

ICEC

Independent
Commission for
Equity in Cricket

HOLDING UP A MIRROR TO CRICKET

A Report by the
Independent Commission
for Equity in Cricket

Recommendations

June 2023



Chair and Commissioners of the Independent Commission for Equity in Cricket.
Left to right: Michelle Moore, Sir Brendan Barber, Cindy Butts (Chair), Dr Michael Collins and Zafar Ansari.
Commissioner Biographies are set out at Appendix 2.

Disclaimer

This Report has been prepared by the Chair and Commissioners of the Independent Commission for Equity in Cricket. The views expressed are those of the authors alone.

Some of the information and language used in this Report is potentially distressing.

Recommendations

The recommendations listed below are largely grouped in accordance with the Report's Chapter headings. There are 44 recommendations, many of which are accompanied by sub-recommendations.

Overarching Recommendation

Recommendation 1

We recommend that the ECB makes an unqualified public apology for its own failings and those of the game it governs. The apology should acknowledge that racism, sexism, elitism and class-based discrimination have existed, and still exist, in the game, and recognise the impact on victims of discrimination. It should include, in particular, a direct apology for the ECB's and the wider game's historic failures in relation to women's and girls' cricket and its failure to adequately support Black cricket in England and Wales.

State of Equity in Cricket

Recommendation 2

We recommend that the ECB publishes an updated 'State of Equity in Cricket' report every three years, using as a benchmark our assessment of the State of Equity in Cricket in Chapter 4.

Culture

Recommendation 3

We recommend that, within the next 12 months, the ECB, in collaboration with its stakeholders, develops a set of cultural values (i.e. principles and expected behaviours) to guide organisations and individuals participating in English and Welsh cricket. These should form the basis of a game-wide values and behaviours framework which is explicit about the culture the game aspires to build and the behaviours it expects and rejects.

Recommendation 4

We recommend that the ECB develops a programme of ongoing 'culture health checks', similar to those UK Sport has undertaken, to ensure that it can track and monitor the progress of its initiatives to improve the cultural health of the game. This should include an ongoing mechanism to understand the lived experiences of people across the professional and recreational game.

Approach to EDI in Cricket

Recommendation 5

We recommend that:

- a) Within the next six months, the ECB puts in place mandatory, specialist, high-quality training to support the development of racial literacy amongst its leadership (Executive and Board) and the most senior leadership of the wider game (as defined in Chapter 4, State of Equity in Cricket).
- b) A continuous programme of education and training to build competency in leading EDI in cricket should be put in place for the most senior leadership of the game.

Recommendation 6

We recommend that the ECB commits to being an anti-racist, anti-sexist and anti-classist organisation and encourages all other cricketing organisations to do the same. The ECB should ensure that this is reflected in its strategic approach to EDI, including the development of new, or revision of existing, game-wide strategies or plans, and the development of its game-wide values and behaviours framework.

Recommendation 7

We recommend that the ECB adopts a clear and consistent strategic approach to issues of EDI. To achieve this:

- a) Advancing EDI should not be relegated beneath or subsumed within commercial or other considerations, including the protection of reputation and public relations.
- b) There should be greater emphasis specifically on equity, alongside diversity and inclusion, when EDI decisions are made.
- c) The ECB must be willing to unambiguously name discrimination (e.g. racism, sexism and class-based discrimination) and include clear commitments to tackle the issue, within its strategic documents, where the evidence indicates that it is a problem.
- d) Identity holders must no longer be relied upon to highlight failures and drive change within cricket.
- e) The ECB should consider EDI in all aspects of its operations by carrying out EDI impact assessments for its existing and new programmes, initiatives and policies.

Recommendation 8

We recommend that the ECB substantially increases the money allocated towards advancing EDI in all areas of the game, particularly at recreational and talent pathway level.

Recommendation 9

We recommend that the ECB complies with the Public Sector Equality Duty wherever possible, given its management of a public asset, its receipt of significant amounts of public funds and, most importantly, the benefits that doing so will have on advancing EDI across the game.

