



**MINUTES FOR CRICKET WALES BOARD MEETING HELD AT 10.30AM ON 19th
November 2024**

Sophia Gardens

Attendees: Dr Tim Masters – Chair (TM); Barry Cawte - CEO (BC); Colin John (CJ); Sue Phelps (SP); Jo Holley (JH); Huw Morgan (DHM); Emma Williams (EW); Sohail Rauf (SR)

Online: Dr Samara Afzal (SA); Carl Alexis (CA); Andy Fairbairn (AF); Neil Pearson (NP); Gareth Rees (GR)

In attendance: for item 11 only Mark White (MW); 12 only Mark Frost (MF)

Minutes: Sandie Keane

1. WELCOME – Chair welcomed the new Rec Game Directors. Emma Williams and Sohail Rauf introduced themselves.
2. APOLOGIES FOR ABSENCE – Chris Last, Fay Benningwood
3. DECLARATION OF INTERESTS - none
4. TO APPROVE THE MINUTES OF THE CRICKET WALES BOARD MEETING HELD ON 1st October 2024 - approved
5. MATTERS ARISING
 - 5.1. CW Foundation – **Agenda item 12.1**
 - 5.2. Finance – dates aligned for 2025. **Closed**
 - 5.3. 1-2-1 meetings for Board. Dates given to SK to set up meetings. **Closed**
6. CHAIR'S REPORT (Verbal) – for information
 - 6.1. ECB launched Inspiring Generations 2, Chair updated the Board on the headlines from the document and recreational video.
 - 6.2. AF confirmed that CW strategy has to be right for cricket in Wales.
 - 6.3. ECB working on core values for cricket, recently published in public domain. Included 4 values along with a toolkit to support the embedding of the values, initially for Boards. Over the next few months will look at how CW embed as required by the CPA 2.0 agreement.
 - 6.4. ECB strategy/contract - final part awaiting Governance expectations.

7. CEO'S UPDATE - paper attached for information
 - 7.1. Over the last month work has continued on the new long-term strategy alongside culture/values. MW is project lead on the strategy under his new appointment. CW are in conversations with Glamorgan on how the longer-term relationship widens and how the two individual strategies come together. The same consultant has been appointed to ensure continuity across both strategies.
 - 7.2. CEO recently posted his 100 days in the job video. This highlights CW core values along with the growth in the W&G game.
 - 7.3. CW recently supported Show Racism the Red Card and Gareth Bale initiatives.
 - 7.4. BC also highlighted the draft update on EDI plan.

8. SAFEGUARDING – for information (BC)
 - 8.1. Safeguarding Report. Paper was discussed and SP asked if there is a training log and whether there is any updated training needed for Board? **Action:** LM to formalise a log SK to liaise with LM regarding training updates for Board. SA queried if there was a timeframe in place for responses to concerns, BC confirmed it depended on the complexity of the case and there are updates in place on what is happening, even if no actions have taken place. JH confirmed that responses need to be personal with an automatic response for any initial complaints.
 - 8.2. CPSU Report - Report raised an issue that BC will feedback to cricket regulator regarding the process at the appropriate time. Currently working with ECB on sharing information – especially regarding the thresholds and capability to intervene regarding suspension. As a result CW did not meet compliance due to lack of ability to monitor; this is a result of not receiving appropriate information from the ECB. CW funding agreement states this standard needs to be met as a minimum criterion for SW. Everything within our control from the review is positive and helps us tackle this area with the ECB. A meeting has been arranged with the Director of Safeguarding to discuss treating CW differently as an NGB. CW value the support from ECB regarding safeguarding but need better communication to meet threshold. BC highlighted to the CPSU if the threshold wasn't met this year, then it shouldn't have been met previously and shows a failure to identify this issue. CPSU are investigating other sports with England centric governance structures. Historical safeguarding issues may have been missed. CW potentially cannot devolve responsibility to the ECB, CW have duty of care for the sport and does the responsibility end at the recreational game, need to be clear on limitations and legalities need to be clear. JH cricket Scotland do not have relationship with ECB and CW is unique. HM 3rd December meeting to ensure legality need SW in the meeting. BC confirmed CW needs to look at the way it moves forward. SP asked if audits are annual. This was confirmed. CPSU to refer to CW before 3/12. TM will also raise at Partnership Review on 9th January. **Action:** BC to send report from CPSU to AF for discussion with ECB safeguarding meeting. AF confirmed it is the England and Wales body, albeit SW have different idea. ECB Safeguarding should be prepared to look at CW differently to be more flexible.
 - 8.3. Safeguarding outcome of CPA - for information
 - 8.4. Safeguarding Children Policy – approved
 - 8.5. Possible Adults at Risk Policy – approved
 - 8.6. Lower-Level Concern Policy - approved

9. FINANCE (CJ)

- 9.1. Management Accounts previously circulated to the Board. Accepted
- 9.2. Over the last few years CW have built up reserves which funding bodies have allowed CW to carry forward. Reserves are too high and as such the budget was set to be a deficit for this period of time.
- 9.3. Release of ECB deferred income in part being utilised this year and will be subsidised at some point.
- 9.4. There are some inconsistencies regarding coding which were highlighted by Fin Com and main changes are salary costs.
- 9.5. There are ongoing discussions regarding recruitment of Finance Officer.

