and safe
- **Lead with accountability** and commitment

EMPOWER PEOPLE	BUILD DIVERSE TEAMS	DEVELOP INCLUSIVE ENVIRONMENTS	LEAD WITH ACCOUNTABILITY
NCF Commitment: We will empower people to make positive change across cricket. We will ensure NCF staff feel supported, educated and empowered to drive progress, and that best practice and learning is shared. We will identify and work with organisations and stakeholders for further support.	NCF Commitment: Cricket should always connect communities and people from different backgrounds. So, we will address discrimination where it exists. We will ensure structures, policies and processes throughout the game promote inclusion across cricket in Norfolk.	NCF Commitment: 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 in Norfolk.	NCF 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, engaging them on what needs to change, and ensuring we have the right data to inform effective decision-making. We will report regularly and transparently on progress.

The Norfolk Cricket Foundation embrace and adopt the NEW ECB Cricket Core Values.

- RUN ON RESPECT
- EMBRACE ENJOYMENT
- BUILD BELONGING
- PROGRESS WITH PURPOSE

2024 EDI Progress / Success Stories

Bronze Inclusive Employers Standard

The Norfolk Cricket Foundation successfully completed the Inclusive Employers Standard in 2024 and were pleased to be awarded a Bronze Accreditation. (The only cricket organisation to achieve this standard in 2024)

Charitable Company Conversion

Formally the Norfolk Cricket Board, we have successfully changed the legal status, brand and launched a new strategy 'A Game for Everyone 2025-2028' under the new name 'Norfolk Cricket Foundation'. Previously a limited company, the Norfolk Cricket Foundation are a Charitable Company and successfully listed as a charity with the Charities Commission.

Updated Articles of Association to comply with ECB Governance Gold Standards

When changing the legal status of the organisation, the business Articles of Association were updated to reflect the necessary changes. As part of this process our legal partner worked with us and ECB to ensure that the updated document complies with the ECB Gold Governance standards.

Trustees/Directors Representation

The formal make of the Norfolk Cricket Foundation Trustees over indexes compared to the minimum requirement in relation to females. Currently 44% of the Trustees are females.

State School Indoor Cricket Competitions

We completed 12 Indoor State School Cricket Competitions for Secondary Schools in Norfolk at UEA. Creating opportunities for children at state schools who would not normally have access to cricket competitions. We have delivered these at U13 and U15 age groups.

Cage Cricket League

Help setup and facilitate a Cage Cricket Schools League using tennis courts at 2 separate secondary schools. We worked with the school to devise a simple short format of the game which involved 8 schools across two venues in Norwich. (CNS / Sprowston)

State School Boys Secondary Coaching Programme

Following on from Girls ECB Proof of Concept funding and Chance to Shine Secondary, we took the opportunity to use the ECB EDI Fund to deliver a boys curriculum leadership programme which would run alongside the girls' programme. We delivered this across six secondary schools to match the schools we worked with for the girl's project. We also used the fund to help provide softball kit for these schools so that they had kit to be using when we were not able to be present in the school.

Adult Disability Sessions

Weekly adult disability inclusion cricket sessions which ran at UEA from September to June. The sessions run for people of all ages/abilities and regularly have over twenty people in attendance for the 80-minute weekly softball session.

MCCF Hub King's Lynn

We successfully have setup an MCC Foundation Hub in King's Lynn this winter at KES Academy, King's Lynn. We had identified the need to grow the number of Hubs we had in Norfolk following the oversubscribed programmes in Norwich. This hub is now running successful with age groups at U14 and U16. Following positive conversations with the MCC, they have agreed to take on the costs of the hub in 2026.

Walking Cricket

After successfully setting up a hub in Norwich in 2023, we successfully used the fund to setup and start new hubs in King's Lynn and Great Yarmouth. We now have 3 sustainable hubs running weekly sessions.

Ethnically Diverse Community Cricket

During the 2024 summer, we setup a trial Tape Ball Competition that took place at Eaton Park. This event saw six teams involved from ethnically diverse communities and saw matches played on two non-turf pitches at Eaton Park.

We also continue to work closely with key influences within the ethnically diverse communities in Norwich and used the fund to deliver a 6-week (2 hours per week) cricket programme. This targeted the asylum seeker/refugee community with support gained through the key influencers in these areas and Active Norfolk (CSP).

