



MINUTES OF A CRICKET WALES BOARD MEETING HELD AT 10-30am ON MONDAY 2<sup>ND</sup> SEPTEMBER 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); Kerry Lloyd(KL); Mark Frost(MF); Ieuan Watkins (IW); Richard Penney(RP); Tim Masters (TM);

1. **Apologies for absence:** Apologies for absence were received from Jeff Bird, Paul Miller, Sue Phelps, Tariq Awan, Maxine Rhodes, Huw Morgan and Matt Thompson.
  - 1.1. On behalf of the Board, RJ offered best wishes to Jeff Bird on his continuing recovery from illness.
  - 1.2. The Board also reflected on the recent sad death of umpire John Williams.
2. **Peter Hybart – CEO:** PH advised the meeting that after 10 years in his role of CEO, he would be standing down from the position at the end of December 2019. RJ thanked Peter for his commitment and expertise in bringing the organisation to the current stage in its development. On behalf of Glamorgan CCC HM congratulated Peter on his achievements to date with regards the recreational game and particularly on the organisation's record on Governance standards.

RJ advised the meeting that the recruitment process for Peter's successor would begin next week with the intention of having the new person in post by the start of the New Year.
3. **Declaration of Interest:** None
4. **Minutes:** The minutes of the 1<sup>st</sup> July 2019 Board meeting (distributed previously) were accepted as a true record and were signed accordingly by the Chair.
5. **Matters arising:**
  - 5.1. **Age Groups and Welsh Women Contracts with Glamorgan Cricket:** PH advised the meeting that the draft contract was currently with Glamorgan CC for consideration. HM said that the contract was being considered by the Club's legal advisers but, in his view, there were no material matters of concern.
6. **Safeguarding Report:** Prior to the meeting IW distributed a copy of his Safeguarding Update report.
  - 6.1. IW reported that the Cricket Wales Welfare Council met on Friday the 30<sup>th</sup> of August. The Council is changing to a more holistic safeguarding role with adults at risk and more general wellbeing principles being discussed. This meeting received two specialist inputs on suicide prevention and additional discussions around Umpire protection. It was also particularly pleasing to report that Les Randall the Wales Disability Coach now attends and he gave an input on the disability structure and challenges within Wales.

6.2. The ECB Inspiring Generations document was discussed at the Welfare Council and a workshop/discussion held around how Safeguarding dovetails with its expectations in engaging children, young people and adults safely. In terms of compliance, IW reported that an audit had identified that Regional Coaches and Managers had not been compliant with basic safeguarding in some areas (DBS, First Aid etc). The Council discussed and it was agreed that 100% compliance was expected at Regional level from Christmas 2019/20 – this is part of the funding expectations for each region.

6.3. IW advised that he had been in contact with the ECB and they intend to roll out a new online registration system for season 2020. Clubs will still affiliate to the County Boards but will also register each team using the new portal. Initially the system will be used by only ClubMark accredited clubs. Roles identified through this system requiring safeguarding training or DBS checks will 'auto-check' with gaps in compliance automatically flagged to the County Board. Cricket Wales intended to introduce our own system for the 2020 season, but with this new ECB process so close to implementation it was agreed we would wait. We have offered to test and evaluate the new system not just for ClubMark clubs, but across Welsh Cricket for season 2020. We expect to associate safeguarding compliance with affiliation to Cricket Wales in due course.

6.4. In response to a question from JOA, IW explained that the largest risk area within Wales remains with non-compliant coaches. Whilst a great deal of work has been done to improve Coach compliance, there are still significant gaps in most areas. It is anticipated that the new ECB registration system will identify these gaps and allow Cricket Wales to provide the staff, skills and training to allow clubs to fill them. He followed that affiliation to Cricket Wales will inevitably dependent upon such compliance in due course.

6.5. IW reported on the successful Under 10's Festival in Aberystwyth where the new ECB Festival procedures were warmly received and fully implemented.

## **7. Cricket Update Presentation:**

7.1. MF and PH delivered a power-point presentation on progress since the last meeting under the following strategy headings:

- Growing and nurturing the core
- Inspiring through elite teams
- Making cricket accessible
- Engaging children and young people
- Transforming Women and Girls cricket
- Supporting our communities

7.2. During the presentation, the meeting discussed the merits of the All Stars Programme. The statistics and data appear to indicate that clubs are benefiting from the programme. However, AM and CJ said that from their experience within their own clubs and league, this was not necessarily the case. PH said that the discussion appeared to indicate that the bigger clubs were feeling the benefits, but this was not the case with the smaller clubs. TM said that in many parts of the country, the All Stars initiative was still "work in progress". MF said that more work was needed to reconcile these differences of opinion.

