



MINUTES OF A CRICKET WALES BOARD MEETING HELD AT 1.00pm ON THURSDAY 5TH DECEMBER 2019

AT THE SOPHIA GARDENS CARDIFF STADIUM

Present: Rod Jones(RJ) (Chair); Tony Moss(AM); Jennifer Owen Adams(JOA) ; Peter Hybart(PH) (CEO); Hugh Morris(HM); Colin John(CJ); Sue Phelps(SP); Tariq Awan(TA); Huw Morgan(HDM); Kerry Lloyd(KL); Mark Frost(MF); Ieuan Watkins (IW); Richard Penney(RP); Tim Masters (TM);Maxine Rhodes(MR);Matt Thompson(MT); Sian Webber;

In attendance: Leshia Hawkins(LH);

In attendance for agenda item 9: Tim Nicholls(TN);

1. **Welcome:** JOA (in the position of temporary Chair) welcomed all attendees and offered a special welcome to Sian Webber who was attending her first meeting as a Cricket Wales Board Director.
2. **Appointment of Chair:** JOA advised the meeting that there had been only one expression of interest for the position of Chair of Cricket Wales, from Rod Jones (RJ). JOA therefore recommended that RJ be appointed for a 2 year term as Chair of Cricket Wales. The meeting approved the recommendation. RJ thanked the meeting for his re-appointment as Chair for further 2 year term
3. **Appointment of CEO:** RJ asked CJ to explain the selection process undertaken by the Recruitment Panel (Jim Wood, JOA,CJ and RP) in arriving at the choice of the new CEO of Cricket Wales. CJ advised that there had been 33 applications, 9 of which had been invited to an interview. The interview panel had consisted of JOA, CJ,RP and Pippa Britton from Sport Wales. CJ explained that the Panel had unanimously agreed upon the choice of CEO without the need for a second interview process. The successful applicant was Leshia Hawkins (LH).

RJ then left the room to invite LH to attend the meeting. He welcomed LH to the meeting and invited her to give a short address to the members present.

RJ concluded this discussion by thanking PH for his exemplary service over the last ten years and wished him well for the future.

4. **Apologies for Absence:** Apologies for absence were received from Jeff Bird. PH informed the meeting that JB was making good progress in his recovery for his illness and hoped to resume his Board duties in the summer of 2020.
5. **Declaration of Interest:** None
6. **Minutes:** The minutes of the 2nd September 2019 Board meeting (distributed previously) were accepted as a true record and were signed accordingly by the Chair.

7. Matters arising:

7.1. Wales Women/Age Groups Contract: PH advised the meeting that the draft contract with Glamorgan CCC was still not finalised but was hopeful it would be signed prior to the Christmas break.

7.2. Disability Tour to Sri Lanka: A report of the tour by Les Randall (LR) had been circulated prior to the meeting. PH said that, in spite of some inclement weather, the tour had been a great success. So much so, that there are plans to invite the Sri Lankan team over here next summer. The ECB, while not recognising it as an official tour, have said it would not raise any objection to such a tour going ahead.

RJ enquired with regards to LR's commitment to continuing his role within Cricket Wales. PH said that we had hoped to secure additional funding from the Lord's Taverners to be able to develop a team under LR. However, unfortunately such funds had not been forthcoming and so we need to look to develop a succession plan going forward. A Further bid would be made to Lord's Taverners in 2020.

8. Safeguarding Report: IW gave a verbal Safeguarding Update report.

8.1. IW reported that whilst 2019 had been a busy year in terms of operational case management, the last few months had been quiet allowing for time to be focussed on strategic development and engagement with partners.

8.2. The ECB changes continue at pace, with the online registration system for 2020 season being built. The ECB have agreed that we will be a test area for implementation of the new process. This is very pleasing as we have made such significant progress and there is a real desire to continue the momentum we have created across Welsh cricket. The forthcoming changes had been introduced to the recreational game through the CW Roadshows in the last month. RJ and PH commented on how safeguarding was becoming the 'norm', accepted across the game as standard practice, making reference to how far we had come as a Board. IW agreed and stated that we should be very proud of what the staff and particularly the voluntary network had achieved, whilst recognising that the new registration system will allow further opportunities for safeguarding growth and development. The Welfare Council is due to meet again early 2020 and this will be a key area for discussion.