Women & Girls Cricket

Significant progress across all areas of Women & Girls Recreational Cricket in Norfolk.

2025 EDI Progress / Success Stories

Norfolk Cricket Foundation

One year since becoming the Norfolk Cricket Foundation, 2025 was used as a transition year from Norfolk Cricket Board Limited to a charitable foundation. This transition is fully completed with the foundation now fully embedded into working practices within recreational cricket in Norfolk and the strategy is at the forefront of all recreational cricket delivery.

NCF Staff Diversity

The staffing structure continues to diversify from within the organisation. Female staff representation has increased to 28% from within the existing NCF development team. This will continue to be a focus as we move forward throughout the strategic cycle.

Female Coaches

Within Norfolk, we helped support 44 women become trained coaches (support, foundation and core) in 2025. This included two Foundation Courses where we had 10 females involved in the course. These coaches are helping to support the delivery of women and girls cricket at their respective clubs in either the women's &/or girls sections.

Diversity in Cricket (State School Cricket)

Using the ECB EDI strategic fund we have significantly grown the number of secondary state schools we are working with within Norfolk. We have 53 state secondary schools in Norfolk and thanks to this funding we are working with over 50% of them on an annual basis through winter and summer delivery. Prior to the EDI funding, the only engagement we had formally with our secondary schools was a handful through the Chance to Shine Girls Secondary Schools programme.

LGBTQ+ Cricket

Last autumn, we delivered 3 taster LGBTQ+ taster cricket sessions working with Out4Cricket. These sessions were delivered at UEA SportsPark and the feedback has been exceptional to the point we would like to expand this offer. (Feedback Below from 11 participants)

1. How did you rate the coaching & coaches? All rated 5 stars
2. How would you rate the LGBTQ+ sessions out of 5? All rated 5 stars
3. Would you recommend the sessions to a friend? All said YES
4. Would you like more sessions to be setup if possible? All said YES

Plans are now in place to take this further forward in 2026 which more sessions and plans to attend the annual Out4Cricket Competition in Birmingham.

Female Officiating

Throughout 2025 and in early 2026 we have delivered 3 taster officiating courses for women. This includes the running of two umpiring and one scoring course.

We have used these taster sessions to promote female officials in cricket, give them knowledge to officiate in their own matches or junior matches and help support them in their early stages of development on the officiating ladder. We also use these courses to promote the official ECB ACO courses which has proven a really good way to encourage participation in the full course.

SEN / Disability Cricket

We now run 3 successful Lord's Taverners Super 1 Hubs on a weekly basis and are teaming up with Suffolk and Cambridgeshire as we strive to run local county representative cricket teams.

Norfolk Cricket Foundation EDI Actions (Jan 2026 – Jan 2027)

EMPOWER PEOPLE to make positive change for cricket in Norfolk

We will:

- Continue to provide EDI training as appropriate to all NCF staff and Trustees (Use ECB Fund)
- Continue to roll out ECB EDI education across recreational cricket in Norfolk
- Continue to embed EDI throughout recreational cricket in Norfolk
- Setup and deliver EDI education workshops across cricket in Norfolk
- Continue to encourage all cases of discrimination to be reported via the ECB

BUILD DIVERSE TEAMS that reflect the communities they represent in Norfolk

We will:

- Always comply with ECB County Governance requirements
- Seek to improve the diversity of employed staff for the NCF
- Seek to improve the diversity of coaches throughout Norfolk
- Seek to understand and remove barriers to participation across Norfolk
- Ensure all staff complete the ECB EDI census on an annual basis
- Ensure the use of fair recruitment processes
- Recruit a new EDI Inclusion Officer within the Norfolk Cricket Foundation (3 Days PW)

DEVELOP INCLUSIVE ENVIRONMENTS where everyone feels safe and welcome within Norfolk Cricket

We will:

- Continue to review and update all NCF policies as appropriate on an annual basis
- Embed the ECB/NCF affiliation document across all cricket clubs in Norfolk
- Support cricket clubs to create welcoming environments for all players, members and guests
- Continue to deliver targeted programmes for under-represented communities/group
- Utilise the ECB EDI fund to provide new opportunities for targeted groups
- Continue to provide financial support / bursaries to help people access the game
- Restructure the County Age Group model within Norfolk in line with ECB strategy
- Work with Out4Cricket to develop LGBTQ+ offering in Norfolk