Recommendation 10

We recommend that, within the next six months, the ECB establishes an Executive-level Chief Equity, Diversity and Inclusion Officer role with a singular focus on EDI, and puts in place sufficient resources to support EDI delivery. We recommend that the Chief EDI Officer sits on the ECB Board for the short to medium-term and/or until there is improved performance across EDI outcomes described in our assessment of the State of Equity in Cricket in Chapter 4.

Recommendation 11

We recommend that, within the next 12 months, the ECB undertakes an in-depth examination of the decline of cricket in Black communities in England and Wales and develops a targeted action plan to reverse that decline. This should include:

- a) Providing increased and sustained funding for the very successful ACE Programme.
- b) The identification of Black-led cricket clubs across England and Wales and an offer of financial support and capacity building to develop targeted programmes in their local communities.
- c) Proactive and extensive engagement with stakeholders from Black communities when developing the plan, using the evidence-based and user insight-led approach taken under the South Asian Action Plan.

Recommendation 12

We recommend that, within the next 12 months, the ECB undertakes an in-depth examination of the class barriers that exist in cricket and develops a game-wide strategy to remove them.

Recommendation 13

We recommend that the ECB introduces gender-based budgeting into their next, and future, business planning cycle to analyse the fairness of their resource allocation decisions and the impact they have on gender equality. Spending and investment decisions can have very different impacts on women and men, because of different starting points, needs and priorities. The analysis conducted to inform decision-making should adopt an intersectional approach that considers race, class and gender.

Recommendation 14

We recommend that the ECB and the wider game increase, at pace, the levels of investment in the core infrastructure and operations of the women's and girls' game, reflecting the outcome of gender-based budgeting.

Recommendation 15

We recommend that there should be a fundamental overhaul of the professional women players' pay structure within English and Welsh cricket and that there should be equal pay at domestic level by 2029 and at international level by 2030, as follows:

International and domestic level

- a) With immediate effect, there should be equality for all working conditions between women and men.
- b) The approach to the calculation of remuneration (i.e. through a three year agreement/Memorandum of Understanding) should be equal and standardised between men and women.

International level

- a) Match fees between England Men and England Women should be equalised with immediate effect.
- b) Other forms of England Women's pay/fees, including average salaries, captain's allowances and win bonuses, should be equal to the England Men's white ball team by 2028.
- c) England Women's average commercial pay (i.e. payment for promotional appearances) should be equal to England Men's average commercial pay by 2028.
- d) England Women's prize money for the ICC ODI World Cup and T20 World Cup should be topped up by the ECB in line with England Men's until the ICC makes these equal.
- e) There should be overall equal pay at international level by 2030. By this, we mean average pay, because we recognise that there will be different levels of pay within the teams, with the top players (men or women) being paid the most.

Domestic level

- a) Rookie contracts should be introduced to the Women's Regional Teams (WRTs) and minimum salaries for WRT players should be equal to First Class County players by the start of the 2024 season.
- b) WRTs should be fully professionalised by the start of the 2025 season by increasing the number of WRT contracts to 15 to make a full squad.
- c) Average pay and prize money should be equal by 2029 based on the following schedule (in this context, average pay includes both red and white ball cricket):
 - ◆ 50% of the men's by 2025
 - ◆ 75% of the men's by 2027
 - ◆ 100% of the men's i.e. equal by 2029
- d) The women's salaries for The Hundred are currently 25% of the men's in terms of overall salary pot, captain's bonus and the amounts in each of the salary tiers. These should all be equal by 2025.

Governance and Leadership

Recommendation 16

We recommend that the women's game should have equal representation to the men's game throughout English and Welsh cricket's governance structure, as follows:

- a) Direct representation, in the same way as FCCs, within the ECB's membership structure and Articles of Association, the ECB Board, and Committees and Sub-Boards.
- b) Any Professional and Recreational Game Committees and Assemblies should cover both men's and women's cricket, which should be represented equally.

