



CRICKET IN WALES

JOINT EQUALITY, DIVERSITY & INCLUSION REPORT 2026



GLAMORGAN



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CRICKET WALES**

Cricket in Wales Joint EDI REPORT 2026

Making People Feel 'At Home' in Cricket

Criced, A Sport for all... Making Wales proud.

Welcome to the third public report about how cricket is setting out to be more inclusive in Wales.

This shows how BOTH Glamorgan Cricket and Cricket Wales are changing cricket in Wales into a place where everyone feels they are respected, belong and are treated fairly. This is a joint report across the recreational and professional game.

What we are striving to achieve




Cricket Wales & Glamorgan Cricket have set out to be the most inclusive team sport in Wales. As a reminder our goals about making cricket inclusive are to:

1. Train our staff so they are well equipped to give people with a great experience in cricket and be culturally competent to tackle discrimination.
2. Ensure that the talent pathway is transparent, so everyone is confident that there are no unfair barriers or prejudice in its operation.
3. Ensure there is a warm welcome for everyone to play cricket so that places where we play cricket are fully equipped, in terms of infrastructure and practice, so that everyone feels 'at home'.




This report shows how, all in aspects of cricket, we are making this a growing reality. We haven't sorted it completely but are progressing. This update isn't a comprehensive listing of everything both organisations have done rather; it offers some examples of what is being done. At the conclusion you will see how we are embedding this work.




1. Ensure that the talent pathway is transparent, so everyone is confident that there are no unfair barriers or prejudice in its operation.

	<p>Affordability of the pathway: A workshop to look at the affordability of the pathway for parents across all levels of the game in Wales: This workshop looked at the reality of costs incurred for parents both actual in money and indirect in time off work etc. The range averages between £5-8,000 per child with travel being the biggest factor.</p>	<p>This conversation has sparked various initiatives to help including.</p> <ul style="list-style-type: none"> • Creation of savings with kit and travel. • Bursaries for needy families • Reduced number of games to far away locations
	<p>State school cricketers on the pathway.</p> <p>This is an area the whole game is mindful of as privately educated cricketers over index numerically on all areas of the pathway.</p>	<ul style="list-style-type: none"> • Cricket Wales Pathway = 85% • Glamorgan Boys Pathway= 60% • Glamorgan Girls Pathway = EEP 93% pathway girls =74%
	<p>Admiral supported the Glamorgan women's pathway in a new partnership in 2025. The focus was all around driving women and girls into meaningful employment. The first year was all around upskilling our pathway, particularly on soft skills.</p>	<p>In 2026 we're moving the focus to the Admiral supply chain this year, using cricket as a vehicle to inspire.</p>




	<p>Open nominations: There is a continued embedding of open talent ID video nominations process within the regional programme. There will be continued education to clubs around this approach. Find out here.</p> <p>Further refinements to Talent ID processes at youngest age groups mean that we are now looking for youngsters that can play cricket rather than those who might already be 'cricketers.'</p>	<p>The boys program held an open trials day for U13 – U18 age groups. A total of 35 new players attended, and 4 were selected into our age group program following the open trials. This will be an annual event held in September, and we will advertise via the website and socials this year.</p>
	<p><u>Men's Disability Wales Team Programme</u> Significant finance has been introduced to support players better during the season given the extensive travel commitment involved.</p>	<p>The senior side have improved their connections to the North Wales S9s side which will help bridge the gap for players in North Wales and facilitate great opportunities for players from the region to represent Wales.</p>
	<p><u>Regional Bursary Support</u> We utilise best ECB practice to administer a bursary scheme in order to support the most financially challenged families access and benefit from the programme. Talent pathway FSM percentage is 7% (comparative to 18% across Wales).</p>	<p>We need to grow the bursaries on offer and look at other ways to reduce cost barriers e.g. kit.</p>







	<p><u>Holistic Provision</u> The regional programme has completed its series of educational workshops, namely in 'Female Health Education'. Separate workshops have been run in collaboration with Sport Wales for girls which has seen over 40 attendees, and also for coaches where we have seen over 20 people engaged from the pathway and recreational space. Our regional programme 'cook-a-longs' have been brilliantly attended with over 175 players taking part to develop confidence in cooking and help develop healthy eating habits alongside their cricket.</p>	<p>All of our female coaches will also be equipped with period product bags during summer fixtures for the first time.</p>
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2. Ensure there is a warm welcome for everyone to play cricket so that places where we play cricket are fully equipped, in terms of infrastructure and practice, so that everyone feels 'at home'.

