



CRICKET WALES BOARD MEETING, 10.00AM ON 10 November 2022

MINUTES

Present: Jennifer Owen Adams (JOA) (Chair); Leshia Hawkins (CEO); Tim Masters (TM); Colin John (CJ); Samara Afzal (SA); Sue Phelps (SP); Jo Holley (JH); Chris Last (CL); Shana Thomas (ST).

In attendance: Matt Dando Thompson (MDT); Andy Fairbairn (AF)

Present on-line: Tony Moss (AM); Mark Frost (MF); Huw Morgan (DHM); Gethin Jenkins (GJ) (from item 7); Sue Wells (SW) (item 8 only)

Minutes: Sandie Keane (SK)

1. **WELCOME:** JOA welcomed all to the meeting. Extended warm welcome to the two new board members JH and CL. Board members introduced themselves to the new Board members. JOA welcomed MF attending online and extended good luck for the BOCA award ceremony for Glamorgan. JH introduced herself outlining her background playing cricket and an official scorer. CL introduced himself and outlined his involvement in All Stars programme.
2. **APOLOGIES FOR ABSENCE:** Gareth Rees, Rebecca Rothwell, Gareth Lanagan
3. **DECLARATION OF INTERESTS:** JOA has recently taken up a position as an independent member of Powys Health Board, SA is on Warwickshire Inclusion and Diversity advisory group.
4. **APPROVAL OF MINUTES OF THE BOARD MEETING HELD ON 13 September 2022:**
 - 4.1. The minutes of the 13 September 2022 Board meeting (distributed previously) were accepted as a true record and were signed accordingly by the Chair.
5. **MATTERS ARISING:**
 - 5.1. Review of national programs - to be reviewed at today's meeting. CLOSED
 - 5.2. JOA stated couple of actions which are ongoing. SP to consider on behalf of/with EDI sub-committee; Ongoing and SP to feed back on the training she would be engaging in shortly; Ongoing
 - 5.3. Nominations committee before the end of the year will look at the way we attract and recruit new members to the board. AF does not know current timeline for ECB guidance on this, but Perret Laver have offered support.
 - 5.4. Guidance on what should be displayed on score cards on social media – AF advised he had consulted ECB colleagues but there is no guidance/national policy on this and suggested this should be handled locally. LH stated it would be helpful if ECB (who ultimately certify coaches) provide some leadership comms about this as it is a welfare matter. MDT said



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Glamorgan and CW would discuss how the organisations might influence coaches in the pathway on this. SA suggested ECB should put comms out as with her position as a Doctor, she is seeing more children with mental health issues. JH also highlighted with increased use of Frogbox the need to be mindful there is a microphone on this and need to have this highlighted when filming is taking place. Conversation to stay open with ECB regarding this matter but matter to be closed.

6. CHAIR'S REPORT (verbal)

- 6.1. Pleasant autumn after cricket dinners and awards. SEW cricket dinner and met former chair of CW. Met several officials, players and members of clubs. N Wales dinner - excellent to see Richard Penney and meet new Chair of N Wales Cricket League Lucy Norman. Women's softball dinner with over 100 women attending thanks to Rebecca Thomas for organising. Wonderful to see the women celebrating their season.

7. CEO REPORT (verbal)

- 7.1. It is inspiring and exciting to read the stats from the year and what we might be capable of moving forward. Two additional hires have been appointed; Facilities Investment Manager due to start 3 January 2023 and our new Designated Safeguard Lead (start date tbc). Thanks to members and partners who helped with the interviews.
- 7.2. Planning January staff away day Aberystwyth – purpose, values, mission, and strategy. Drafting agenda for staff moving forwards. Appraisals being completed by end of the year.
- 7.3. MDT will report back on the Pathway review at our next meeting.
- 7.4. LH/MF participated in the Chance to Shine audit which was straightforward and indicated we are well thought of.
- 7.5. Reminder to complete ECB EDI Census. **Action Board**
- 7.6. EDI Workshop due to take place on Thursday 17th November – a 2 min film will be shown at the workshop next week and 5 min film to subsequently appear on the website.
- 7.7. LH speaking at Cowbridge CC annual dinner on Friday 11 November.
- 7.8. JOA shared Board endorsement of the staff on the front line. Thanks, and appreciation to whole of staff across CW.

8. Cricket Operations

8.1. Participation update – National Programs Review and Audit Data (MF)

- 8.1.1 Club audit – Data was shared with previous years 'comparisons with board in pie chart format. Overall membership has increased due to growth of female game. Up 36% since 2013; Open age ("men's") Saturday game is static. More ethnically diverse as results show.
- 8.1.2 Junior participation up 69% since 2013. Transition from All Stars to Dynamos indicates we are retaining about 1/3 of children.
- 8.1.3 Great success is women's and girls up 55% since 2021. Girls 'teams up 26% women's teams up 28%. Greater proportion of women involved.
- 8.1.4 63% of growth with volunteers since 2018.
- 8.1.5 Coaches increased since 2012 by 51%
- 8.1.6 Proportion of club membership among ethnic minority participants has again increased.



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8.1.7 Safeguarding – The vast majority of clubs are very confident with following guidelines – although Adult Safeguarding Training is needed for clubs moving forward.

8.1.9 Welsh Language use increasing and requests for support – we will action this.

8.1.12 Transition and growth of junior cricket. Not a full compliment of junior teams at U11, U13 and U15 in all clubs. CW plan to focus on U11 teams. We would like to see U11 team in every junior section moving forwards. We must ensure clubs can cope with numbers coming through in the future.