Recommendation 17

We recommend that the ECB's Articles of Association should be amended within the next six months to better reflect its role and responsibilities as the sport's national governing body in relation to EDI. Amendments should include the following:

- a) It should be a fundamental 'Objective' for the ECB to promote and deliver EDI in professional and recreational cricket (with the necessary ancillary powers to do so at pace, including holding members to account for meeting minimum standards).
- b) There should be a specific obligation to promote, develop and grow women's and girls' cricket.
- c) The references to upholding the spirit and traditions of cricket should be revised to be subject to the overriding duty to promote EDI.
- d) The annual reappointment of Directors should be removed given the fact that it likely has a limiting effect on the governing body's ability to lead the medium-to long-term strategic level change required to improve EDI across the game.

Recommendation 18

We recommend to MCC that the annual fixtures between Eton and Harrow and between Oxford and Cambridge are no longer played at Lord's after 2023. These two events should be replaced by national finals' days for state school U15 competitions for boys and girls (see Recommendation 38) and a national finals' day for competitions for men's and women's university teams.

Recommendation 19

We recommend that the ECB revises and clarifies its processes and criteria for allocating, suspending, cancelling and reinstating high profile matches to place greater emphasis on EDI. There is clear evidence that being allocated such matches, or having the right to host them withdrawn, is a powerful tool to encourage compliance with EDI. The current process for match allocation (via a tender process against six criteria) expires in 2024 and we have not identified any formal process for deciding to suspend or cancel matches. The revisions should:

- a) Ensure greater emphasis on EDI in the criteria for allocation, giving EDI criteria equal status to the most important of the other criteria.
- b) Consider making a bidder's performance on EDI a 'gateway criterion' requiring hosts to meet stretching minimum EDI standards in order to be able to bid for a high profile match.
- c) Introduce a clear and transparent decision-making process for suspension, cancellation and reinstatement of high profile matches.
- d) The Cricket Discipline Commission (or any future adjudication body if it is replaced and/or renamed) should have the power to suspend or cancel the right to host high profile matches for regulatory breaches, in particular related to EDI.

Recommendation 20

We recommend that stronger and clearer EDI standards are included in the next iteration of the County Partnership Agreement (CPA) and in the County Governance Framework (CGF), and are introduced into the Regional Host Agreements relating to Women's Regional Teams where appropriate. These should include, as a minimum:

- a) An increased gender target for First Class County (FCC) and County Cricket Board (CCB) representation (50%, as already in place for the ECB itself) and a formal, specific ethnicity target for each FCC and CCB that reflects their County demographic.
- b) Introducing FCC and CCB Board targets by reference to socio-economic diversity.
- c) Game-wide targets to increase diversity at Chair and Chief Executive level across the County game, particularly by reference to ethnicity, gender and class/socio-economic status.
- d) A requirement to improve the diversity and inclusivity of County memberships focusing particularly on ethnicity, gender and class/socio-economic status, with targets based on each County's demographic. Measures should include reviewing the types and cost of memberships available and targeted community engagement programmes.
- e) Financial incentives for Counties that meet their EDI targets.
- f) Enhanced mechanisms for collecting and monitoring EDI data at all levels of County organisations to ensure consistent reporting and analysis across the game.

Recommendation 21

We recommend that the available sanctions for failing to reach EDI standards within the next iteration of the County Partnership Agreement should be widened and strengthened, and that the game should report publicly on performance against those standards.

Recommendation 22

We recommend that, within the next 12 months, a new regulatory body should be established, independent from the ECB. The new regulatory body, not the ECB, should be responsible for investigating alleged regulatory breaches and for making decisions about whether to bring charges.

