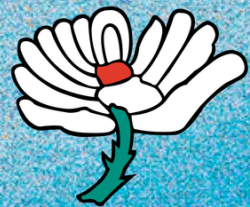


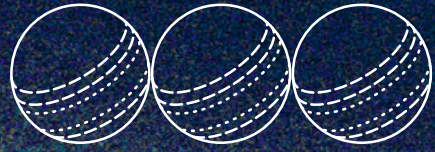
2026

YCF EQUALITY ACTION PLAN



YORKSHIRE
CRICKET FOUNDATION

www.yorkshirecricketfoundation.com



FOREWORD



Shariq Mumtaz, Managing Director – Equality commitment statement

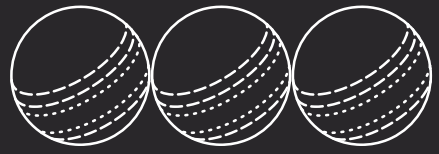
“As the Managing Director of the Foundation, I am privileged to lead on our efforts in supporting the ECB’s ambition to make cricket the most inclusive sport.

Here in Yorkshire, we are proud to have such a diverse community across our towns and cities, and we provide safe and inclusive spaces for everyone to enjoy cricket.

We have already made some great strides on our EDI journey, some of which are featured within this report, but there is still a lot of work for us to do, and we are committed to working with our communities, partners, clubs, leagues and supporters to improve in all areas.

We understand the importance of a workforce that is reflective of the communities which we engage with, and to ensure there is equality of opportunity for everyone who wants to be involved in the sport.

We work closely with the Yorkshire County Cricket Club and as we deliver on the YCF strategy ‘A New Horizon’, we will collectively seek to enhance our EDI achievements and be ambitious in our pursuit to be the best.”



