



MINUTES FOR A CRICKET WALES BOARD MEETING TO BE HELD AT 10.30AM ON 18 JULY 2023

CARDIFF (or via Teams where required)

Attendees: - Tim Masters (TM); Leshia Hawkins (LH); Jo Holley (JH); Gethin Jenkins (GJ); Chris Last (CL), Colin John (CJ); Samara Afzal (SA); Neil Pearson (NP); Fay Benningwood (FB) – on behalf of Sport Wales

Linda Medlicott (LM) attended for item 9 only.

Online: Tony Moss (AM); Gareth Rees (GR); Huw Morgan (DHM)

Minutes: Sandie Keane (SK)

- 1 WELCOME – Chair welcomed NP to his first Board meeting and asked him to introduce himself to the Board. Chair also welcomed FB to her first Board Meeting
- 2 APOLOGIES FOR ABSENCE - Apologies were received from Sue Phelps and Andy Fairbairn (ECB)
- 3 DECLARATION OF INTERESTS - TM acknowledged at item 12 he was considering applying to be permanent Chair.
- 4 TO APPROVE THE MINUTES OF THE CRICKET WALES BOARD MEETING HELD ON 13 April 2023 – GR not listed as attendee **Action SK** to update minutes. Approved subject to that change.
- 5 MATTERS ARISING
 - Review of Articles; Gov Comm to action with Sport Wales support. – Ongoing, with discussion to take place in this meeting regarding NED & Chair Recruitment process (Item 12).
 - EDI Sub Committee to recruit a new committee member to replace Gareth Lanagan. Ongoing - Once recruitment of new NEDs is completed a new member will be appointed.
 - Diversification of Income Options - Paper to be discussed at this meeting (Item 10). Closed.
 - On release of ICEC report a Board meeting will be called to update Directors. Board meeting held on 27th June 2023; Closed.
 - Chair's details updated to complete Crisis Management (Safeguarding) process and policy; Closed.
- 6 CHAIR'S REPORT



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- 6.1 TM delivered a verbal update. He wanted to note the Board's thanks to Jennifer Owen Adams (JOA) for everything she has done for CW. He also thanked the Board for all their support in his position as interim Chair.
- 6.2 TM reported that sub-Board structures are changing within the ECB with three new committees were being formed; Profession Game, Recreational Game and Performance Committee. JOA will Chair the Recreational Game Committee. TM also reported that Nick Pryde (Director of Participation and Growth) is leaving the ECB in August 2023.
- 6.3 Chair had the pleasure of representing CW at the Wales o50s tournament in Newport, an event also attended by the First Minister. The First Minister had seen ICEC report and TM had time to reflect on cricket in schools with Mr Drakeford. TM also noted the museum at Newport was well worth a visit.

7 CEO's REPORT

- 7.1 LH had previously circulated a written report and made the additional below remarks;
- 7.2 Equity Diversity and Inclusion is an area in which CW have been making great strides. She gave credit to Mark Frost for his own recent award at the IOD Wales Awards. MF and FB had also met recently to discuss the new 'Moving to Inclusion' framework in which CW would be seeking accreditation (the next iteration of the Equality Standard for Sport).
- 7.3 LH noted discussions with Sport Wales regarding their future funding of team sports. She also highlighted the news that morning that Victoria had withdrawn from hosting Commonwealth Games 2026. It is not clear yet how this might affect future funding calculations.
- 7.4 LH and CJ yesterday attended a Finance Capability Review with SW.
- 7.5 LH mentioned the successful girls' participation initiatives with Girl Guides and recent Secondary Schools pilot.
- 7.6 LH highlighted that in FY 22/23 Welsh cricket clubs had accessed funding of £235,534 of ECB County Grants and £355,473 funding from SW 'Be Active Wales'. In partnership with Glamorgan, Victoria Jones (Facilities Investment Manager) has successfully reached the 2nd round for a capital funding bid regarding the Neath indoor school from the major Sport Wales facility fund. CW have had good news regarding a club in North Wales being awarded a £500,000 grant – from a third party. Huge Credit to the club and VJ for gaining the grant, which is believed to be the largest in history made to a Welsh Cricket club.
- 7.7 LH also highlighted planning issues in West Wales regarding a 4G pitch and the need to move a cricket square. There does not appear to have been any consultation on this. Further, there is a risk of loss in Swansea of a major ground. LH noted there has already been 3 pitches lost in the area since the KKP audit was conducted in 2019. GR asked if pitches are lost, or the squares still exist. LH stated that cricket cannot currently be played on the



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sites, but it was not known what condition they were in in 2019 or how much they were used.

- 7.8 TM noted on behalf of the Board congratulations to MF on his award and to the whole team on their recognition at WSA Awards.