Sub-recommendations:

- a) The new body should comprise a Regulatory Board with its own Executive Regulatory Team.
- b) The new body should be in a subsidiary company with its own ring-fenced budget, and its own legal counsel and investigatory staff, rather than sharing the ECB's legal and investigative resources.
- c) The ECB should appoint the first Chair of the Regulatory Board using expert external recruitment assistance to run an open and transparent recruitment process, with lay involvement to provide independent scrutiny and quality assurance. Future Chairs should be appointed by the Regulatory Board itself.
- d) The Chair of the Regulatory Board should appoint remaining members of the Regulatory Board using the same process. Board members must have an appropriate balance of skills, expertise and, importantly, diversity.
- e) Individuals within the new regulatory body charged with carrying out investigations must include people with specific experience of investigating discrimination complaints.

Recommendation 23

We recommend that, as far as possible, there should be a single set of regulations, and non-regulatory standards, which apply across both professional and recreational cricket, made by the ECB (in collaboration with the wider game).

Recommendation 24

We recommend that **regulatory** matters should be reserved to cover only rules relating to discipline and integrity. The precise scope of rules relating to discipline and integrity should be resolved by the ECB in collaboration with the wider game, but should certainly include anti-discrimination and safeguarding rules.

Sub-recommendations:

- a) There should be substantially greater clarity on what is or is not a regulatory matter, and the process for dealing with it. All current regulations that do not relate to discipline and integrity (for example, pitch regulations) should be renamed so they are no longer called 'regulations', to avoid confusion.
- b) The Cricket Discipline Commission (or any future adjudication body if it is replaced and/or renamed) should continue to hear cases involving regulatory matters (see also Recommendation 32).

Recommendation 25

We recommend that **non-regulatory** matters should be redefined as all other rules and standards etc. within the game that are not 'regulatory' matters (i.e. they do not cover rules relating to discipline and integrity). They would include, for example, **standards** in the County Partnership Agreement (CPA), including EDI-related standards.

Sub-recommendations:

- a) As well as dealing with regulatory matters, the new, independent regulatory body should be responsible for investigating, and making recommendations with respect to, the compliance by relevant cricketing organisations with **non-regulatory matters where they relate to EDI**, such as the EDI-related minimum standards within the CPA and County Governance Framework. This is necessary to ensure that any conflicts of interests that may arise between the promotion of EDI and the promotion of the ECB's other interests (e.g. its commercial considerations) are avoided.
- b) The ECB should determine the consequences for breaches of non-regulatory matters. However, non-regulatory matters that relate to EDI would follow the compliance and recommendation process by the independent regulatory body described above.

Recommendation 26

We recommend that all strategic and operational decisions made by the ECB Executive Management Team and/or ECB Board (or other governance committees) should take account of any EDI implications. To enable this, the ECB should create standard templates for decision-making reports that include the following:

- a) The outcome of the EDI impact assessment conducted to inform the development of the proposal (see Recommendation 7).
- b) Where appropriate, explicit reference to how the proposal is aligned to the ECB's core purpose and values (see Recommendation 3).

Recommendation 27

We recommend that the ECB strengthens the diversity of its Board and Executive Management Team across ethnicity, gender and class/socio-economic status, achieving demonstrable progress within the next 24 months and introducing longer term targets.

Complaints

Recommendation 28

We recommend that the ECB reports clearly, publicly and annually on complaints in the professional and recreational game, including numbers, overall outcomes and actions taken to address existing and emerging patterns of concern.

Sub-recommendations:

- a) Counties should be required to report key information about complaints to the ECB.
- b) The ECB and the wider game should develop a comprehensive system to gather insights and promulgate learnings and best practice throughout the game relating to complaints.

Recommendation 29

We recommend that, given the scale and scope of volunteers in cricket, the ECB, in collaboration with County cricket organisations, develops a game-wide volunteer strategy that includes how volunteers will be encouraged to contribute to cricket's EDI aims. In developing this strategy:

- a) The ECB should utilise the significant learning and best practice developed in the charitable sector.
- b) The strategy should make clear how volunteers will be trained and supported to develop their EDI knowledge and skills, including specific training on discrimination and sexual harassment.