2026

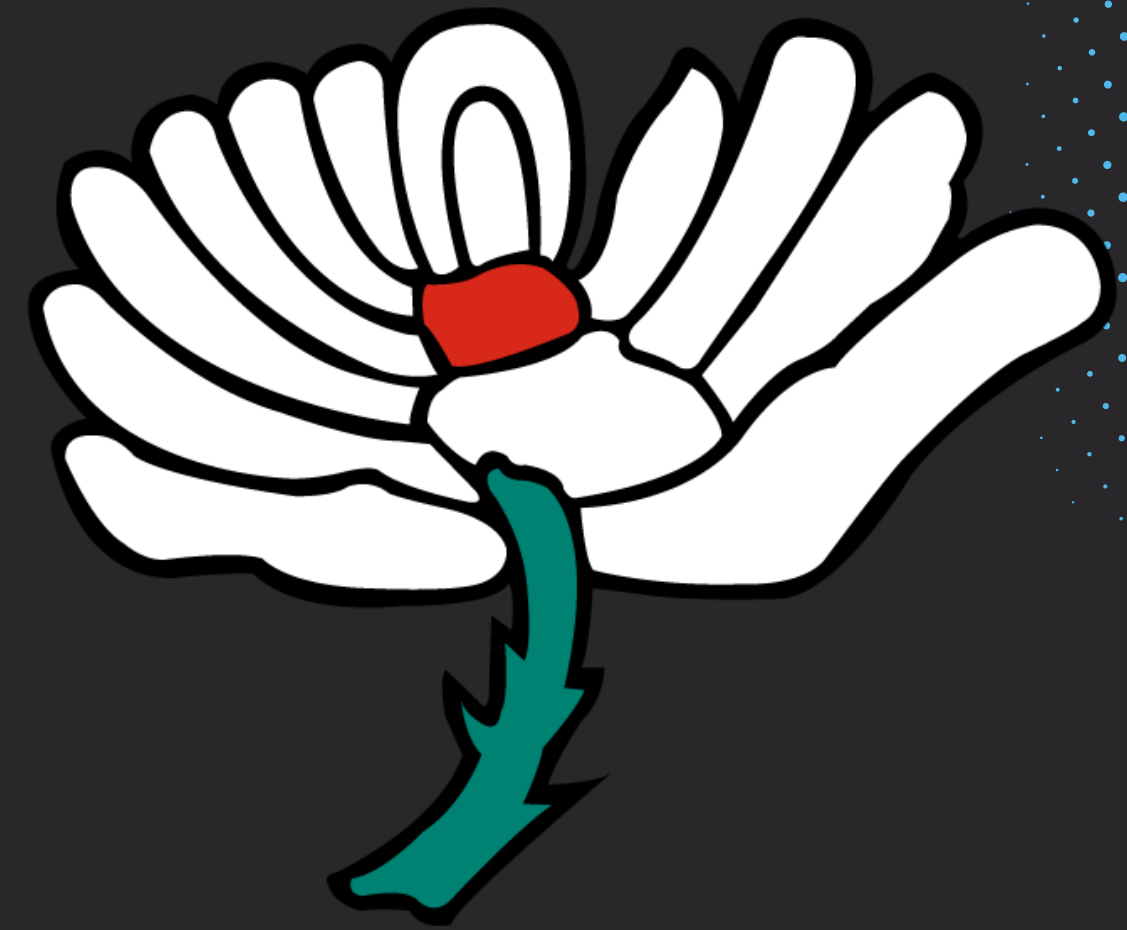
YORKSHIRE CRICKET FOUNDATION

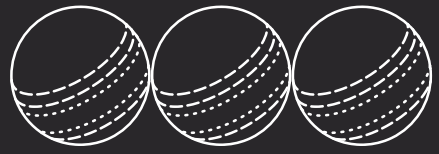
The Yorkshire Cricket Foundation is the home of recreational and community cricket across Yorkshire.

Our Purpose: We use cricket to enrich lives and communities across Yorkshire.

Our Mission: We bring people together through cricket – enriching lives, supporting wellbeing and ensuring everyone in Yorkshire can access and enjoy the game.

Our Vision: By 2030, YCF will be recognised as a force for positive change using cricket to inspire healthier, happier and more connected communities and create lasting social impact.





YORKSHIRE IS YOURS

AGE

4 YEARS AND UNDER	5.4%
5-9 YEARS	5.9%
10-15 YEARS	7.2%
16-19 YEARS	4.7%
20-24 YEARS	6.3%
25-34 YEARS	13.1%
35-49 YEARS	18.5%
50-64 YEARS	19.7%
65-74 YEARS	10.3%
75-84 YEARS	6.3%
85 YEARS AND OLDER	2.4%







DISABILITY

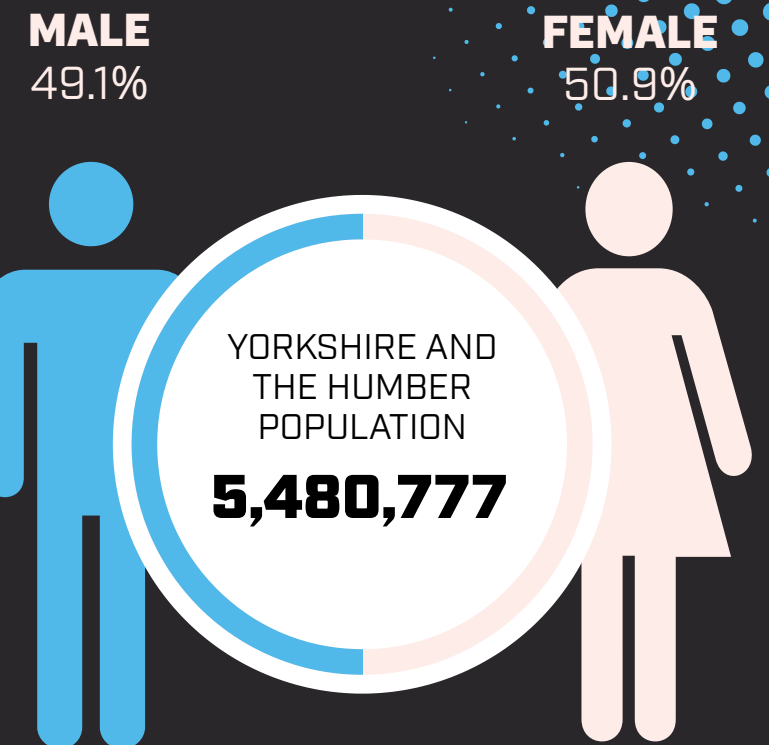
NOT DISABLED	74.4%
PHYSICAL OR MENTAL HEALTH CONDITION	6.9%
DISABLED (LIMITED)	10.5%
DISABLED (LIMITED A LOT)	8.1%