7.3. On the question of "Making Cricket Accessible", HM said that more work was needed in promoting the use of the Welsh language within all aspects of the sport.

## **8. Inspiring Generations (ECB Strategy and CPA Update):**



8.1. TM explained that the ECB requires all stakeholders to put together a strategic plan and that each County Board must ensure that the concept of "Inspiring Generations" must feed into those plans.

8.2. All plans are to be signed off by the end of March 2020. All County Boards will be required to complete a 'template' for comparison purposes in addition to providing evidence of workings and a budget. TM was confident that Cricket Wales was already in an advanced position in comparison to other Cricket Boards

8.3. TM said that the Minimum Standards Document will include, Facilities Development, a Draft Schools Policy and a Women & Girls Strategy. The County Board will have to explain what its core funding will fund and what further activities it would like to develop.

8.4. As regards the draft Governance Document, TM said that again Cricket Wales was 'ahead of the game' compared to most County Boards, but there was still work to be done.

8.5. RP asked whether we were on course to meet these deadlines, particularly with PH now leaving at the end of the year. PH and HM said that they intend to have a draft plan completed in time for the December Board meeting, with the final plan being completed by the end of February 2020.

9. **Sport Wales Strategy and Future Resources Approach:**

9.1. In the absence of Maxine Rhodes who was scheduled to discuss this issue, PH said that the key changes facing Cricket Wales was a movement away from statistical reporting with more emphasis on Governance and the actual culture of the organisation. Partners were expected to be 'learning-led' and to collaborate with other sports. Schools and adult survey data would also be part of funding decisions.

10. **Finance Report: Prior to the meeting,** CJ distributed copies of the Audited Financial Statements for the year ending 31<sup>st</sup> March 2019.

10.1. CJ introduced Sarah Case (SC) from our Auditors Baldwin's to discuss the Company's Audited Accounts for the year ended 31<sup>st</sup> March 2019. SC gave a brief resume of the Audit Findings Report and confirmed that there were no issues arising as a result of the audit and the Financial Statements were duly signed by both parties. CJ thanked SC for her attendance and report. SC then left the meeting. CJ also expressed his appreciation to PH and KL for the financial controls operated throughout the financial year.

10.2. CJ presented the Budget for 2019-2020 which indicated a small profit of £3k. compared to the previous year's break-even budget. After a short discussion, the Board agreed the budget without any amendment.

10.3. CJ also presented the three month Income and Expenditure Account to 30<sup>th</sup> June 2019.

10.4. CJ informed the meeting that Thomas Carroll Financial Advisers were considering what Critical Illness cover we should consider for our key members staff as well as any other forms of cover that might be applicable.

11. **Preparation for the 2019 AGM:** Prior to the meeting, PH distributed a paper which proposed a number of governance changes to be put to this meeting and the AGM.

**11.1.** The paper proposes the following developments some of which require a change to the Cricket Wales Articles and therefore AGM approval:

- a) the number of terms a Board Director can serve (AGM approval required)
- b) the length of time the Chair is elected for as Chair (AGM approval required)
- c) the creation of the role of Senior Independent Director (AGM approval not required)
- d) the introduction of an annual performance management appraisal with the Chair for each Board Director (AGM approval not required)

The meeting agreed all the proposals. A Senior Director role would be introduced rather than Senior Independent Director.

**12. Any Other Business:**

**12.1.** PH advised the meeting that the dates of the forthcoming road-shows would soon be announced and asked the Board members to make every effort to attend one in their locality.

**13. Dates of 2019 & 2020 Meetings:**

- a. 10.00am Sunday 29th September 2019 – Junior & Senior Councils and AGM
- b. 1-00pm – 4-00pm Thursday 5<sup>th</sup> December 2019
- c. 10.30am – 3-30pm Friday 28<sup>th</sup> February 2020
- d. 10.30am – 3-30pm Thursday 4<sup>th</sup> June 2020
- e. 10.30am – 3-30pm Monday 24<sup>th</sup> August 2020
- f. 10-00am Sunday 27<sup>th</sup> September 2020 – Junior and Senior Councils and AGM
- g. 10.30am – 3-30pm Thursday 3<sup>rd</sup> December 2020

**The meeting closed at 1-40pm**

SIGNED: .....

*Rn Jue*

Date: .....

*5/12/2019*