10. GOVERNANCE – for discussion

- 10.1. County Partnership Agreement Paper distributed to the board before the meeting. TM discussed the standards highlighting 4.3 as open ended with continuing discussions on responsibilities of CW. Will await final version of Governance report.
- 10.2. Standards for the Recreational Game – paper distributed before the board meeting. GR stated if Pathway does not receive any funding it will not run. TM ECB definition of Talent Pathway is county level not regional. Regional Pathway would stay as it is. TM no funding for talent directly from ECB to CW. Early engagement fund is designed for counties to run below U13, discussions with ECB regarding money going to Glamorgan. Glamorgan gets funding for W&G as Glamorgan will become tier 1. NC men's team is a professional men's team, professional Women's team allows funding to go to Glamorgan. Action: note standards, formally agree to comply and agree will sit with Gov Comm on monitoring the implementation of standards. Accepted.
- 10.3. AGM Follow up / Reflections – it was good to see the membership voting unanimously for candidates, but TM has concerns regarding lack of membership engagement in the AGM. Will need to be addressed before next year's AGM.
- 10.4. Key Board Roles & Sub-Committees - new roles needed
 - 10.4.1. Chair of Gov Comm
 - 10.4.2. Safeguarding Board Lead
 - 10.4.3. Company Secretary (CEO covering, but need to recruit for this non-voting position)
 - 10.4.4. Skills matrix to be updated to allow Chair to appoint **Action:** SK to send out skills matrix

11. STRATEGY (MW)

- 11.1. Update – MW presented to the Board. There are 5 pillars identified with plans to work with staff on these over the coming weeks. Timeline for strategy is December session with Glamorgan to cross reference strategies, January workshops across the regions, update Board January 2025 and launch March 2025. SP asked how the priorities/goals will be measured. MW confirmed a SMART measurable will be allocated. JH wanted to highlight the need for appropriate qualified umpires and officials. MW confirmed CW are in contact with Wales ACO regarding this point. CA stated two areas for consideration- when reporting on outcomes consider who to talk to for outcomes and cross reference CPA to see if any of the standards can be brought across. TM stated an operational plan will be needed annually. GR highlighted the biggest opportunity is in W&G growth – should

the strategy be more strategic. MW confirmed that this pillar will be covered by the largest focus group organised. EW stated that every club should be responsible for supporting the W&G game and NP highlighted premier league criteria, clubs need active involvement worth monitoring with clubs. TM/BC thanked MW for all his involvement in bringing the strategy together.

12. CRICKET FOUNDATION (MF) papers distributed

12.1. Cricket Foundation – The Case as an NGB

12.1.1. Recommendation to move forward with work on moving foundation status with the guidance and support of Tozers.

12.1.2. Key benefits are financial/tax advantages, brand give CW better sense of purpose

12.1.3. CW is recreational body and line with Charity Commission. Disability SW have gone down this avenue look to mainstream sport in Wales. Mission creep primary focus on jobs/poverty ultimately about developing cricket. HM unsure of where SW are sitting with this and any risk regarding future funding, clarity needed. MF future conversation ongoing with SW. BC no opposition from SW initial paper was not clear but updates have covered concerns with SW. Definitive letter/confirmation needed from SW

12.1.4. CJ confirm ongoing right to SW funding needed to be confirmed.

12.1.5. JH national team O40s etc would they need to stop playing. MF criteria are they paid to play? currently they are not, so it is seen as a recreational opportunity to keep playing. BC in performance pyramid it is not the top of the game.

12.1.6. SP status arguably easier to recruit Directors rather than Trustee of a charity. Will remuneration effect recruitment. TM main queries what it means for board/membership and voting. CEO is not a trustee in Gloucester /Somerset etc AF confirmed that is the case. County Clubs are not trustees but attend Board. CEO was invited to attend trustees' meetings but did not have a vote. BC there will be variations on articles for the Board before going out to clubs.

12.1.7. CJ income generation what level of extra income we can achieve? MF has spoken to other boards and confirm there are significant advantages. TM asked AF if ECB are able to support with research in the area of increased income avenues? AF recommend that CW approach individual foundations to share this information. Legitimises what county boards do on the commercial partnership. Income generation some boards have a specialist on the Board in income generation. BC marketing/comms role may be sharing that with another county board. **Action:** MF to continue with Tozers to move forward and update at next board meeting.

13. MAJOR MATCH AGREEMENT – Paper distributed

13.1. CW need to agree to the hosting international test matches clause. **Action:** board approved to CEO signing on Board behalf.

14. SUB COMMITTEE MINUTES – no actions

15. AOB

15.1. Dates for future meetings attached.

15.2. Fin Com approved recruitment of Finance Officer, recruit in January.

Meeting Closed 13:05

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

Tuesday 28th January 2025 (Sophia Gardens)

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

Tuesday 29th April 2025 (Sophia Gardens)

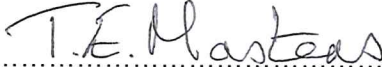
Thursday 17th July 2025 (Venue TBC)

Tuesday 21st October 2025 (Sophia Gardens)

AGM – TBC November 2025 6:30 pm Zoom

Tuesday 2nd December 2025 (Teams)

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

Signed: Dr Tim Masters, Chair 

Date: 28/01/2025