LEAD WITH ACCOUNTABILITY and commitment

We will:

- Continue to align our strategy to the ICEC recommendations and ECB response
 - Create a culture of listening to views of people across recreational cricket in Norfolk
 - Ensure that the NCF Strategy released in 2025 remains underpinned by EDI and Safeguarding
 - Use the Norfolk Cricket Foundation to deliver and promote the EDI Action Plan in Norfolk
 - Continue to regularly update our EDI plan and publish an annual report against EDI progress
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EMPOWER PEOPLE to make positive change for cricket in Norfolk

Action	Continue to provide EDI training as appropriate to all NCF staff and Turstees		
KPI / Measure	EDI training fully completed		
Owner	EDI Director & CDD	Timeframe	Ongoing
1. Ensure all executive staff complete mandatory EDI training			
2. Promotion of the ECB EDI Content Hub on ECB E-Learning platform			
3. Offer executive staff and Board members additional training opportunities			

Action	Continue to roll out ECB EDI education across recreational cricket in Norfolk		
KPI / Measure	EDI training provided to all leagues, clubs, volunteers and players in Norfolk		
Owner	CDD & NCF Staff	Timeframe	Ongoing
1. Continue to promote ECB game wide training courses via ECB platforms such as E-Learning			
2. Encourage all people in cricket to complete the 'Recreational Game Anti-Discrimination Training'			
3. Support provided as required.			

Action	Continue to embed EDI throughout recreational cricket in Norfolk		
KPI / Measure	Continued engagement year-round with key cricket stakeholders in Norfolk		
Owner	EDI Director & CDD	Timeframe	Ongoing
1. Work with Active Norfolk, Chance to Shine, Lord's Taverners, Leagues and other key stakeholders to promote EDI within cricket and support where required.			
2. Rollout of key ECB messages, policies and information to Leagues and Club on an annual basis via Recreational Committee, League AGM's, Captain's Meetings and general communication.			

Action	Setup and deliver EDI education workshops across cricket in Norfolk		
KPI / Measure	EDI Workshops take place		
Owner	EDI Director & CDD	Timeframe	Summer 2026
1. Run FREE workshops across Norfolk for people involved in recreational cricket to discuss EDI.			
2. Workshops designed to improve knowledge/awareness of EDI and help to create a new culture.			
3. To include promotion of ECB toolkits such as 'Creating a Club for Everyone' and 'Powering thriving and sustainable girls' sections at clubs'.			

Action	Continue to encourage all cases of discrimination to be reported via the ECB platforms (diversity@norfolkcricket.co.uk email setup)		
KPI / Measure	ECB discrimination reporting process embed		
Owner	Board & CDD	Timeframe	Ongoing
1. ECB discrimination reporting process displayed and promoted via NCF Channels (Website, Social Media & Website) on a regular basis.			
2. Encourage all cricket clubs to display the anti-discrimination poster on club notice boards. Copies to be given out to all clubs at Captain's meetings.			
3. NCF personal structure in place to engage in reported cases of discrimination in Norfolk to help support investigations as required.			
4. Work with and support cricket clubs where discrimination investigations have taken place to help implement recommendations as suggested by independent report.			

BUILD DIVERSE TEAMS that reflect the communities they represent in Norfolk

Action	Always comply with ECB County Governance requirements		
KPI / Measure	Full compliance with ECB CPA Governance standards		
Owner	NCF Board	Timeframe	Ongoing
1. NCF full compliance with all ECB CPA Governance requirements and targets, including:			
<ul style="list-style-type: none"> At least 40% of the Board to be women. (Currently 40%) Board ethnic diversity that at the minimum matches the non-white British population of your local county demographics. (Recruit at least 1 new trustee in 2026) 			

Action	Seek to improve the diversity of employed staff for the NCF		
KPI / Measure	Increased Diversity amongst staff (Target 30% Female where possible)		
Owner	NCF Board & HR	Timeframe	By 2028
1. Use anonymised recruitment processes.			
2. Ensure job descriptions & advertisements are inclusive as per Inclusive Employers training			
3. Improved reach of job vacancies through new platforms			

Action	Seek to improve the diversity of coaches throughout Norfolk		
KPI / Measure	Increased diversity of coaches involved in pathway programmes		
Owner	CDD & NYC & Coach Ed	Timeframe	By 2028
1. More opportunities created for coaches from underrepresented groups to work on NCF pathway programmes.			
2. Specific Coach Education courses delivered for underrepresented groups.			
3. ECB coaching bursaries provided to encourage underrepresented groups to gain qualifications.			