	<p>For three years running Glamorgan has won customer experience awards. In 2023 Glamorgan were voted The Sports Venue at The Welsh Hospitality Awards.</p> <p>In 2024, Glamorgan won the Best Domestic Spectator Experience at the ECB Business of Cricket Awards</p> <p>And In 2025 Glamorgan won the ECB 'Best the Hundred Spectator Experience' Award:</p>	<p>In 2026 Glamorgan has been shortlisted across both the Chambers South Wales Awards and Welsh Sport Association for respective annual awards events.</p> <p>"I was lucky enough to attend a recent fixture at Sophia Gardens and have to say the hospitality was outstanding. The Food and service were exceptional, and my clients had an amazing time It's safe to say the entire experience exceeded expectations. Mark George Business in Wales.</p>
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	<p>Have a look at some examples of projects that have supported cricketers during Ramadan and Eid where we held an on field Sophia Gardens Eid party and also during Ramadan a regular activity of midnight cricket was offered.</p>	<p>We continue to support Ramadan events and want to hear how cricket can further reach communities that want to play more cricket</p>
	<p>Chance to Shine's street cricket programme in Southeast Wales continues to thrive, with 5 hubs engaging 10-15 young people weekly across 40 weeks. The programme's highlight was a trip to Nottingham, where participants competed against peers nationwide, fostering skill development, teamwork, and personal growth. This opportunity showcased the programme's success in providing inclusive, high-quality sporting experiences, promoting equality and diversity in cricket.</p>	<p>We're excited to build on this success, strengthening our existing hubs and expanding to reach more young people in 2026. By continuing to work closely with local partners, schools, and community organisations, we're confident in our ability to grow the programme and provide more opportunities for kids to get involved in cricket. The future hopefully looks bright for Chance to Shine in Southeast Wales!</p>
<p>Women's & Girls' Cricket: As the game continues to normalise participation for girls and women here are a few developments that are creating the right environments for participation to flourish.</p>		
	<p>In the Autumn of 2025, we held our first Women's & Girls' Conference. Have a look at this reel as we shared the importance of great role models going against the grain and the importance of designed for women kit.</p>	 <p>We plan to hold a follow up in 2027 nationally or regionally focusing entirely on all our clubs that run female cricket.</p>



	<p>In 2025 a landmark event was the realisation of the first ever Glamorgan Women's team playing in the ECB tier 2 programme. Have a look at this great video Pathway girls that play</p>	<p>In 2026 we will have more T20 Double Header matches with the men plus the usual Welsh Fire Double Headers in the late summer.</p> <p>In November our Tier 1 fully professional programme will commence</p>
	<p>Also, another first for last year was how Cricket Wales ran all the girls' leagues across Wales. Have a look at this film about change.</p>	<p>In 2026 we plan to increase girls' teams from 120 to 170. We aim to support clubs through a Girls' Only bursary programme linked to the National programmes to support clubs setting up a girls' only section and then support them to join the girls league through localised festivals. We also plan to run U8s girls' festivals for the first time to get girls 'playing the game' at a younger age</p>
	<p>A new partnership was formed with Her Game Too in 2025. This partnership was agreed across both organisations. We held a match day during a Blast game in 2025 where this was announced and shared the partnership. It was also good to connect with Cymru Women's Sport Network at a Glamorgan match.</p>	<p>With Her Game Too we hope to use some of their training opportunities with casual staff e.g. stewards.</p>
	<p>Another girl guides event took place at Sophia Gardens in 2025 with 350 brownies & girl guides who were coached by some Glamorgan women players. This generated a spike in girls' dynamos signups.</p>	<p>Another event is planned for 2026.</p> <p><i>"A huge thank you to Cricket Wales, Glamorgan Cricket and all the wonderful staff at Sophia Gardens for the amazing support and warm welcome for our members.</i></p> <p><i>The girls had an unforgettable experience meeting</i></p>



