



AGENDA FOR A CRICKET WALES BOARD MEETING TO BE HELD AT 10.30AM ON 7 JULY 2022

Present: Jennifer Owen Adams (JOA) (Chair); Leshia Hawkins (CEO); Tim Masters (TM); Gethin Jenkins (GJ); Gareth Rees (GR); Sian Webber (SW);

Present on-line: Colin John (CJ); Tony Moss (AM); Gareth Lanagan (GL); Samara Afzal (SA); Richard Penney (RP); Huw Morgan (DHM);

In attendance: Mark Frost (MF); Matt Thompson (MT); Ieuan Watkins (IW); Rebecca Rothwell (RR attended online, and for SW item (13) only); Shana Thomas (ST).

- 1 WELCOME: JOA welcomed all to the meeting, and GL congratulated RP's Hawarden Park for winning the U15 Welsh Cup, which consisted of many players that have come through the All Stars programme from the very start some years ago. JOA asked permission for the meeting to be recorded in the absence of a board secretary to assist with the minuting of the meeting.
- 2 APOLOGIES FOR ABSENCE: Sue Phelps and Andy Fairbairn
- 3 DECLARATION OF INTERESTS: None
- 4 APPROVAL OF MINUTES OF THE BOARD MEETING HELD ON 28 APRIL 2022: The minutes of the 28th April 2022 Board meeting (distributed previously) were accepted as a true record and were signed accordingly by the Chair.
- 5 MATTERS ARISING:
 - 5.1 JOA confirmed EDI action plan is an ongoing piece of work. LH read a written response to RR's action from the previous meeting re Sport Wales ranking of Partners. The response explained that Sport Wales does not compare its ranking with other partners, but encourages networking, collaboration, eg through CEO Forum's and other similar platforms. Sport Wales had previously acknowledged their pride in recognising CW as a competent and valued NGB by meeting their standards across governance and programme delivery.
 - 5.2 All other items were closed by agreement of the Directors
- 6 CHAIR'S REPORT
 - 6.1 JOA informed the meeting that she attended a working group involving members from the recreational game (including JOA) at a meeting at Lords around how the game can come together in a positive way moving forwards. An ECB executive and board member was present and the considerations will be taken to the full ECB board shortly. JOA advised there was a lot of willingness to work together and iron out how



governance can be improved with a recognition that there is work to do on this.

- 6.2 JOA also reported that she remains involved in the recruitment of the ECB Chair. A new head-hunter has been recruited and the process is underway (again). JOA has been asked to be part of the cricket panel alongside Ian Morgan (Derbyshire), Gavin Warren (Northants) and Sir Andrew Strauss.
- 6.3 JOA reported that she has been helping Builth Wells to establish a girls' section. Special mention and thanks were given to Becky Thomas from CW alongside Paul Rowe in assisting her with this.
- 6.4 JOA said she had been invited to Wales NC v Berkshire by Berkshire in the NCCA Quarter Final at Falkland and she planned to be at the Welsh Cup Finals of both Men and Women later in the summer.
- 6.5 JOA wanted to share her thanks to GL for his contributions in his capacity particularly as Senior Director.

7 CEO's REPORT – Prior to the meeting, LH distributed a copy of her CEO report but also commented as follows:

- 7.1 LH noted that Sandra Keane had been appointed as Board Secretary and Assistant to the CEO after 7 people had been interviewed in what was a very competitive process. Sandra is due to start 18th July.
- 7.2 LH informed the Board that the Azets (accounts and payments outsourcing) transition was progressing very content with the process moving forwards.
- 7.3 LH noted that nearly 100 Brownies, Guides and Rangers were filmed live by ITV at Sophia Gardens with Welsh Fire's David Payne and GirlGuiding Cymru Deputy Commissioner alongside herself
- 7.4 LH commented that ECB's P&G department's reporting line to Neil Snowball and FCCs has now been moved to report into David Mahoney (COO & Public Affairs)
- 7.5 LH said that she had had the pleasure of a number of ambassadorial duties recently and that it was especially enjoyable to have been able to be visible up and down Wales and receiving positive feedback on CW's work.
- 7.6 LH updated the board that social following continue to grow and a conversation was underway about a social listening report.



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- 7.7 LH mentioned that her KPI tracker had not changed materially from the last board and that the EDI census data still requires further conversation internally, and with the ECB to understand its meaning and potential implications alongside its phrasing of National Cricket Survey questions to ensure richer data is gathered, but was overall generally very happy with initial data.

