



AGENDA FOR A CRICKET WALES BOARD MEETING TO BE HELD AT 10.30AM ON 13 SEPTEMBER 2022

Present: Jennifer Owen Adams (JOA) (Chair); Leshia Hawkins (CEO); Tim Masters (TM); Gethin Jenkins (GJ); Sian Webber (SW); Richard Penney (RP); Huw Morgan (DHM); Colin John (CJ); Shana Thomas (ST).

Present on-line: Tony Moss (AM); Gareth Lanagan (GL); Samara Afzal (SA); Gareth Rees (GR);

In attendance: Mark Frost (MF); Ieuan Watkins (IW) (online); Rebecca Rothwell (RR online); Andy Fairbairn (AF online)

Minutes: Sandie Keane (SK)

1. WELCOME: JOA welcomed all to the meeting. A minute's silence was held for Her Majesty Queen Elizabeth II.
2. APOLOGIES FOR ABSENCE: Matt Dando-Thompson
3. DECLARATION OF INTERESTS: None
4. APPROVAL OF MINUTES OF THE BOARD MEETING HELD ON 7 July 2022:
 - 4.1 RR queried minute 13.1.2 that after she had left the previous meeting, Board members had raised concerns – RR asked whether Board would like her to address any specific concerns? JOA thanked RR for her presentation at the last meeting and confirmed that, in her view, there are sufficient opportunities to discuss and address questions that arise via the regular meetings between Chief Exec Cricket Wales and RR. Board confirmed that they do not require RR to come back on any specific points.
 - 4.2
 - 4.3 The minutes of the 7th July 2022 Board meeting (distributed previously) were accepted as a true record and were signed accordingly by the Chair.
5. MATTERS ARISING:
 - 5.1. Update on National Programmes review – data to be collated for a paper in November 2022

ACTION: MF

6. CHAIR'S REPORT
 - 6.1. JOA noted the end of a very successful season and offered her thanks and congratulations to all clubs, players, volunteers, officials and supporters. . JOA has enjoyed her first year as Chair and welcomed the opportunity to go out and meet more members of the cricket family across Wales. She also extended her thanks on behalf of the Board to CW staff Team



for their continued and impressive energy, enthusiasm, expertise and commitment throughout this season.

ACTION: LH/MF to extend thanks to team who have added great value to cricket this season.

6.2 On her travels JOA enjoyed the chance to meet players, spectators, club members, officials and other representatives from the cricket community. Of note were her attendance at the U17 vs over 50's, the Women's and Men's Welsh Cup Finals and many other games across various leagues. Her 'view from the boundary' was that many clubs are very pleased with the effort from the work staff have completed. Two main feedback points from the cricket community are:

6.3 Facilities are a concern across the country with poor quality, limited number of and access to 'inclusive friendly' changing areas and winter facilities being commented on. Clubs feel there is a challenge to be able to maintain momentum 'to keep cricket on' going through the winter months due to the lack of facilities.

6.4 Volunteers- the very heavy reliance on volunteers is very apparent; there remains deep concern across the grassroots game about its ability to sustain and grow its volunteer base in order to sustain and grow the game across Wales.

6.5 ECB have appointed new Chair, Richard Thompson – a warm welcome is extended to him. JOA is personally impressed with how he has communicated with Chairs and CEOs of National and County Board and the wider Cricket Community. A meeting has been arranged to meet with Richard on October 10th. Board asked to send any comments to Chair for discussion on 10th.

6.6 JOA extended goodbyes to 3 members of the Board who have contributed significantly to cricket during their tenure; details of which are below.

6.7 GL wanted to extend thanks to JOA about raising the profile of the Board during her visits across Wales.

7. SAFEGUARDING

7.1 IW highlighted the Aberystwyth festival was another excellent and very special event.

7.2 Case management has increased but continues to be well managed with oversight from GL and LH. IW wanted to pass on his thanks to the Board and expressed his hope it continues to build on the success so far.

7.3 IW confirmed that a detailed hand over will be passed onto successor and will continue with CW until appointed. CPA brief and paper will be handed over. IW will deliver Board Training in November. IW moves into ECB position from October.

7.4 JOA passed on the Board's thanks to IW for his very significant contribution to establishing, championing and leading Safeguarding in cricket across Wales. TM extended his thanks to IW for his continued work. GL extended thanks for all IW's work and impact he has had on safeguarding and said IW should have a real sense of pride on the impact he has had on the game in regard to Child Protection, acknowledging that the Cricket Wales safeguarding model continues to be the envy of other Sport Governing Bodies and other organisations across Wales and beyond. The whole Board extended their very best wishes to IW as he starts his new role with ECB.