		<p><i>the players and even having the chance to take a photo with the T20 world cup trophy!” Girl Guides Cymru</i></p>
	<p>Driving (improved) Behaviours and cultural awareness in recreational cricket. This will be a big campaign and has been agreed across all leagues in Wales. This involves every club signing a Club Pledge; all captains attending an on webinar on match day rituals to improve behaviours and a series of posters to display across all building especially changing rooms. Find Out more here</p>	<p>Rolling out this scheme will involve an online training module for captains, juniors and seniors to reframe and relearn the spirit of cricket.</p>
	<p>We commissioned Race Equality First to consider what Cricket Wales could do to improve its reach and current work in taking the game to more ethnically diverse communities. A big feature was the theme of awareness of cricket activity. Exploring new avenues and feedback regarding proactive cricket EDI outreach (in line with the REF report).</p>	<p>Areas we will consider for 2026/onwards are:-</p> <ul style="list-style-type: none"> • Community-Anchored Cricket Hubs • Developing school-rooted leagues with clear progression into clubs. • Increasing recruitment and support for women and community connectors. • Reducing cost and transport barriers through equipment libraries and subsidized travel. • Improving year-round access, particularly indoor winter provision





The stadium has had some major changes to its look over the last few years. One of these examples is here in the Museum refit project supported by Welsh Government Transformation Grant in our Inclusive [imagery](#) Project. *If you can see you can believe it.* Other examples are two women's cricket large designs on the Pavillion Stairwell and the Global Family of cricket completed on pavilion floor 2. A major mural now adorns the media centre at Sophia Gardens celebrating women's cricket and female/male banners at gate 2. The new screen at gate 2 also is an enhanced welcome to visitors.

Junior membership will be activity promoted to a wider more diverse range of young people via the schools' programme.



We talk about people feeling at 'home' when they visit the stadium, so a really good short film shows how we have made the stadium more accessible via this [film](#).



Recent other stadium improvements to make a visit more welcoming has Involved a Multi Faith Prayer Room.

This has been enhanced with a bright new mural which was inspired by artwork that schools have created from visits to Sophia Gardens. See below.








And also a [Quiet room](#) aka *The Daffodil Den*, has been created: Match days can be loud, and sometimes a little overwhelming, so we've created something to help. Introducing the Daffodil Den, a peaceful sensory-friendly space available at every Glamorgan Cricket match. Whether you or a family member need a quiet moment, the Den is here for you. Inside you'll find calming lighting, sensory tools and a TV showing the action so you can recharge without missing the game.



Both Cricket Wales and Glamorgan Cricket have EDI action plans = have a look at these links [Glam](#) & [CW](#)

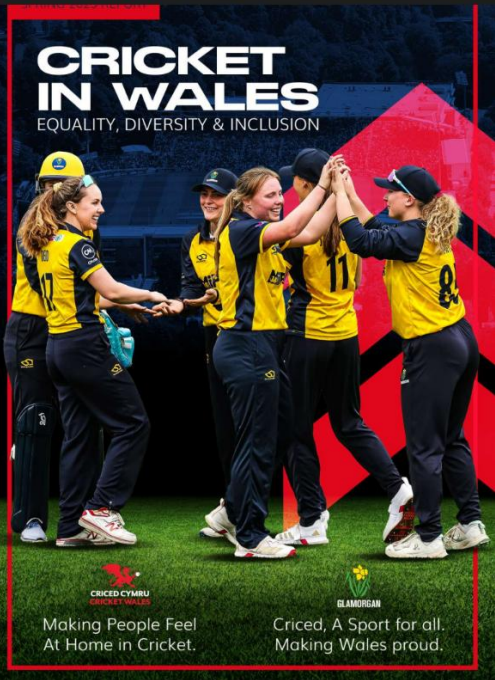

We want to hear from people as to how we can overcome barriers to people accessing cricket and staying in cricket. As well as suggestions both organisations have very clear channels as to how you can raise concerns about discrimination. Have a look here [Glamorgan](#) + [Cricket Wales](#)