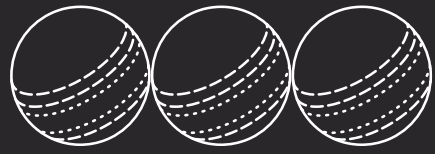
ETHNICITY

WHITE	85.4%
ASIAN, ASIAN BRITISH OR ASIAN WELSH	8.9%
BLACK, BLACK BRITISH, BLACK WELSH, CARIBBEAN OR AFRICAN	2.1%
MIXED OR MULTIPLE ETHNIC GROUPS	2.1%
OTHER ETHNIC GROUP	1.4%

RELIGION

NO RELIGION	39.4%
CHRISTIAN 	44.9%
MUSLIM 	8.1%
HINDU 	0.5%
SIKH 	0.4%
BUDDHIST 	0.3%
JEWISH 	0.2%
OTHER	0.4%





EDI JOURNEY

APPOINTED FEMALE CHAIR OF YORKSHIRE CRICKET FOUNDATION, CATHERINE DOUGLAS IN 2026

RESTRUCTURED WORKFORCE, INCLUDING NOMINATED DEVELOPMENT MANAGERS WITH SPECIALISMS FOCUSING ON:

- CHILDREN & YOUNG PEOPLE
- DISABILITY
- DIVERSE COMMUNITIES
- HEALTH & WELLBEING
- WOMEN & GIRLS

INTRODUCED THE SAFE & FAIR CRICKET TEAM, INCLUDING THE FOLLOWING ROLES AND RESPONSIBILITIES:

- HEAD OF SAFE & FAIR CRICKET
- SAFEGUARDING MANAGER
- COMPLIANCE COORDINATOR
- ANTI-DISCRIMINATION & DISCIPLINE MANAGER
- DEVELOPMENT COORDINATOR

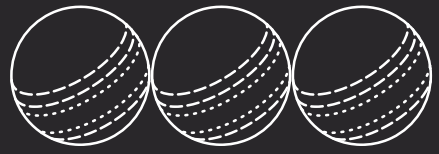
66% OF YCF EMPLOYEES COMPLETED THE CENSUS SURVEY IN 2025

EDI ADDED AS A STANDING AGENDA ITEM TO ALL BOARD MEETINGS

APPOINTED BOARD REPRESENTATIVE LEADS ON:

- SAFEGUARDING - JOHN JACKSON
- EQUALITY DIVERSITY & INCLUSION - CATHERINE DOUGLAS (CHAIR)

WELLBEING AND CULTURAL LEAVE DAYS AVAILABLE TO ALL YCF EMPLOYEES



EDI JOURNEY

90% OF YCF EMPLOYEES
HAVE COMPLETED
'CONSCIOUS INCLUSION'
TRAINING, DELIVERED BY
EXTERNAL PROVIDER
TURNING TABLES

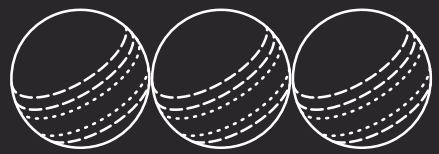
89% OF YCF STAFF
MEMBERS HAVE COMPLETED
'SHAPING A CULTURE OF
RESPECT AND SAFETY -
SEXUAL HARASSMENT IN
THE WORKPLACE' TRAINING,
DELIVERED BY EXTERNAL
PROVIDER SLL PROJECT

557 LEARNERS
UNDERTAKEN ECB'S SGL3:
SAFE HANDS WORKSHOP
SINCE JANUARY 2025

53 FEMALE UMPIRES
TRAINED IN 2025

SAFEGUARDING WORKSHOP
DELIVERED TO ALL YCF
EMPLOYEES

6 TRAINED MENTAL
HEALTH FIRST AIDERS
WITHIN THE YCF
WORKFORCE



EDI JOURNEY

159 PARTICIPANTS WITH A DISABILITY ATTENDED 8 SUPER 1 HUBS, 9 DISABILITY CHAMPION CLUBS IN 2025

CATCH UP CLUB PROGRAMME SUPPORTING 25 OLDER ADULTS THROUGH MONTHLY ACTIVITIES IN 2025

AFRICAN CARIBBEAN ENGAGEMENT (ACE) PROGRAMME ENGAGED 600 YOUNG PEOPLE ACROSS SHEFFIELD IN 2025

1,040 HOURS OF CHANCE TO SHINE STREET SESSIONS DELIVERED ACROSS 13 PROJECTS IN 2024/2025 ACADEMIC YEAR, ENGAGING 576 UNIQUE PARTICIPANTS

