



**MINUTES FOR A CRICKET WALES BOARD MEETING HELD AT 10.30AM ON 4 JULY
2024**

Ebbw Vale CC

Attendees: Tim Masters Chair (TMi); Barry Cawte CEO (BC); Sue Phelps (SP); Colin John (CJ); Mark Frost (MF); Jo Holley (JH); Samara Afzal (SA); Huw Morgan (HM); Chris Last (CL); Andy Fairbairn (AF); Gareth Rees (GR); Neil Pearson (NP); Linda Medicott (LM) joined for item 8 only; Fay Benningwood (FB); Gareth Rees joined at 11.27am

Minutes Sandie Keane (SK)

On Line: Tony Moss (TMO)

1. WELCOME – Welcome to our new CEO
2. APOLOGIES FOR ABSENCE – Carl Alexis.
3. DECLARATION OF INTERESTS - none
4. TO APPROVE THE MINUTES OF THE CRICKET WALES BOARD MEETING HELD ON 23rd APRIL 2024 - approved
5. MATTERS ARISING
 - 5.1. Articles update – Agenda Item 11.1. Closed
 - 5.2. Rec Game Director Recruitment – Agenda Item 10.3. Ongoing
 - 5.3. Sub Com TOR Review – TMO item 15.1 closed
 - 5.4. Foundation – MF Sport Wales were consulted regarding Foundation. Advice from Tozers narrowing down the last few points regarding the precedent of setting up as an NGB. Ongoing
 - 5.5. Facility Spend – Agenda item 8.3 Closed
6. CHAIR'S REPORT (Verbal) – For information
 - 6.1. Chair welcomed the CEO and Board introduced themselves.
 - 6.2. Attended WSA awards in June, CW were shortlisted in two categories. W&G and Community Links. Chair passed on congratulations to the teams for all their hard work in both areas.
 - 6.3. TMi and BC attended a recent game and reinforced links made with Mark Curtain, CEO Lord Taverners and Brian Davies, CEO Sport Wales. Mojied and Tom attended this game and presented to the influencers. Their enthusiasm was apparent, and feedback has been very positive.

- 6.4. At a recent meeting with C2S team presented to funders and approval has been gained for a two-year funding package. This demonstrated how well the delivery team are working.
 - 6.5. Rec game conference Cardiff, good session theme of day 'cricket being the most inclusive sport' sessions in the afternoon were interesting particularly discussion around how Women's cricket can stand in the commercial market in its own right.
 - 6.6. ECB Board held in Cardiff – ongoing discussions around 100 and most inclusive sport.
 - 6.7. Rec Game committee met and discussed next CPA period. The new draft standards are out for consultation. There are 25 standards split into 6 related to Governance, 1 on Finance, 7 on safeguarding (continuing to move up the agenda). 3 on Regulation, 5 strategic planning and 3 on the Pathway.
 - 6.8. Chair thanked Mark Frost on behalf of the Board for all his work in the interim CEO period.
7. CEO'S UPDATE (Paper and Verbal update) - For information
- 7.1. BC shared a presentation with the Board. Refreshing to come into Cricket Wales knowing the sport is in good shape, a testament to all the good work done. Thanks to MF for all his support and Board for all their time. Clubs have been very welcoming, and the visits have been enlightening. Initially felt trepidation as there is still a certain perception of what to expect. This is a perception we still need to address as it still exists for those outside of the sport. Clubs do want to be connected to the organisation so there will be further visits.
 - 7.2. Strengths – cricket is on the right path; W&G should always have been playing but what's next and how we drive the growth is to be decided. BC asked are we doing enough for inclusion and accessible. From a CW perspective we as a nation need to ensure our bench marking is much higher and that we lead the way in maximum standards and not minimum standards. BC identified great people within our organisation, experienced and knowledgeable. Strong reputation and image. Areas for improvement – infrastructure, resources and systems otherwise there could be an issue sustaining our growth and all our hard work in recent years. CW needs to understand the complete journey of our customers and how we retain them for life Commercial and Partnerships represent significant opportunities as CW have some incredible stories to tell. Need to drive revenue to support ourselves long term. Reflect, retain and sustain – definitely need a longer-term viewpoint. Culture and values – if we look at other sports failings these come up all the time. CW should be underpinned by its values. CW needs to ensure we have inclusive culture, driven by collaborative work and unified approach across CW and the sport as a whole. With this in mind, a Director of Cricket, Head of Operations or similar is needed to support the infrastructure within CW.
 - 7.3. Interim CEO report – national programmes are ahead at this point compared to previous year, advocacy session letter in draft with ECB to go to Lesley Griffiths Cabinet Sec. Facilities investment has increased. Diverse communities fund will be launched and more advise needed from AF in the future.
8. SAFEGUARDING – For information (LM)
- 8.1. Safeguarding Report. LM stated point 1 reviews completed by ECB and asked AF if any learnings/outcomes have been shared. AF stated these should be directed to safeguarding team, LM queried if internal findings have been shared? AF stated if LM wanted to share a particular case he would look into it. LM stated another 3

cases have been reported. Sport Resolution report is due in the next week, delay in statements. Point 7 ECB data has shown an increase which highlights the reporting process is working.