Increased use of Junior cricket data needs to be on playcricket over the next few years.

8.1.13 JOA stated this is the richest data source seen great step in the right direction. Thank colleagues for all work they have done.

8.1.14 TM echo chair comments – fantastic growth in breadth of cricket – Do we have a sense of robust and depth of growth? How many games are being played?

8.1.15 SW – recording games and fixtures challenge is games are happening but getting clubs to record is a challenge to enable the tracking. In a festival could be fielding 3 teams but they only record as 1.

8.1.16 JH in terms of recording in playcricket it is not user friendly – MF stated there is available guidance and training available where it is needed.

8.1.17 AF observed there is a lot more evidence of cricket played by under 9s but not being formally recorded. Actual activity happening but is not being measured.

AF/LH/MF to pick up at a meeting **Action MF/LH/AF**

8.2. Women's and Girls Future Proofing – 2023 and beyond SW & ST

1. SW/ST 58% of clubs in Wales have a female offer and 73% of clubs with a junior section have an offer for female cricketers.

8.2.2 Women on coaching courses is 33%

8.2.3 Proposal for structure of cricket game - ST emphasised the growth of the game itself. Moving forward the right structure and building the infrastructure to maintain growth.

8.2.4 Out of steering group meeting a structure was proposed; Softball Management Groups are the key element. Challenge is how to work hard ball game into the structure.

8.2.6 New structure –ST we are in transition with this across Wales, but resource and support is needed. Breadth of the women's game still important to have softball festivals. The game has the opportunity to bring women into the sport. Can't underestimate the transition into the hard ball game. Meetings are going ahead with clubs next week to see where they want to fit in.

8.2.7 AF observed following a healthy discussion with hardball/softball players and limits on whether you can play both - suggest regional women and girls get together to discuss **Action AF/SW**. AF also remarked in several county cricket boards; the Board organises all junior activity. There are some benefits this brings, examples Surrey/Berkshire AF to pass information on **Action AF/MF**

8.2.10 TM confirmed the assumption that the facilities strategy will look more broadly than just where capital is directly invested.

SP asked has analysis been down on how to get there faster? LH stated that the 2023 plan was achievable with current resource and pitches but 2024 and beyond would need to be modelled, with the help of the new Facility Investment Manager. ST said understanding the types of women playing and what we offer is right for them is key.



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Mentoring for the female coaches is also important to ensure they are getting the right support.

8.2.11 JOA confirmed board supports the recommendations. Thanks to ST/SW for the report.

2. MDT – regional program with parent support workshop and cricket to start in next fortnight.

8.3.1 Bursary funds open at start of program with end November deadline.

CW doing a lot better than some other counties.

8.3.2 Wicketz programme – a 2nd player has come through this route onto the program.

8.3.3 Sophia Smale and Sara Phillips have been included in Western Storm.

8.3.4 National County fixtures have been advertised.

8.3.5 Disability team have (asked to be) relegated from premier division

9. SAFEGUARDING (LH) – for information

9.1 Thanks to Ashleigh Scott, Sara Niblock and NPSPCC CPSU Cerri Dando Thompson for help with interview process. Thanks to Dave Loosmore for his work as Deputy.

9.2 Safe hands management system - 50% clubs on average on SHMS in England and Wales; In Wales it is 75%.

10. FINANCE: (CJ) – for information

10.1 Management accounts to September 2022 were presented.

10.2 Xero system shows how the system is working. Rest of report allocates costs in the various departments. Budget for 23/24 will be prepared on this system.

10.3 meeting with Azets still some things to iron out. Azets bookkeeping function cannot continue as auditors; Intention to start tender process in early 2023.

11. SPORT WALES (LH) – for information

11.1 School Sport Survey – Initial Results. Some of the data and trends do not align with what our own audit indicates.

11.2 Crickets' overall performance has improved vs 2018. Age data does suggest there is an effect of All Stars and Dynamos. Rise in 7-11 female participation bucks the trend vs most other sports.

11.3 Next steps are critical. Sport Wales will come back to CW to share indicative funding. CW have been invited to bring cricket's data to the meeting. Sport Wales have been asked when the next survey will be carried out.

11.4 SP queried why CW data was being invited? Might it be a fear that SW survey data is not completely robust? GJ expressed a concern that some NGBs are being awarded funding even though they have no direct influence on some participation or participants.

12. EQUITY, DIVERSITY & INCLUSION (MF/SP) for information

12.1 Detailed the main points we are seeking to put across from workshop

- EDI is front and centre of cricket.
- What does great EDI look like and what can be learnt from good practice.



13. Managing Risk (LH) for information

13.1 Risk Register – Likely that risk from allegations of racism in cricket will increase again in the coming months.

14. AOB

15.1 LH Verbal ECB PRFP update –

Proportionate amount of core funding Wales receives based on population, club numbers etc. is about 4.6 %.

Our PRFP will be c6% owing to outstanding performance in national programs, trained female coaches and girls 'section on Playcricket. Only recorded junior teams on PlayCricket is proportionately below our 4.6% measure – this will be looked into (whether it is a data/recording matter, or we need to build capacity)

15.2 JOA Board appraisals starting in new year skills matrix to be sent out to members.

15.3 April Board and Away Day in Maes Mawr Hall Powys

Meeting closed: - 12.28

Signed:

A handwritten signature in black ink, which appears to read 'Jennifer Owen Adams', is written over a dotted line.

Jennifer Owen Adams Chair Cricket Wales