DELIVERED WICKETZ CRICKET PROGRAMME TO 110 8-19 YEAR OLDS IN DIVERSE COMMUNITIES EVERY WEEK

SUPPORTED OVER 250 REFUGEES THROUGH YCF'S CRICKET PROGRAMME

17 ROSES FESTIVALS HELD IN 2025

YCF'S CHANCE TO SHINE STREET COACH, NAZAKAT ALI WON CTS COACH OF THE YEAR 2025

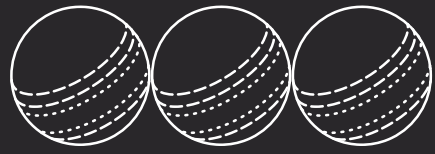
HOSTED THE LORD TAVENERS TABLE CRICKET REGIONAL FINALS AT HEADINGLEY

33 FREE MENTAL HEALTH WORKSHOPS DELIVERED TO 581 STUDENTS (YEARS 8-11) ACROSS BRADFORD

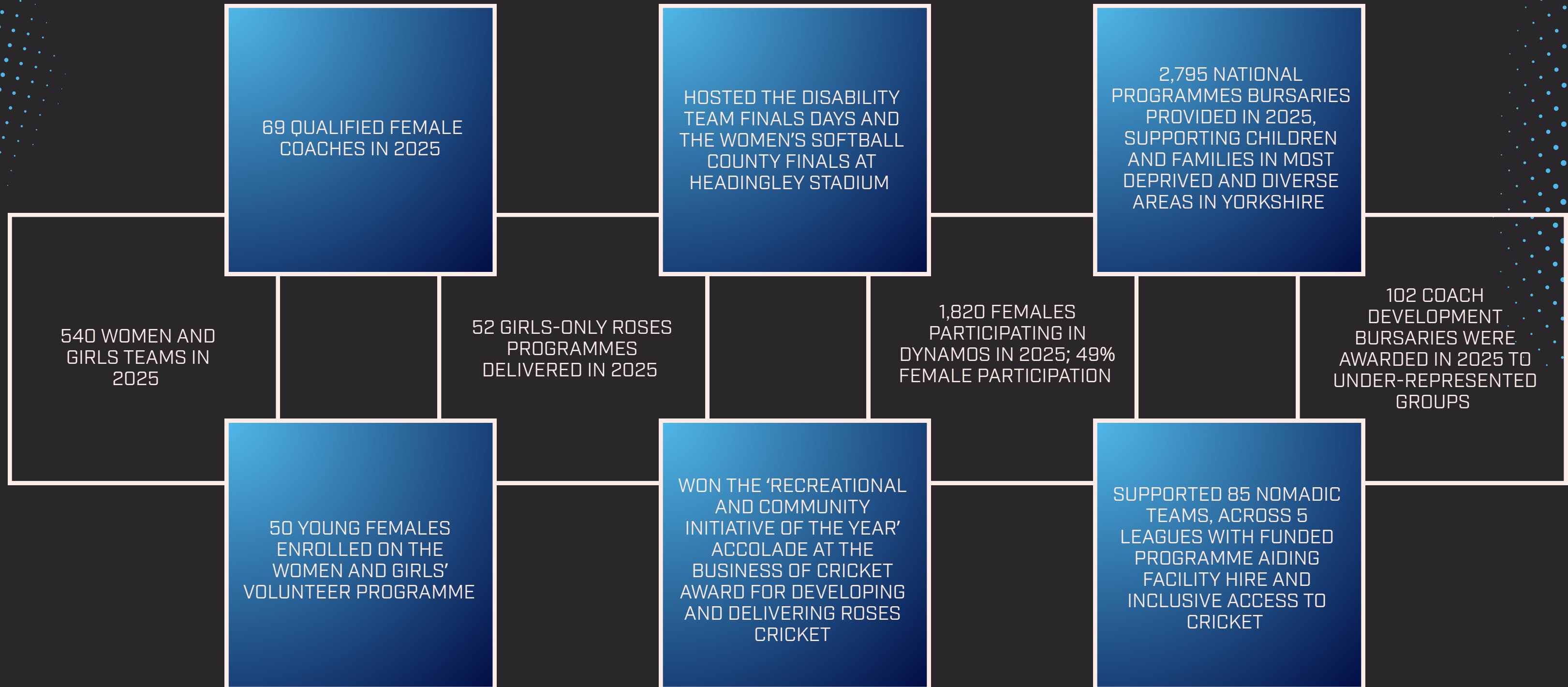
DELIVERED 63 FREE POP-UP CRICKET SESSIONS IN AREAS OF DEPRIVATION, ENGAGING 18,427 YOUNG PEOPLE