Action	Seek to further understand and remove barriers to participation across Norfolk		
KPI / Measure	Surveys & Consultations completed		
Owner	EDI Director & CDD	Timeframe	Annual Completion
1. Club and player EDI survey created and sent out during summer.			
2. County Age Group QR codes used to gain feedback during winter/summer sessions.			

Action	Ensure all staff complete the ECB EDI census on an annual basis		
KPI / Measure	All executive staff complete annual anonymous EDI Census		
Owner	CDD & Board	Timeframe	Annual Completion
1. All paid executive staff asked to complete annual anonymous EDI Census			
2. EDI census analysed/reviewed and changes implemented as necessary based upon findings.			

Action	Continue to use fairer recruitment processes		
KPI / Measure	New process introduced, increased diversity of applicants		
Owner	NCF HR & Board	Timeframe	Ongoing
1. Use anonymity recruitment process for all job vacancies where possible.			
2. Balanced interview panels used for all interviews.			
3. EDI tailored job descriptions and increased advertisement of vacancies through new channels.			

DEVELOP INCLUSIVE ENVIRONMENTS where everyone feels safe and welcome within Norfolk Cricket

Action	Continue to review and update all NCF policies as appropriate on an annual basis		
KPI / Measure	All policies reviewed and updated where required		
Owner	Board & NCF Staff	Timeframe	Ongoing
1. Review all NCF policies to ensure EDI is embedded.			
2. Work with cricket clubs to review/amend club policies to ensure EDI compliance.			

Action	Embed the ECB/NCF affiliation document across all cricket clubs in Norfolk		
KPI / Measure	All affiliated clubs to sign and agree NCF affiliation letter/document		
Owner	CDD & NCF Staff	Timeframe	2026 Season
1. Work with ALL clubs to adopt new ECB affiliation document and Play-Cricket t&c's.			
2. Support those clubs and understand reasoning where compliance is not achieved.			
3. Report back to ECB the outcomes of the affiliation process by the agreed deadline.			

Action	Support cricket clubs to create welcoming environments for all players, members, and guests		
KPI / Measure	Improved equitable facilities across Norfolk		
Owner	CDD & Facilities Director	Timeframe	Ongoing
1. Utilise NCF facilities strategy to identify key priority areas for facility development within Norfolk.			
2. Encourage clubs to use ECB toolkits 'Creating a Club for Everyone', 'Powering thriving and sustainable girls' sections at clubs' and ECB Facilities survey to understand club member views.			
3. Use ECB County Grant Fund to create more welcoming environments in cricket clubs across Norfolk. Work with clubs to seek alternative funding.			
4. Priority areas to include toilet provision and changing facilities.			

Action	Continue to deliver targeted programmes for under-represented community groups		
KPI / Measure	Specific non-traditional offerings offered to groups in Norfolk.		
Owner	NCF Staff	Timeframe	Ongoing in 2026
1. Continued expansion of MCCF Hub programme.			
2. Continued growth and promotion of Walking Cricket Programme.			
3. Maintain Chance to Shine Street Hubs setup in targeted locations.			
4. Increased number of participants at Lord's Taverners Super 1s Hubs in Norfolk targeting 12-25 year olds in Norfolk with a disability and long-term aim of creating a team in Norfolk.			
5. Work with Out4Cricket to explore opportunities to grow offers with LGBTQ+ community.			
6. Continued expansion and growth of state school cricket programme in Norfolk.			