8 ICEC REPORT

- 8.1 Paper written by CEO had been previously circulated. LJ highlighted the positive support which has been received privately and publicly from Dawn Bowden, Deputy Minister for Sport. LH stated that she and TM had requested data from ECB for Welsh Cricket; no data as yet had been received from the ICEC Committee regarding Wales specific trends or proportion of overall submission.
- 8.2 LH also updated Board on a small number of anonymous reports of alleged discrimination since the publication of the report and the positive action of one league in particular to proactively address concerns raised by a female player understood to be playing Saturday cricket.
- 8.3 ECB will now take 3 months to consult broadly with the game, work through the recommendations and put together an initial response. LH reported that Dawn Bowden MS had identified the recommendation aimed at Government in relation to accessing facilities in education settings and was keen to discuss this with colleagues in Welsh Government.
- 8.4 GJ stated it was hard hitting report certain areas will need to be focussed on first – he felt that it was County Cricket Boards' and First-Class Counties' role to hold ECB Executive/Board to account.
- 8.5 LH stated ECB acknowledged that things weren't in scope e.g. discrimination on the grounds of disability, ageism and LGBTQ+ etc would be highlighted as part of the actions moving forwards. JH enquired how people make a report/complaint to CW. LH stated this was covered in the EDI section on the web site and also in Contact Us but noted the 3 click point to get to that section. GR suggested a feedback button rather than a complaint section; 'Feedback' might get more people to provide information. **Action LH** to investigate website alterations.
- 8.6 SA suggested an app to make digital link between clubs and CW. LH mentioned that PlayCricket could play a role here.
- 8.7 SA stated her concerns about some players' language recently on social media about the subject. She also mentioned 3 England women players had been photographed in white miniskirts and heavily glamourised and questioned how appropriate this was given recent allegations of the game being sexist.
- 8.8 TM commented that the report implicitly mentions Welsh Cricket CW and potentially highlights a lack of understanding that CW is different in its remit.
- 8.9 TM asked how staff are feeling after the report landing. LH stated staff are better after internal communication with both LH and Line Managers and



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working through some of the recommendations, but also reminding themselves of our achievements in this area.

- 8.10 GR commented on the Welsh perspective in ICEC report around class; the private v state schools issued had not been highlighted previously in Welsh context. LH stated the report did highlight Wales as not having disproportionate representation in the Pathway from Private schools but likely owing to the overall under-indexing of private schools in Wales compared to England. LH agreed with GR that there is a need to ensure as many children as possible are provided with opportunities in Wales.
- 8.11 GJ asked who are the advocates for Wales at the ECB? LH wanted to reassure the Board there are both Board members and Executives highlighting Wales' uniqueness.
- 8.12 TM will keep Board informed of developments.

9 SAFEGUARDING

- 9.1 LM provided a confidential update regarding the standing down of our Deputy Safeguarding Lead
- 9.2 LM provided the regular Board update on Safeguarding including completion of on-going actions from the CPSU audit.
- 9.3 Three new Policies were all approved.

10 STRATEGY FOR GENERATING INCOME

- 10.1 LH spoke to the paper previously circulated, written by MF – an action from the last Board meeting in April to inform Directors of our current approach to Trusts & Foundations/Charitable Giving and the options to move forwards.
- 10.2 LH stated there was no previous clear strategy to fundraising and the lack of expertise in this area in the Executive (and little capacity at this point). The paper recommended engaging third party support to examine the pros and cons of different options and fundraising vehicles.
- 10.3 GJ reported that Oaks Consultancy were recommended as a potential 3rd party fundraising organisation and highlighted the need for independence in any governance structure.
Action LH/MF to source outside agency to support with analysing the options.

11 FINANCE

- 11.1 Finance Update, including Management Accounts YTD and FY 2022/23 – draft year end. These were discussed at Finance Committee on 11th July.
- 11.2 CJ highlighted in the year end accounts, CW is virtually back to spending what we receive.
- 11.3 CJ also highlighted confirmation from SW and ECB on their approval of deferred revenue for the year.
- 11.4 Management accounts to June 2023 showed a similar spend to the same period in 2022.
- 11.5 LH stated that SW stated at the Finance Capability review their position is they would prefer partners to have reserves greater than target than too little.



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- 11.6 CJ confirmed SW were very satisfied that all financial procedures were followed, and we were peerless in terms of organisations in the sector in respect of their Finance Standards.
- 11.7 The Chair passed his on thanks to CJ and Finance Committee for their work.
- 12 BOARD RECRUITMENT
 - 12.1 Perret Laver will run the recruitment process for the new Chair. Resource is free of charge and will also include NED recruitment.
 - 12.2 NED recruitment – GJ stated he will be emigrating to New Zealand from September and had therefore tendered his resignation. Chair thanked GJ and confirmed his resignation would take effect from this year's AGM.
 - 12.3 The number of new Independent Directors required is to be confirmed. **Action TM/Gov Comm** to formally confirm intent of EGM Article change in 2021 in respect of increase of Independent Directors.
 - 12.4 TM confirmed that the Finance Director's first term will be complete and will be considered at before the AGM in 2024.
 - 12.5 TM also noted the Senior Director position is still vacant (since TM stepped up to be interim Chair). The Board agreed to continue until with this vacancy until the Chair is confirmed.
- 13 CRICKET – Welsh Cups
 - 13.1 A paper had been forwarded to board for information on the different Welsh Cups and desire to optimise current marketing and awareness of them, especially in relation to securing a commercial sponsor.
 - 13.2 JH asked why finals are not held at Sophia Gardens. LH said the Senior (Men's) Cup had been previously but there is a cost, capacity (too big for the number of people who attend) and availability challenges and it is nice to reward recreational clubs by asking them to hold events. LH said that having both men's and women's finals on the same day as a Double-header at the ground was considered last year but the timing and daylight hours available in September would not allow this.
- 14 MANAGING RISK
 - 14.1 Standing interim update for information; paper taken as read but LH also highlighted that SW had complimented the format of the register at the Finance Capability Review.
- 15 AOB
 - 15.1 Chair welcomed JOA to the meeting and expressed the gratitude of the Board for her work and presented her with gifts as a token of the Board's appreciation.

Meeting Closed 12.34



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Signature T.E. Masters Date 26th Sept 2023

Acting Chair Tim Masters