



BUCKS CRICKET: EQUITY, DIVERSITY AND INCLUSION (EDI) ACTION PLAN

1. Build Diverse Teams
2. Create Inclusive Environments
3. Initiatives for greater opportunity and equity

TOP 5 DELIVERY PRIORITIES - 2025

1. Connect further with diverse communities by offering alternative and free to access routes into the sport e.g. Crick-lish, work with established charitable organisations outside of sport, Friends of the Caribbean in Milton Keynes
2. Lead a culture of inclusion in the game, including all Bucks Cricket staff to undertake ongoing EDI training
3. Build a network of female coaches and officials in the county to support and grow the female game
4. Produce 5 case studies from all target areas to understand the impact the sport has had on people's health, mental well-being, confidence etc.
5. Create the 3rd MCCF centre for State School non-County Pathway cricketers and ensure equivalent programme for Bucks Cricket Women as for Bucks Cricket Men

BACKGROUND

Buckinghamshire's population is 840,138 (2021 census).

The county has 2 councils:

- Milton Keynes
- Buckinghamshire

Population split: Milton Keynes – 34%, Buckinghamshire 66%

Ethnic diversity split: Milton Keynes 28%, Buckinghamshire 21%

BUCKS CRICKET CIO - 2025

Employed Staff: 15 total – 26% female, 13% ethnically diverse

Contract Coaches: 29 total – 31% female, 41% ethnically diverse

Board Trustees: 9 total – 44% female, 11% ethnically diverse

Community Programmes

- 9 Street Cricket hubs:
677 participants, 193 (29%) girls, 608 (90%) ethnically diverse
- 4 Disability Cricket hubs: 52 participants, 4 (8%) female, 23 (44%) ethnically diverse
- 18 Urban All Stars/Dynamos centres (2024):
379 participants, 117 (31%) girls

Club Cricket

- 98 affiliated Clubs
- 56 Junior sections:



- 338 Junior teams - 24% ethnically diverse (2023)
- All Stars/Dynamos centres:
 - 2070 participants – 29% ethnically diverse

County Pathway

- Early Engagement Phase (Regions)
 - Girls U10-12: 49 players, 44% ethnically diverse, 59% attend State Schools
 - Boys U11-13: 160 players, 51% ethnically diverse, 65% attend State Schools
- County Age Groups
 - Girls U13-18: 62 players, 39% ethnically diverse, 74% attend State Schools
 - Boys U13-18: 85 players, 61% ethnically diverse, 77% attend State Schools
- MCC Foundations Hubs (all attend State Schools)
 - Girls U14-16: 47 players, 49% ethnically diverse
 - Boys U14-16: 53 players, 64% ethnically diverse

In 2024, Bucks Youth Cricket provided bursaries to County Pathway cricketers for training and match programmes totalling £8,200.

AMBITIONS FOR 2025 – 2028 LINKED TO THE BUCKS CRICKET CIO COUNTYWIDE PLAN

MILTON KEYNES

MK population: 287,060 - 28% ethnically diverse. MK Council is planning for a population of 410,000 in the City by 2050. MK lacks a vibrant junior cricket competition programme with many clubs/teams struggling for quality facilities and volunteer organisation. We commenced a 3-year MK Cricket City plan in 2024 and have been building positive relationships with a wide ranging diverse community groups, Clubs and Teams.

	2024	Target 2026	Target 2028
Clubs with Junior Sections (Total & %)	15 / 42%	25 / 66%	30 / 78%
Club All Stars and Dynamos participants aged 5-11	468	1000	1500
Boys/mixed Teams in junior competitions	61	75	100
Girls Teams in junior competitions	9	25	30
Street Cricket Participants – average weekly across all hubs	39	75	110
Community All Stars & Dynamos Participants	171	300	400
Grounds from 'pay & play' to security of tenure for Clubs	3 grounds (from 0 in 2020)	5	8
Deliver an annual MK Cricket Showcase event			

AYLESBURY

Population of 88,000 people – 28% ethnically diverse. There is only one cricket club in the Aylesbury urban area and as of 2024, it only runs men's cricket.

	2024	Target 2026	Target 2028
Clubs All Stars and Dynamos participants aged 5-11	0	60	150
Teams in Junior Competitions	0	5	12



Street Cricket Participants - average weekly all hubs	45	60	75
Community All Stars & Dynamos Centres participants	87	130	150
Continue annual Iftar through Chance to Shine Street Cricket hub programme			
Support an annual Aylesbury community cricket day engaging diverse communities			

WOMEN & GIRLS

	2024	2026 Target	2028 Target
Clubs – Girls Sections	18	30	40
Clubs - Girls Teams in competitions	37	70	110
Clubs – Women’s sections	16	29	36
Schools – Secondaries in competitions	26	35	50
Schools – Primaries in competitions	17	35	50
Female Volunteers Trained	10	120	180
Continue support for Women’s community groups which currently include Truby’s interfaith group in MK and Aghan women in Aylesbury			
Launch W&G Winter Indoor Leagues in 2025-2026			

STATE SCHOOLS

	2024	2026 Target	2028 Target
Chance to Shine programme in Primary Schools	51	80	95
Primary Schools Competitions - Schools entering	95	115	135
Secondary Schools Competitions – Boys Teams	9	50	70
Secondary Schools Competitions – Girls Teams	24	35	40
Disability Cricket - SEND Schools	10	15	20
Support Clubs and Schools to develop strong links			

DISABILITY

	2024	2026 Target	2028 Target
Disability Cricket- SEND Schools	10	15	20
Disability – Supers 1s hubs	4	5	6
Super 1s Hubs Weekly Attendance (average) across all	24	40	50
Disability – Champion Clubs	2	6	8
Disability – County teams	1	2	2
Create strong links between Super 1s Hubs and local/Champion Clubs			

COUNTY PERFORMANCE

- Continue State School Hubs to provide additional support for state school pupils in County Age Group Squads
- Provide a Regional setup for younger Girls and Boys to increase the talent pool in the pathway:



- Girls U10-12: split U10-11 from U12 Girls as player pool develops (2027)
- Add 3rd a MCCF Centre to have provision for State School cricketers in both Aylesbury and South Bucks (currently joined) at Boys U14