Recommendation 30

We recommend that the ECB ensures that centralised training and specialist support is available to all cricketing organisations (including leagues and clubs) so that they are properly equipped to deal with complaints relating to discrimination, whether informal or formal, and any associated complaints process.

Sub-recommendation:

- a) The professional game (i.e. First Class Counties, Women's Regional Teams and teams in The Hundred) should invest in high quality HR and EDI expertise within their staff.

Recommendation 31

We recommend that leaders of cricketing organisations and match officials should be required to uphold high standards of behaviour, and be accountable for their failure to do so.

Sub-recommendations:

- a) There should be a mandatory reporting obligation for leaders and match officials in relation to discrimination.
- b) Leaders of cricketing organisations should properly oversee and support complaints handling processes, and be involved in learning lessons and driving change.

Recommendation 32

We recommend the following changes with respect to the Cricket Discipline Commission (CDC) or any future adjudication body if it is replaced and/or renamed:

- a) The CDC's jurisdiction should cover everyone working in the professional game, including Chairs, Chief Executives and all other 'off field' staff.
- b) The sanctions available to the CDC should be strengthened, including the power to suspend or cancel the right to host high profile matches (see Recommendation 19).
- c) CDC Panels in discrimination cases must have specialist EDI expertise or access to specialist EDI support, and there should be appropriate levels of diversity amongst those who can sit on such Panels.
- d) The CDC must be properly resourced by the ECB (in terms of personnel and finance). In particular, Panel members should be paid and dedicated administrative resources should be provided.
- e) The CDC should have its own website on which it should publish full written reasons for every decision, save in exceptional circumstances which should be clearly defined.
- f) There should be greater communication between the CDC and the ECB about cases that the former has handled, and the lessons learned.
- g) Chairs of the CDC should be appointed by the ECB using expert external recruitment assistance to run an open and transparent recruitment process, with lay involvement to provide independent scrutiny and quality assurance.
- h) The Chair of the CDC should appoint remaining Panel members using the same process. Panel members must have an appropriate balance of skills, expertise and, importantly, diversity.
- i) The Chair and Panel members should be appointed for a four-year term and serve a maximum of two terms.

Recommendation 33

We recommend that the ECB revises the game's regulations, in particular its discrimination-related regulations, to ensure that they are capable of adequately addressing complaints (including discrimination-related complaints), and provide an appropriate range of potential sanctions.

Sub-recommendations:

- a) The Anti-Discrimination Code (the Code) should be expanded beyond the characteristics covered by the Equality Act 2010 to include socio-economic status.
- b) The Code should explicitly cover victimisation and make clear that it would be grounds for disciplinary action.
- c) The Guidance to the Code should be rewritten to create a shared and better understanding of what discrimination is, using examples to illustrate unacceptable behaviour, describing conduct that would lead to escalating sanctions, and making clear what 'zero tolerance' actually means.
- d) The ECB itself, and its Board members and staff, should be subject to the same regulatory obligations and jurisdiction as everyone working in the professional game.
- e) There should be greater clarity on how charging decisions are made, by whom and against what criteria.
- f) Seriousness assessments should be made against clear criteria when complaints are received to help determine how to respond.
- g) There should be consistency between complaints processes throughout the game, with the ECB setting minimum standards that Counties must comply with.
- h) There should be clear and accessible guidance for how complaints will be handled and what the process will involve, including which body will make decisions, the indicative timescales (allowing flexibility for more complex cases), the support available and the potential outcomes.
- i) The ECB and wider game should adopt the 'good practice in discrimination complaints process' that is set out in Chapter 8, Complaints.

Recommendation 34

We recommend that the ECB and wider game put in place processes to ensure that complaints can be raised and addressed by informal (as well as formal) means, including through the use of mediation before or after a formal process has started and through the introduction of Freedom to Speak Up Guardians across the ECB, MCC and the Counties (where not already in place).