Action	Utilise the 2026 ECB EDI fund to provide new opportunities for targeted groups		
KPI / Measure	New opportunities created for underrepresented groups to access cricket		
Owner	NCF Community Officer	Timeframe	Throughout 2026
1. Use the new ECB EDI funding to provide enhanced opportunities which focus on Gender, Ethnicity, Class (socio-economic status and state schools), Disability & LGBTQ+.			
2. Specific areas of focus for Norfolk in 2026 to include new EDI officer, State Schools/LSEG engagement, Additional MCCF Hub, Disability Cricket, Women & Girls Cricket, Cricket for Diverse Communities plus a new impact report in early 2027.			
3. Where possible use the fund as 'seed funding' to ensure that sustainability of the specific programme/offer is maintained beyond 2026.			

Action	Continue to provide financial support / bursaries to help people access the game		
KPI / Measure	Bursaries provided throughout the year		
Owner	FoNYC & Board	Timeframe	Ongoing
1. ECB Coach Education bursaries provided to as per guidelines to underrepresented groups and those experiencing financial hardship.			
2. Distribute Friends of Norfolk Youth Cricket grants (FoNYC) for players who need financial assistance in order to participate in County Pathway programmes or other youth programmes in Norfolk on an annual basis.			

Action	Continue to review pathway programme for boys & girls (EEP, CAG, EPP)		
KPI / Measure	Inclusive pathway representative of people within Norfolk.		
Owner	NCF Pathway Lead	Timeframe	September 2026
1. Delivery of compliant CAG & EPP programme for boys and girls in Norfolk aged U13 to U18 in Norfolk. With positive feedback from players/parents.			
2. Review and amend existing NCF Pathway Strategy with Performance Pathway lead to include boys and girls pathway. EDI at the heart to ensure barriers are removed/reduced and cost is not a barrier. Full compliance with ECB monitoring requests and data collection.			
3. Full roll out of EEP programme for boys and girls U10-U12 in 2026. With positive feedback from players/parents. Barriers identified and support offered.			

LEAD WITH ACCOUNTABILITY and commitment

Action	Update EDI Action Plan & align to NCF/ECB strategy		
KPI / Measure	New EDI Action Plan adopted		
Owner	EDI Trustee & Board	Timeframe	April 2026
1. EDI Plan agreed and published on NCF Website.			
2. Ongoing monitoring and accountability of plan throughout 2026.			

Action	Create a culture of listening to views of people across recreational cricket in Norfolk		
KPI / Measure	Feedback received and changes implemented as appropriate		
Owner	YP Trustee, Staff/Board	Timeframe	Ongoing throughout 2026
1. Establish new ways of engaging with young cricketers in Norfolk across all areas of the game and give them opportunities to feedback about what they like about the current cricket landscape in Norfolk and areas that they would like to see improved / changed.			
2. Establish a 'Listening to Children' working group led by Board Trustee responsible for engaging and listening to children and the NCF safeguarding Team.			
3. Provide regular surveys and feedback opportunities to cricketers and people involved within cricket in Norfolk that engage in cricket offers to provide feedback.			
4. Listen to feedback, provide further engagement opportunities and then work with stakeholders and individuals in Norfolk cricket to implement appropriate changes.			

Action	Use the Norfolk Cricket Foundation to expand the reach of cricket within Norfolk and engage new partners and stakeholders.		
KPI / Measure	New partners and stakeholders engaged		
Owner	CDD + New Employee	Timeframe	End of 2026
1. In line with NCF Strategy 'Make cricket accessible by breaking down barriers' and 'Connect communities through Cricket'.			
2. Work with stakeholders, charities and companies to provide targeted programmes that address health and wellbeing needs and demands locally through cricket delivery.			
3. Close working partnerships with Active Norfolk and local councils to help deliver and address local plans and priorities through the power of cricket.			

Action	Continue to regularly update our EDI plan and publish an annual report against EDI progress		
KPI / Measure	EDI plan monitored and reviewed on an ongoing basis		
Owner	EDI Trustee	Timeframe	Every 3-6 months
1. EDI plan monitored and success measured on an ongoing basis.			
2. EDI a regular agenda item during all Board meetings.			
3. EDI plan and update shared via NCF channels.			

Action	Recruit new EDI officer (3-Day PW)		
KPI / Measure	Appointment made by end of June 2026		
Owner	CDD & Board	Timeframe	End of June 2026
1. New staff member recruited on initial 2-year contract			
2. Staff member to become EDI Staff Lead for Norfolk Cricket Foundation			
3. Staff member to pick up EDI strategy and update plans/action plans throughout 2026			