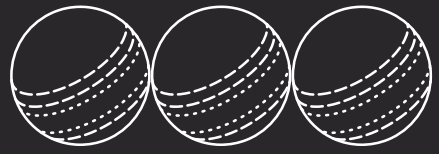
WALKING CRICKET DELIVERED TO 350 OLDER ADULTS AT 19 REGIONAL HUBS ON A WEEKLY BASIS

WALKING CRICKET PARTICIPANTS EXPERIENCED BEING THE GUARD OF HONOUR FOR PLAYERS AT ENGLAND V SOUTH AFRICA ODI, SEPT 2025



EDI JOURNEY



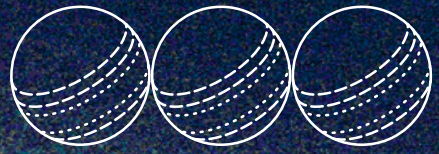


EDI JOURNEY

LAUNCHED NEW,
IMPROVED AND
ENGAGING WEBSITE

RAISED AWARENESS OF
CAMPAIGNS SUCH AS BLACK
HISTORY MONTH, INTERNATIONAL
WOMEN'S DAY AND MENTAL
HEALTH AWARENESS AMONGST
OTHERS

UTILISED DIVERSE
IMAGERY ON WEBSITE
AND SOCIAL MEDIA TO
REFLECT OUR
COMMUNITY



FOCUS AREAS

GROW THE GAME

YCF will enable more people to access and enjoy cricket across Yorkshire. We will do this by supporting participation, capability, and sustainability at every level of the game, and investing in clubs, leagues, volunteers and community coaches, to strengthen the ecosystem that allows cricket to flourish.

We aim to...

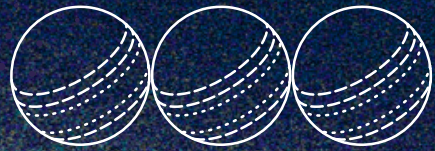
- Create inclusive, safe and sustainable spaces for cricket to thrive in communities.
- Launch 'Connecting Communities' fund, to support nomadic teams to work with recreational clubs and develop more opportunities for women and girls.
- Increase representation and opportunities for under-served communities and development avenues into club cricket.

POSITIVELY CHANGE LIVES & COMMUNITIES

YCF will use cricket's reach and relevance to improve lives – building wellbeing, connection and confidence across Yorkshire's diverse communities. Locally led, evidence-informed programmes will respond to community needs and generate learning that benefits the wider sport-for-development sector.

We aim to...

- Gain feedback from communities across Yorkshire and act on the needs identified to enhance cohesion and inclusion.
- Enhance experiences and enjoyment of cricket, using the sport for social and physical development.
- Diversity of our workforce, ensuring it reflects the varying communities across Yorkshire.



FOCUS AREAS

INCREASE VISIBILITY & VOICE

We will raise the profile of YCF's work regionally and nationally through evidence-led storytelling, strengthening brand identity and communications to attract new audiences, partners and funders. We will share impact and insight to demonstrate YCF's leadership and value.

We aim to...

- Release a new annual impact report, outlining the influence of YCF's work.
- Produce more frequent and engaging media content, profiling the YCF's work and its benefactors.
- Release key updates on our EDI commitments in both community and recreational cricket in Yorkshire.

ENSURE SUSTAINABILITY

YCF will strengthen its organizational and financial resilience by diversifying income streams, ensuring robust governance aligned with Charity Commission regulations and ECB gold standards, and embedding environmental sustainability across all programmes and operations. We will adopt a long-term approach that enables YCF to deliver its ambitions in a sustainable and responsible manner.

We aim to...

- Achieve the ECB's Gold Standard for Governance.
- Achieve 'Investible Business' status and develop new ambitious and aspirational partnerships.
- Ensure staff are well supported, confident and equipped to deliver their roles successfully.