Schools and the talent pathway

Recommendation 35

We recommend that the entire talent pathway structure should be overhauled to make it more meritocratic, inclusive, accountable, transparent and consistent. The new structure should deliver a systematic approach across all Counties, including with respect to: the relationship between Counties and schools, the direct and indirect costs of participation, the stages of the pathway, talent identification methods, where talent is sourced, selection and deselection, and appeals processes. These should be enforced through the County Partnership Agreement (CPA) between the ECB and individual Counties.

Sub-recommendations:

- a) The ECB, within the next 12 months, should put in place a State Schools Action Plan. ECB money allocated to cricket below the U14 level should explicitly be re-allocated with the aim of 'levelling the playing field', delivering the investment, organisational structures, and approaches to talent identification necessary to ensure that there exists an equal pathway into professional cricket for the very large majority of the England and Wales population that attend only a state school.
- b) The Action Plan should be properly resourced, with appropriate levels of leadership and key performance indicators built into each County's CPA.

Recommendation 36

We recommend that, to increase equity and reduce barriers to access, particularly for children from lower socio-economic and state school backgrounds, participation in the talent pathway should be made entirely free of direct costs charged by Counties so that no player trialling for or participating in the 2024-25 pathway needs to pay.

Sub-recommendations:

- a) Financial assistance should also be made available where necessary to cover other costs incurred by participants in lower socio-economic groups (e.g. travel, cost of equipment) and practical steps should be taken to provide free transport to training/trials/matches.
- b) Much clearer and more stringent requirements should be included in the County Partnership Agreement about the provision of this financial assistance (currently referred to as 'hardship funds') along with an effective monitoring system to ensure that Counties are held accountable in this regard.

Recommendation 37

We recommend that the ECB and the Counties proactively seek to expand **how** they source 'talent' and **where** they source 'talent' from, to include those who come through 'non-traditional' routes.

Sub-recommendations:

- a) Nominations by schools/clubs should be abolished and replaced with open trials.
- b) Counties should expand their sources for spotting talent to focus more on state schools and local clubs.
- c) The resources, recognition and promotion of 'non-traditional' formats of cricket (e.g. Cage Cricket) should be increased, and those who excel within such formats should be incorporated within the talent identification process.
- d) The ECB should dramatically scale up investment in accessible, free, year-round community cricket provision (e.g. Chance to Shine Street) for those living in areas where access to cricket is otherwise limited (e.g. areas of inner-city deprivation).

Recommendation 38

We recommend that, by the start of the 2025 season, the ECB introduces accessible County - and national - level T20 competitions for state school boys' and girls' cricket teams in the U14 and U15 (school years 9 and 10) categories, to incentivise participation and aspiration in the state sector. Winners of the County-level competitions in school year 9 (U14s) would progress to national-level competitions in school year 10 (U15s). A national finals' day for the state school U15 competitions should replace the annual Eton v. Harrow match at Lord's (see Recommendation 18).

Recommendation 39

We recommend that the ECB, in collaboration with the Counties, develops a more robust and systematic approach to talent identification to be used on the talent pathway.

Sub-recommendations:

- a) Develop a 'charter of best practice' for the engagement of coaches, which includes declaring and managing conflicts of interests, and explore expanding the good practice in some Counties (including removing private coaches from the County Age Groups and barring those who have privately coached individuals from involvement in selection decisions).
- b) Introduce mandatory training for scouts, coaches and selectors encompassing how to recognise and manage bias, understand environmental factors and make contextual selection decisions based on a holistic view of a player's potential and merit.
- c) Develop and increase the use of open and transparent selection and deselection criteria, providing clear explanations with visual evidence where possible (such as video and photographs identifying individual strengths and weaknesses, areas for development etc).
- d) Ensure that there is an appropriate appeals process, and that processes are in place to hold decision-makers within the talent pathway accountable for unfair and/or discriminatory decisions.
- e) Take proactive steps to increase the diversity (gender, race, class) of scouts, coaches and selectors at all levels (i.e. at grassroots and within the talent pathway).