8.3. IW reported that the safeguarding relationship between Glamorgan CC and Cricket Wales continued to develop with areas of overlap identified through the performance pathway alongside visibility (web) and joint policy

8.4. IW advised that the Welfare Team, alongside Matt Thompson and Gavin Chilton have developed new online opportunities, with the launch of the 'Welsh Cricket Sofa'. The first focussed on discussions and advice on good practice and developments with coaching from All Stars through to the professional game. Mark O'Leary (MCCU), Richard Almond (GCCC) and Matt (CW) the first speakers. The Board were encouraged to suggest further topics/areas/individuals that could add value to this approach.

9. Joint Strategy, Facility Strategy and The Hundred Presentations:

9.1. Joint Strategy: HM and PH delivered a power-point presentation on progress on the Joint Strategy since the last meeting. The Board approved the Joint Strategy and a number of questions arose out of the discussion:

9.1.1. TA asked why there was no certainty with regard to the commitment to the BAME issues ? MF replied that this was simply because there is no current funding and the ECB had not yet confirmed the level of future funding that may be available in this area.

9.1.2. SP enquired whether an increase in commitment towards the use of the Welsh Language would result in an increase in funding from Sport Wales ? PH replied that the problem was that we would have to fund that increased commitment ourselves with no guarantee that increased funding would subsequently be forthcoming. SP replied that the Welsh Language Commissioner would like to see that we are making a conscious but realistic effort.

9.1.3. JOA recognised the existence of a Joint Strategy and asked how Cricket Wales and Glamorgan CCC intended to ensure a close working relationship. PH said that it was the intention that the senior management teams would meet on a quarterly basis and perhaps less often at Board level. JOA then asked how we intend to ensure the 50/50 relationship is maintained ? HM replied that the KPI Tracker will ensure that both senior teams will be involved in the scrutiny process in addition to the Joint Strategy being a regular item on both Board meeting Agendas at which there will be representation from both organisations. PH stressed the importance of an equal partnership in order for the joint strategy to be a success.

9.2. Facilities Strategy: TN made a presentation on the findings of a report headed “ Wales Cricket Facility Strategy 2020-2030 produced on behalf of both organisations by Knight, Kavanagh & Page Management Consultants (KKP).

9.2.1. TN explained that this report builds upon the preceding Assessment Report which contains the supply and demand assessment of cricket facilities across Wales which forms the evidence base for this Strategy. The Strategy has been developed to cover a ten-year period to 2030 with a planned extensive review after five years. It covers all cricket facilities that are used by community groups across the whole of Wales.

9.2.2. TN said that the next steps would be, to obtain Board approval of the document, activate the plan and begin implementation early 2020 onwards.

9.2.3. HM congratulated TN and the KKP team on the expertise illustrated throughout the report and said that once again, Wales was ahead of the game compared to the other Cricket Boards. Following discussion the meeting agreed sign off of the Facilities Strategy.

9.3. The Hundred: MF advised the meeting that he intends to link the launch of Dynamos Cricket, which is the next stage of the All Stars programme for 8 – 11 year olds, with the The Hundred competition. Complete support for The Hundred from the recreational game was of fundamental importance.

10. ECB Board Meeting in Wales: PH advised the meeting that this meeting was to take place at the Sophia Gardens Stadium on 20th-21st April 2020. He said that this will be a great opportunity to showcase what is good in Welsh Cricket and to discuss the future of cricket in Wales. It will also be an opportunity to have some constructive dialogue on certain on-going sensitive issues.

11. Junior Regional Cricket Re-Construction: Prior to the meeting, MT distributed a paper, the purpose of which was to seek to articulate the rationale and proposed landscape for junior cricket development across Wales from the 2020-21 season onwards. The proposal encapsulates the current Regional Cricket

programme in addition to the Regional Performance Centre (RPC) programme that currently both operate independently to each other.

