



Isle of Wight Cricket Board

EDI Action Plan 2026

The IWCB Lead Officer, in conjunction with the Board and EDI Director, will deliver and monitor this 2026 EDI Action Plan. Building on 2025 achievements, it focuses on embedding inclusive practice, strengthening pathways, and addressing inequalities, particularly for children in state schools, aligning with IWCB's mission to *"enrich Island communities through cricket"*.

1. Adults (Players, Volunteers, Officials)

2025 Progress

Clubs strengthened development plans, increasing open-age participation. Engagement with Hampshire Cricket League improved access to appropriate fixtures, and IOWCL meetings became more structured. Flexible formats, including beach cricket and midweek competitions, broadened participation for those unable to commit to traditional leagues.

2026 Actions

- Expand flexible and social playing formats.
- Sustain mainland competition access. Create travel partners to support transport to/from IOW.
- Embed EDI across all open-age competitions.

KPIs

- Year-on-year increase in open-age participation.
- Minimum of 2 new flexible playing opportunities.
- Regular IOWCL meetings with documented actions.

2. Children & Young People (State School & Community Focus)

2025 Progress

Cricket delivered in all state primary schools, with skills festivals, beach cricket, U9 competitions, home-educated camps, and fully funded holiday programmes. Five free girls' clubs ran in Autumn/Winter to support participation.

2026 Actions

- Expand Autumn/Winter state school programmes to bridge gaps with private schools.
- Strengthen school-to-club pathways.
- Increase access for currently disengaged children.

KPIs

- 5–8 Autumn/Winter state school programmes delivered.
- Increased transitions into community clubs.
- Year-on-year growth in girls' participation from state schools.



- Fully funded opportunities maintained.

3. Women & Girls Cricket

2025 Progress

Year-round support included winter training, festivals, bespoke volunteer CPD, and improved communication of courses and development opportunities.

2026 Actions

- Develop sustainable girls' and women's pathways.
- Increase leadership and coaching opportunities.
- Deliver young cricket collective programme.
- Support clubs to transition girls' sections into women's teams.

KPIs

- Growth in active girls' sections.
- More trained female coaches and volunteers.
- Higher retention from girls' to women's cricket.

4. Disability Cricket

2025 Progress

Partnerships with SEND organisations increased participation, Walking Cricket was introduced, Super 1 engagement grew, and Table Cricket hub started in community.

2026 Actions

- Increase reach of Table Cricket hub.
- Expand Walking Cricket provision.
- Deepen and increase SEND partnerships.

KPIs

- Increase attendees to table cricket.
- Take part in Super 9's Challenge competition.
- Minimum of 2 active SEND partnerships.

5. Support to Clubs

2025 Progress

Clubs embedded EDI in development plans, identified facilities/funding priorities, and received safeguarding training to create safe, welcoming environments.

2026 Actions

- Embed EDI in club governance through club audit meetings.



- Support accessible facilities and increase awareness of clubs on what this looks like.
- Continue safeguarding support.
- Introduce inclusive practice nudges/shout-outs in club newsletters.

KPIs

- EDI actions discussed in all club audit meetings.
- More clubs progressing accessibility improvements.
- 100% clubs onboarded and compliant on SHMS.
- Inclusive practice featured in newsletters at least once per term.

6. Workforce Development

2025 Progress

Staff completed ECB compulsory and bespoke training, improving confidence in inclusive delivery.

2026 Actions

- Introduce structured pathways, including apprenticeships.
- Address skills gaps through targeted training.
- Continue bespoke development.
- Include inclusive practice nudges/shout-outs in staff communications and meetings.

KPIs

- Apprenticeship programme launched and recruited.
- 85% staff completion of ECB EDI compulsory training.
- Inclusive practice featured in staff communications at least once per term.
- Staff confidence in inclusive delivery improved (feedback).

7. Talent Pathway

2025 Progress

Transparent selection policy introduced, multi-environment scouting expanded, U10 EEP created, and boys' and girls' pathways delivered.

2026 Actions

- Broaden access at entry points.
- Monitor diversity in selections.
- Align boys and girls pathway provision.
- Align community programmes with pathways.

KPIs



- Increased state school entrants to talent pathway at every level.
- Pathway players are representative of local demographics.
- Improved communication and transparency with parents and players to increase opportunity for dialogue and feedback.

Summary

The 2026 EDI Action Plan builds on 2025 achievements, focusing on closing access gaps, embedding inclusive practice through newsletters and staff communications, strengthening workforce and talent pathways, and sustaining participation across all levels. With measurable KPIs and targeted actions, IWCB will continue to enrich Island communities through cricket, fully aligned with ECB EDI priorities.