Recommendation 40

We recommend that selection for representative, inter-County cricket should begin at the U14 level and not before. This recommendation will mean that the widely documented challenges associated with talent identification in younger children are removed for the first three years of a typical pathway programme (U10-U13). Placing less emphasis on selection and deselection from U10 age groups onwards mitigates the very significant structural advantages that young children who attend private schools have over their state school counterparts. Coaches, children and parents will be relieved of many of the pressures and liabilities associated with the current system. Importantly, indirect costs such as travel and parental time will be further reduced, enabling more children to play a high standard of cricket locally, lowering the barriers to participation.

Sub-recommendations:

- a) County pathway cricketers in the U10-U13 age categories should be selected for enlarged 'district' or 'regional' squads, and play intra-County 'district' or 'regional' matches, depending on the size and local needs of each County. The numbers involved in intra-County training squads and matches will inevitably vary, but the overarching aim should be to involve as many young players with potential as possible.
- b) Children in the U10-U13 age groups should not take part in residential tours or cricket festivals organised by their County to free up resources and the cost barriers associated with these.
- c) Intra-County cricket at the U10-U13 age groups should be played in generic 'whites', without the need for County-branded kit.
- d) When organising intra-County fixtures, Counties should explore options for 'bio-banding' (by physical maturity) and structure match-play in the interests of a balance between teams and the widest range of experiences in terms of batting and bowling for all players.

Recommendation 41

We recommend that, with the need for Counties to allocate resources to training a narrow County squad now removed (see Recommendation 40), County Age Group coaches and pathway leaders should be tasked, as part of the State Schools Action Plan (see Recommendation 35), with delivering a positive state school cricket offering at the U10-U13 level. This should enhance existing provision in primary schools (year 5 and year 6) and fill a significant gap in secondary state school cricket provision in school years 7 and 8. These new training and coaching options in state schools should be delivered by qualified County coaches, enabling them to reorient their engagement towards the state sector, and to develop a better appreciation of cricketing talent there.

Sub-recommendations:

- a) In addition, Counties and the ECB should invest substantially in increased Chance to Shine provision in state secondary schools, providing more opportunities for secondary school boys and girls to continue playing cricket at or through school beyond the age of 11 (particularly between the ages of 11 and 14).
- b) Counties, in collaboration with the ECB, should further develop meaningful partnerships with local cricket clubs to make their facilities available to children attending local state schools, for example through clubs offering their net facilities and outfielders for weekday 'after school clubs' at times when local club facilities are often unused. Where ground maintenance presents barriers to achieving this, additional investment should be delivered to support the club.

Recommendation 42

We recommend that the ECB and wider game develop a system to regularly collate and monitor EDI data with respect to entry into and progression through the talent pathway (with respect to race, class and gender).

Recommendation 43

We make the following recommendations to Government:

- a) To collect and monitor data on how much cricket is being played in state schools.
- b) To require and resource significantly higher levels of cricket in state schools.
- c) In partnership with First Class Counties, County Cricket Boards and the ECB, actively work with private schools on opening up their cricket facilities and gifting a minimum (and significant) number of coaching hours to children who attend local state schools.

Recommendation 44

We recommend that the ECB publishes a detailed and considered response to this Report and each of its recommendations within the next three months, reflecting game-wide discussion on their implementation and including clarity on accountability for delivery.

Sub-recommendations:

- a) The ECB should establish, within the next six months, an independent steering group to monitor progress made in implementing the ICEC's recommendations.
- b) The Chair and members of the steering group should be fully independent of the ECB, have the trust and confidence of communities that have experienced discrimination, and include expertise in cultural and organisational change, discrimination and cricket.
- c) The steering group should publish an independent assessment of the ECB's and wider game's delivery against its commitments by the end of 2025.
- d) The ECB should provide ongoing updates on progress implementing the ICEC's recommendations to the Department for Culture, Media and Sport.

ICEC

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