11.1. MT said that, in simple terms the re-configuration involves applying the Cricket Wales North model (with learning gained from the coming 12 months) to the West, South and East parts of the country as follows:

- **Cricket Wales West** – the amalgamation of Pembrokeshire & Carmarthenshire junior regions
- **Cricket Wales South** – the amalgamation of West Glamorgan & Mid Glamorgan junior regions including The Vale area being added and assigned to the South.
- **Cricket Wales East** – the amalgamation of Gwent & Cardiff junior regions with The Vale area being removed and assigned to the South.

11.2. During the discussion, SW questioned some terminology within the paper but provided her full support. MT agreed to review the wording prior to further distribution.

11.3. Following further discussion, the meeting agreed to support the proposal.

12. Women's Regional Centre for Wales and the South West: Prior to the meeting, PH distributed a paper relating to the creation of a new elite domestic structure to feed the England Women's team.

12.1. One of the Centres will cover the whole of Wales and the South West and will effectively be the new Western Storm. It will include Gloucestershire, Somerset and the National Counties in the South West resulting in the proposed creation of a new company (Newco) that will be at arms-length from any one FCC and undertake the above responsibilities.

12.2. PH said that both he and HM are supportive of Newco believing it is a better solution for involving the whole of the Region than just having a host FCC. However, PH stressed the point that when we were ready, we would like the opportunity to run a Wales-only Centre.

12.3. The meeting agreed to support Cricket Wales' involvement in a new company to run a Women's Regional Centre for Wales and the South West

13. Finance Report: CJ presented his Financial Report which had been discussed and agreed at the Finance Committee meeting held immediately prior to this meeting.

13.1. CJ presented the Management Accounts for the 6 months ended 30th September 2020 which were in line with budget with nothing of significance to report.

13.2. CJ also summarised discussions on the following agenda items of the Finance committee held immediately prior to this meeting as follows:

- Forecast to March 2020
- Regional Re-Structure paper
- Pathway comparison finances
- Pathway finances Oct 2019 to Sept 2020
- Pathway projections Oct 2020 onwards
- Budget from April 2020 to March 2021 and longer term forecast
- Paper reviewing the new Sport Wales Investment model

13.3. The final paper on this list outlined the pros and cons of the proposed new Sport Wales investment model which is based upon a participation-led basis. The Finance Committee agreed with the conclusion of the paper that the proposed new model takes the participation-led approach too far. While we welcome the opportunity provided to date to be involved in the review of the Sport Wales Investment Model and acknowledge much progress has been made, there are fundamental concerns that require further discussion, understanding and amendment prior to NGB's in Wales having full confidence that we have an optimal future funding model.

13.4. MR said she recognises our concerns and advises we continue to make representations to the Working Group proposing this investment model. However, it is her understanding that the Sport Wales Board has approved the model in principle and will only be open to dialog on individual element of the model.

13.5. PH said that in that case, the role of the WSA and other NGB's will be crucial in future on-going discussions.

14. Governance Development Plan: Prior to the meeting PH distributed a paper outlining the Governance Improvement Plan.

14.1. The appointment of LH as CEO means that we now have a 33% female representation on the Board against a target of 40% which we hope to achieve in 2020 (2021 at the latest).

14.2. RJ stated that early in the New Year he would begin the process of Performance Appraisals for Board members. This would aim to identify roles and responsibilities for Board members and provide opportunity for feedback regarding improvements they would like to see

15. 2020 Sub-Committee Membership: Prior to the meeting PH distributed a list of the various Sub-Committees and their membership. This was agreed.

16. Dates of 2020 Meetings:

- a. 10.30am – 3-30pm Thursday 27th February 2020
- b. 10.30am – 3-30pm Thursday 28th May 2020
- c. 10.30am – 3-30pm Thursday 20th August 2020
- d. 10-00am Sunday 20th September 2020 – Junior and Senior Councils and AGM
- e. 10.30am – 3-30pm Thursday 3rd December 2020

17. Any Other Business:

17.1. RJ closed the meeting by, on behalf of the Board, thanking PH for his service over the last ten years and presenting him with a painting of his own cricket club's ground (Miskin Manor CC), and wished him well for the future. PH thanked everyone for their considerable support throughout his time with Cricket Wales

The meeting closed at 5-05pm

SIGNED:  Date: 27/2/2020