



**MINUTES FOR A CRICKET WALES BOARD MEETING TO BE HELD AT 10.30AM ON
13th March 2025**

Sophia Gardens

**Attendees: - Tim Masters (TM); Barry Cawte (BC); Carl Alexis (CA); Sue Phelps (SP)
Huw Morgan (HM); Colin John (CJ); Chris Last (CL); Neil Pearson (NP); Jo Holley (JH);
Sohail Rauf (SR); Mark White (MW); Mark Frost (MF)**

Minutes: - Sandie Keane

1. WELCOME
2. APOLOGIES FOR ABSENCE – Emma Williams, Gareth Rees, Samara Afzal
3. DECLARATION OF INTERESTS – None
 - 3.1. Gift boxes presented to the Board
4. TO APPROVE THE MINUTES OF THE CRICKET WALES BOARD MEETING HELD ON January 2025 - approved
5. MATTERS ARISING
 - 5.1. CW Foundation – MF to continue conversations with Legal Advisors – report back to Board. Went out to consultation and 1 response received. Articles sent out with voting forms. SGM meeting to be held on 27th March.
 - 5.2. Safeguarding – Safeguarding training for Board. SK confirmed online 28th April at 6pm, Zoom link to follow, hold in diaries. **Closed**
 - 5.3. Confirm venue for Board Effectiveness day. **Closed**
 - 5.4. AF to confirm match funding with regard to Game Changer Funding. **Closed**
 - 5.5. Governance Improvement Plan to be forwarded to Board. **Closed**
 - 5.6. SW New Operating Model – FB to forward further information on the document to TM/BC. TM will work on the document on behalf of the Board. BC attended CEO Forum with WSA, disappointed with response on Human Engine Report. BC confirmed that a letter from all the CEO's has been drafted and forwarded to CEO of SW to review the investment model, widen the scope of other partnerships and resilience of SW itself. Next meeting 22nd March and issues will be raised as a

collective. How does SW compare to Sport England, they face the same scrutiny.
Action Board to be updated at next Board meeting.

6. STRATEGY – BC/MW shared the draft strategy with the Board.
 - 6.1. **Vision** Criced a Sport for All.
 - 6.2. **Mission** Protecting what's precious revolutionising the future.
 - 6.3. **Values** Together, Lead and Care.
 - 6.4. Staff feel the strategy belongs to them. The values are embedded in the language the staff are already using. Challenge for the Board is to ensure everyone believes and lives the values.
 - 6.5. **3 Foundations** Safeguarding, EDI and Partnership these are non-negotiable and underpin the strategy. Each foundation has an action plan with measurable targets
 - 6.6. **Pillar 1** People & Culture – putting people front and centre. Clubs are engaged with improving their offering through CPD. This pillar is designed to create unity around the sport. CW want their clubs to become the heart of local communities. The Board recognise the need to collect data and analyse it effectively to support the staff/culture of the business moving forward.
 - 6.7. **Pillar 2** Thriving Clubs – CW need to take what is great about clubs and share good practice whilst recognising clubs are individual entities.
 - 6.8. **Pillar 3** Women & Girls – CW recognise there are huge numbers of W&G who want to play however they need the opportunity to play. CW need to create an eco-system around the needs of W&G e.g. menstrual cycles, menopause etc key to what happens off the pitch as well as on it.
 - 6.9. **Pillar 4 Fit for Purpose Facilities** there has been growth in funding with £6.2 million in the game since 2023. CW aim to support clubs with structure of the clubs and recognising the need to improve/increase the facilities in order to play.
 - 6.10. **Pillar 5 Captivating ways to get involved/Partnerships** – championing ways to get everyone involved.
 - 6.11. 30th April is the deadline date for submission. Board will have final version presented and formally sign off at April Board.
7. WORKFORCE –
 - 7.1. New structure was presented to Remuneration Committee. Current workforce will not be the same moving forward. BC/MW presented a proposed new organisational chart. Finance Officer interviewing on 17th March with an urgent need for the new Marketing & Comms Role identified. **Action:** Board agreed to move forward with Marketing and Comms Role.
 - 7.2. National roles to deliver cricket across Wales. 5 Leads to underpin specific areas W&G, Facilities etc. CDO's will move to delivering the game only. CW will appoint 4 new Development Officers who will support clubs to deliver our strategy they will be centrally led but locally delivered.
 - 7.3. The new structure will allow continued development and offer the opportunity for staff growth within the business.
 - 7.4. Salary banding has been refined.
 - 7.5. Timescales for the introduction of the structure will be over the next 12 months from approval.
8. BUDGET – BC discussed the paper that was distributed to the Board. CEO/Finance Director are working on recurring costs with existing reserve and commercial revenue opportunities. TM highlighted the cost of the Pathway is not sustainable and change will be required; there is a planned meeting with Glamorgan to discuss and find an outcome.

Putting foundation in place and step change with strategy will support CW moving forward. Board approved budget presented with revised budget to be submitted to April Board following review by Finance Committee. Budgets to be based on achieving Reserves agreed in Reserves policy on a consistent basis

9. AOB

9.1. Wales in London week was successful.

9.2. Board to be added on to Breathe system **Action:** SK to add members to HR system

9.3. July Board planned for 17th July location to be confirmed – option of moving Octobers meeting to Gwersyllt Park and having July meeting at Sophia Gardens.

Board meeting dates for 2025 – venues to be confirmed; majority will be Cardiff, all of which will remain as 10.30am starts.

Thursday 13th March 2025 Board Effectiveness Day (Venue TBC)

Tuesday 29th April 2025 (Sophia Gardens)

Thursday 17th July 2025 (Sophia Gardens)

Tuesday 21st October 2025 (Gwersyllt Park)

AGM – TBC November 2025 6:30 pm Zoom

Tuesday 2nd December 2025 (possible Teams)

Board Review & Appraisals to be conducted Autumn/Winter 2024 /25

Signed: T.E. Masters Date: 29/4/2025

Dr Tim Masters Chair