8. CEO's REPORT –

- 8.1. LH echoed the words of the Board regarding the news of the sad departure of IW and stated she was delighted IW is staying in Safeguarding in Cricket
- 8.2. LH conveyed her end of the season reflections and wanted to extend thanks to the whole executive for their commitment and effort towards cricket; Team is dedicated to pushing forwards and refusing to standstill.
- 8.3. LH highlighted Volunteers Award Day, her first face to face for this event; a special day to shake hands and personally thank the people who make our sport happen
- 8.4. PRFP data numbers from ECB emerging - delighted to see 9% of female coaches across all of England and Wales trained and deployed in Wales.
- 8.5. Web site provider will be made insolvent shortly; we are urgently looking with Glamorgan to continue to be on the same platform and work together.
- 8.6. ECB's response to the passing of Her Majesty struck right tone and note. Leading rather than following
- 8.7. CW will close as a mark of respect for the funeral on Monday 19th September
- 8.8. ECB with new Chair recruiting for CEO appointed a Headhunter.
- 8.9. In conjunction with Hannah Murphy (ECB) submitting a written piece to Welsh Government on Cost of Living
- 8.10. New jobs have been advertised across a range of roles – some now at shortlisting. Facilities Manager has been advertised and, as Board has pointed out, 'facilities' a key area; short listing next month.
- 8.11. CW Club audit and National Playing survey behavioural and opinion data expected in coming month(s).
- 8.12. SMT meeting F2F on 30 September.
- 8.13. GL questioned, with regards to previous discussions on 'left field' requests that arise within season – as CEO there are some things which we don't have capacity to implement and require a structure to support going forward. LH stated she has had meetings with ECB to note concerns with this issue. Tom Raymond-Hill (TRH) at ECB understands the challenges and impact of late notice 'asks' from ECB on delivery teams. LH is encouraged by her meetings with TRH. This was also the driver for increased capacity put into the Area Teams restructure for the future. JOA mentioned every lead Officer and Chair has had a chance to feed into a listening exercise by Richard Thompson on this matter. Pleasing to see open channels of communication between ECB and CW.

9. CRICKET OPERATIONS

9.1 MF highlights:

- Exceeded All stars and Dynamos outcomes
- Women and girls work -SW meeting with MF in autumn on progress and where to go forward
- 3 Successful bids through extended schools increasing Street Hubs and Disability.
- Issue of having to deal with 3 different administration systems to be picked up.
- PlayCricket – discrepancy between types of reports data may not be accurate but chasing up data for next board. Fixtures are on the system score cards – work to be done.
- Volunteer Awards and rewards – further nurturing
- Countdown cricket – positive feedback given hope to upscale across Wales in the future.



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- Audit goals - Are people staying within cricket given the additional support and investment? RP asked if there is any data from All stars and Dynamos – contact with AF to feedback Club data and ECB data needed to report back. It would benefit clubs to see retention in the future and to know what 'good' looks like in terms of retention and progression.
- 9.2 LH added re Street Cricket – 2022 is the first time the programme has been made available in Wales (funded by Sport England in England); A key driver from WG meeting arranged to discuss future of this programme.
- 9.3 GL made a point on engagement in Play cricket – score live and the infrastructure for the clubs. Hopefully with this we will be able to pull information in the future. Harder to do where this is not happening.
- 9.4 JOA endorsed comment on Playcricket. ST noted the impact in respect of funding to support access to technology in clubs for the future. LH confirmed county grants funding can support broadband infrastructure and AV equipment, but not service fees. AF stated that iPad should be funded. LH noted Comms may be needed to push this message during the winter season (alongside audit?).
- 9.5 TM noted on women and girls' cricket that it was lovely to see enthusiasm at the WWC Final. He asked, of 57% of clubs with a female offer, how does it compare with performance in England? LH responded that Yorkshire was around 10%. TM would like to see a report which highlights this success. AF was asked if a report existed.
- 9.6 GR suggested guidance on what should be displayed and shared in terms of scorecards for junior cricket. LH agreed and will move forward with ECB on establishing guidance.

ACTION: LH to contact ECB

9.7 JOA asked what response rate is expected from the audit based on previous trends? MF said CW have an average of 90% returns; bigger potential issue is accuracy of data from clubs.

9.8 Pathway report (LH delivered on behalf of MDT)

- Urged colleagues to appreciate what an undertaking the regional programme is and noted the efforts of MDT and his team.
- Another good season on the pitch for Welsh National County. Wales National County North Team has been the standout initiative this season.
- Recognising the Glamorgan players and changes in availability can be a logistical challenge, we should also acknowledge the benefit in having such a pool of players.
- Sophia Gardens hire fee reduction won't come in this season; update to follow.

10. FINANCE:

JOA passed on thanks to CJ for his expertise and significant work in overseeing CW finance and budget.

10.1. Audited Accounts for approval

- Surplus reconciliation - Prior to audit (which was early with the departure of Kerry Lloyd), a few more invoices were received, and deferred income was confirmed by funders a month or two later. Net adjustments made are because of audit £73,000 added to surplus.
- Final accounts – Update from previous version see by Board; a Directors' report – a useful summary of challenges CW faced.