 <p>CRICKET WALES <i>conversations</i></p>	<p>In 2025 we launched a Clubs online EDI webinar produced in three parts: see here for each session / podcast showing how these clubs have opened up their doors to their communities.</p>	<p>Cricket Wales Conversations 2025 clubs' podcasts part 1 Part 2 Disability cricket</p> <p>And here for 2024 conversations https://open.spotify.com/show/4jTJMpmRvCmd1fO2K7eEBC</p>
	<p>Glamorgan Cricket now has a Diverse range of speakers at Walkers & Talkers every month. One crucial moment often comes when the speaker (interviewed by one of the organisers) really opens up and shares a moving part of their life story and we know that participants have really benefitted from these events.</p>	<p>Come along to support your well-being with a cuppa, conversational walk in the local park and settle down to an inspiring speaker. The walk is based in the lovely wider Sophia Gardens and of course the talk is in the beautiful stadium where both venues lift the soul.</p> 

3. Developing Our Staff to grow greater awareness of what good diversity & inclusion looks like in normal working life.



	<p>Each year the ECB carries out an EDI census for all all-Cricket boards and pro clubs. here are headlines of improvements in both organisations.</p> <p>Glamorgan headlines of high scores</p> <ul style="list-style-type: none"> • Inclusivity and leadership • Individual Inclusion • Equity • Feeling Valued • If I speak up action will be taken • 2nd nationally for workforce inclusivity (ECB EDI Census, 2025; ↑ from 9th in 2024) <p>Cricket Wales headlines of high scores</p> <ul style="list-style-type: none"> • I trust the SLT. • SLT commitment to EDI action • Individual Inclusion (x4 measures) • People treated fairly • Men's & disability cricket 	<p>Both organisations will be looking at how their recruitment can attract a wider and more diverse group of candidates.</p> <p>CW will be appointing a new Culture and People Officer full time post.</p> <p>The players have their own Edi training set up with PCA 'Powerplay' an interactive and competitive game shaped by the players themselves, reflecting the conversations and experiences shared throughout the LBW programme.</p> <p>Glamorgan have invested in its HR with a newly appointed 'People Manager and Executive Assistant' role.</p>
	<p>Other changes</p> <p>In 2025 Glamorgan women has their first ever season.</p>	<p>A Joint Strategy was developed for the next 5 years have a look at this microsite and film</p>



	<p>Training In 2025 we trained staff in microaggressions, and challenging poor behaviours supported by Evisis.</p>	<p>In 2026 we will look at unconscious bias and proactive approaches to inclusion.</p>
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And finally...

How EDI is now being embedded across cricket at both Cricket Wales and Glamorgan

The examples in this report collectively show that we are embedding EDI principles into the fabric and DNA of how we operate as cricketing organisations and governing bodies. We are striving to ensure that EDI is not something separate from the game, but something increasingly built into our culture, decision-making, programmes, partnerships, and the way we engage with communities.

- The evidence of both organisations with an EDI action plan which is owned by section leads across both organisations.
- A regular review either via subcommittee or workshop style review is built into both bodies business as usual.
- Both boards receive EDI reports.
- Both organisations have enshrined people as key pillars of both strategies with respective values very prominent.
- In 2026 further videography will bring reports like this more alive and broadcast.

We're pleased that there is tangible progress across our three key areas as the pathway is now more diverse, we have increased the development of staff and projects like the stadium transformation scheme show how we making people feel more welcome.