- 8.2. TMI stated CW has increased its resource into safeguarding until end August pending review of what is needed for CW moving forwards. Draft of new standards CPA 2.0 received and need to review resource to ensure that CW are meeting standards. SP asked how closely the ECB draft Safeguarding Lead job description aligns with the current CW Safeguarding Lead role. LM stated CW are viewed as an NGB which hasn't been considered in this JD or in the CPA standards. AF totally understand that Wales is a different entity and uniqueness, he suggested continuing the relationship with Safeguarding across both organisations.
- 8.3. LM stated there has been LADO input in recent cases, but the ECB then reject, even though legislation is different in Wales, AF queried if standards have been shared LM stated ECB have not engaged. Standards review by 31st July higher expectation on County Safeguarding Officer which we are already required to meet.
- 8.4. Annual review meeting in September to discuss Safeguarding with ECB. SA queried if there is any external sharing, LM stated serious case review not shared externally, SA surely should be open and transparent. BC similarities in Tennis issue is where liability stands, some of the messaging is not clear on where full liability sits. CW can take learning from other sports to ensure that we are proactive within Safeguarding. SP referring to culture change in report which meets standards and suggestion that internal safeguarding committee is needed. Internal infrastructure needs to be endorsed. AF interim report 26/6 final report 8/7 and will be shared with ECB again with a possibility of going to panel. ECB have not put in any mitigating measures. Processes are different across 2 cases. 3 monthly meetings with ECB looking at policies/training it's the reactive team that know cases. No set process of meetings to review cases. Meetings with prohibitions twice a year.

9. FINANCE (CJ)

- 9.1. Report Management Accounts – ECB funding in 11.1

10. GOVERNANCE (TMO)

- 10.1. Articles Revision – Verbal update (TMA) The proposed changes to CW's Articles were issued to Members on 13th May for consultation. An online meeting was held 22nd May 2024 with voting members to get verbal feedback and Members were also asked for any comments in writing with key changes highlighted to Members. Tozers undertook final review and identified some areas where clarification was required. Revised version issued to Members. Voting Members approval was sought and agreed on 30th June 2024 by a substantive majority with no Members voting against the changes. Final version of Articles attached for information – Board is asked to accept the proposed changes to the Articles and incorporation of memorandum. Approved **Action** SK/TMO to log with companies' house.
- 10.2. Risk Register Review – Gov Com met and acknowledge the amount of work that has gone into producing the Risk Register. It reads as a commentary rather than Risk. Felt Exec need training on identifying risks and setting out actions required with a dedicated member identified to oversee the risk and mitigate. The current document also needs a clearer colour code with filter to identify risk with highest mitigating circumstances. Board members with specialisation to support

staff. Need to document risk in real time. BC asked for ownership who is having training – MF only shared risk register with CEO. GR - Risk owners identified on the document should be trained. SP board and exec need training on ownership of the risk register. **Action** CEO to identify staff for training and expedite training.

- 10.3. Director recruitment – 5 positions that come to end of 3-year cycle. TMO comes to end of his term of office having served 11 years on the board. SP, SA, CJ are at the end of their 3-year cycle. Process for appointing Ind Director and Finance sits solely with Board members. Rec Director goes to members for approval. Sport Wales and ECB suggest 40% of both male and female members by May 2026. FB states this has to meet but Governance improvement plan can show mitigating circumstances. Need to build this into the future recruitment. TMI will forward a report to Nom Com – interviewing in Mid-September. SP need to address gender how do you marry that with the right skills. When we recruit are we able to have female only. FB consider where you are advertising more female centric areas, job share. BC messaging is important, and we should create a culture and environment in which women want to work in cricket. CL if board members are visible in clubs, it would increase the appeal to people declaring interest. MF enquired if Board are content for staff to approach individuals with the right skill set. BC nothing should appear tokenistic, people should want to get involved because they feel can add value. FB will forward a list of emails for organisations who recruit for women **Action** FB to send list to SK. **Action** SK Doodle Poll for interviews in September.

11. STRATEGY

- 11.1. ECB update – Finance – increase in Core funding is welcome although new funding model means CW receive proportionally less of the total Core funding CW have no problem with the model. The absorption of inflation means a real decrease in funding over the 8-year period from 2021/22 to 2028/29. W&G funding increased to £87K can fully cover the funding of the W&G Development Officer posts. AF girls' teams are the exception but the Women's teams that have helped with funding.
- 11.2. ECB Timelines - background information. Surprised socio economic is not recognised. AF there is a lot of work in this area. BC classism also needs to be mentioned as remains an issue.
- 11.3. Summary of work completed – fed into Board/SMT working group

12. MANAGING RISK (BW) For Information

- 12.1. Risk Register Paper to follow – to be reviewed at the next Board meeting

13. STAFF HANDBOOK REVIEW – For information review of handbook – verbal update (MW) – Moved to Next Board. BC confirmed working sessions need to be completed and ready for next board meeting.

14. SUB COMMITTEE MINUTES – For Information

- 14.1. GovComm 030624 – approved. TMO mentioned the recent review of TOR and stated the alterations of TOR will be included in Director's handbook.

15. AOB

- 15.1. Recent meeting held on Pathway; discussions are still ongoing. Autumn 2024 is when previous agreement comes to an end.

Board meeting dates for 2024 – venues to be confirmed; majority will be Cardiff, all of which will remain as 10.30am starts.

Tuesday 1st October 2024

Tuesday 19th November 2024

AGM – Late October Date tba

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

Meeting closed: 12.30

Signature: - Tim Masters Date: 1/10/24

Dr Tim Masters, Chair