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- Also, to note how average employees are calculated (incl part-time / casuals)- 2022 is 64; in 2020 it was 59 (which included furloughed casuals)
- Huge congratulations to KL and LH who contributed to the report. Accounts were submitted to board for approval.
- Letter of Representation Actions:
- Fixed asset register - **CJ agreed to Action this point.**
- Ensure adequate insurance coverage for new equipment. **LH to Action at renewal**
- Consider PO system to cover expenditure - **SMT to look at how this can be achieved.**

10.2. Finance Update & Management Accounts

CJ confirmed Azets Ethics department are considering their position on whether they can still be our Auditors from next year. HM queried if their ethics come back with 'no conflict', are we happy for them to carry on with both roles? CJ assured the Board that he will report back to Board after hearing back from Azets. We are due to go to tender/change auditors in the next 1-2 years.

Current Year Management Accounts – Simple document produced ¼ to June as comparative. Every cost is allocated out. Azets started middle of May- 6-week period when information was on Sage. Not all those costs have been correctly costed out yet. Once Q1 is properly categorised the rest will be simple. LH stated she asked for the new system for its increased functionality, and we are on a journey, and everyone sees the benefits of the system.

10.3 JOA also noted updated guidance on EDI and Safeguarding in audit documentation.
SP to Consider on behalf of EDI sub-committee.

10.4 DHM queried whether there should be a future debate on allocating reserves to maintain level of service moving forwards. JOA - Does our financial plan match our operational plan? LH responded that the first part of the restructure is in place and bedding in and there are 'moving parts' in terms of future funding cuts/unknowns which make it difficult to guarantee sustainability of more ambitious plans at this stage, but we have stated our commitment to investing into people to ensure we can deliver our strategy effectively.

11. EQUITY, DIVERSITY & INCLUSION

11.1. CW EDI Plan

SP - Committee met last night enthused at the progress that has been made. Papers circulated were discussed. Working along Glamorgan regarding objectives and outcomes. Can't be static plan but evolving. Audit survey will be key to supporting plan. Want to be helpful in supporting clubs to answer questions. Openness to share information particularly with regard to LGBTQ+; need to be sensitive.

Status of the plan is that it is 'sound' but there is room for improvement on KPIs; Rural Deprivation no KPIs (work in progress.) GL also raised supporting lone parents. There has been significant and positive progress on women in the game including female representation on cricket committees.

- 11.2 ECB 12-point plan & Plan for Sport Framework for information /discussion
A rich discussion took place including- is/should EDI be mandatory? What is the end goal? What does 'excellent' look like? It was noted that we have little 'control'/influence over a significant proportion of the 12point plan.
- 11.3 Welsh Language update (verbal) – for information
Excellent progress on the Welsh Language. Information pack will be produced to support clubs.
- 11.4 Additional training against unconscious bias, possibility of training for staff
Action SP to feed back on the training she would be engaging in shortly.
- 11.5 GL - How quickly can we grow the language and get that through the ECB?; GR expressed the need to push forward to ECB the use of the Welsh language
- 11.6 MF reminded the Board of the EDI joint seminar to be held in partnership with Glamorgan on 17th November.
- 11.7 RP said his league currently looking at governance with EDI – when are the survey results available and can the data be shared? MF stated they will be available around end of October.
- 11.8 SP also mentioned the progress drawing up Cynnig Cymraeg to share what can be delivered. Keep ECB colleagues updated with this.
- 11.9 SA raised a concern about crowd behaviour at First Class games. MF answered on behalf of Glamorgan that Operations team are tackling this. Where this was flagged up this summer it was dealt with. Text /app /call is widely advertised but there is a challenge in how do you make people aware of it?
- 11.10 LH confirmed
- ECB 12-point plan reporting is mandatory
 - Plan4 Sport assessment should be CW's own remit and governance and policies
 - Welsh offer is an initiative we are already driving with the Welsh Language Commissioner
 - While in-ground behaviour is a matter for the stadium owner to manager, last summer, CW were made aware of an issue with recreational club members' behaviour at a Blast Game. The club were contacted by CW and reminded of their responsibilities.

12. NOMINATIONS

- 12.1 NED (Recreational game) Recruitment – NomCo recommendation
JOA confirmed there were 2 vacancies owing to the departure of RP & SW – thanks to panel on the day. Interviewed 6 candidates. Two recommendations are Jo Holley and Chris Last. Unsuccessful candidates were contacted and given feedback.
GJ stated going forward we should put a proactive effort into generating applications from more diverse and 'hard to reach' groups.

Action: Nominations Committee to review recruitment process for all NED and Chair appointments and bring forward recommendations to the Board.



13. Managing Risk

Paper was taken as read, without comments and register noted

15. AOB

15.1 LH confirmed to the Board that the club dispute handled by CW in November 2021, but subsequently handed by ECB to RedSnapper, had been investigated independently. The written report confirmed CW's findings that there was no substantiated evidence of discrimination identified and discrimination had not been a factor in the club's handling of the original dispute.

15.2 JOA presented and thanked Board Directors Sian Webber and Richard Penney. A presentation was made to both. Thanks were passed onto both from all of the Board and many members of the network.

Meeting closed at 13.19

Signed:

A handwritten signature in black ink, appearing to read "Jennifer Owen Adams", written over a dotted line.

Jennifer Owen Adams Chair Cricket Wales

10/11/2023.