8 CRICKET OPERATIONS

- 8.1.1 Participation Update: Prior to the meeting, MF distributed a copy of a report providing a development update on the following items:
- National Programmes
 - Grants for Clubs
 - Schools Programmes
 - Innovation Groups
 - Play Cricket
 - Officials
 - Super 1's Disability Cricket
 - Reward and Recognition of Volunteers
 - Risks and Mitigations
- 8.1.2 GR asked whether or not we have an idea of the children coming to national programmes are returning children or brand new children. MF said that this is a piece of work he is keen to obtain but it is not something CW has direct control over. LH said she had asked for "how did you hear about us" data from the ECB as well as tracking where children are coming on in terms of schools. LH noted this is imperfect but has reminded the ECB to provide some answers on this to help moving forwards.
- 8.1.3 GL said that he is seeing a lot more cricket activity in schools in his area which is promising but expressed a concern about Saturday adult cricket in remote areas.
- 8.1.4 JOA underlined the Exec's commitment to look at and review the data to inform decision making and reaffirmed MF's comments that the area teams are prepared to take a deeper dive into this to make National Programmes even better. JOA asked for a National Programmes review paper to be compiled for the Board once review meetings with the ECB are completed to better understand how this data can be obtained and mined moving forwards and how the programmes can be further improved.

ACTION: MF/LH

- 8.2 Pathway Report: Prior to the meeting, MT distributed a copy of a report providing a pathway update on the following items:
 - 8.2.1 System is running well with appropriate levels of competition happening with competitions. Several residential festivals entered for age groups eg Aberystwyth festival resumes. Wales age group performances are also good.
 - 8.2.2 National counties progress is positive reached quarter final of the 50 over competition.
 - 8.2.3 Wales Disability team has faced tougher competition in division 1 however there have been good developmental experience.
 - 8.2.4 Regular discussions with Glamorgan Cricket about the Pathway financial model; The Winter programme may expand but costs to parents are currently likely to reduce; Glamorgan Cricket have given a strong indication of a desire to support with facility costs at Sophia Gardens to reduce access issues.
- 8.3 GL commented that the decision by WNC to travel around Wales has been well received.
- 8.4 GR enquired about Greg Smith's involvement in WNC, noting he did play early in the season however recently not as much. MT explained that his availability has been less than expected but Glamorgan 2nd team players and other local players have become available and warrant their place.
- 9 SAFEGUARDING: Prior to the meeting IW distributed a copy of his Safeguarding Report. He identified specific areas to update Directors:
 - 9.1.1 Implications for sports and NGBs as a result of the Whyte Report into Gymnastics.
 - 9.1.2 Voice of the Child: some early progress but also seeking advice and best practice from others experience in cricket and more widely.
 - 9.1.3 Director training is now due – a date to be agreed. JOA stated to Directors that this was non-negotiable.
 - 9.1.4 IW also reported he had taken a role supporting ECB's Safeguarding team but did not see any specific conflict of interest in this.
 - 9.1.5 AM asked IW to assess the possible effects of the Whyte report and how Vulnerable Adult policy might affect how Safeguarding is delivered. IW stated that the Safeguarding remit and requirements would almost certainly increase. ECB are also expected to become even more thorough in checks on CCBs. JOA underlined the need for LH and IW continue to make sure CW's approach is sustainable

10 FINANCE

- 10.1.1 CJ confirmed our Audit was undertaken in May with only minor adjustments to be made owing to late invoices; Deferred income has been agreed with Sport Wales and ECB.
- 10.1.2 Final accounts will be presented for approval at the next meeting, with management accounts from Q2 (owing to the change of supplier - and accounting system - the last month has not yet been fully uploaded onto Xero)
- 10.2 It is still to be confirmed whether Azets can continue as our auditors for the next audit, having recently taken over our payments and book-keeping. Azets Ethics Department will respond shortly on an enquiry made by CJ and Finance Committee will consider when their position is known.
- 10.3 Sport Wales have advised their funding cut will only be applied by 5% in next financial year, followed by 20% in 2024/25 then the full cut (per School Sport Survey results in 2022) in FY 25/26. 10.3.2 We don't know the full extent of the cut yet as the School Sport Survey is still running. The Board noted that Sport Wales do not yet know when the next School Sport Survey will be conducted which makes long-term forecasting extremely challenging.
- 10.4 Cost of living challenges are actively being discussed by the Committee, in particular the implications for staff.
- 10.5 LH had circulated a paper, which had been recommended to the Board by Finance Committee, underlining the need to grow capacity in the Areas, especially to deliver in the future opportunities for cricket, especially in youth cricket and transition, club support and delivery of special projects. LH was keen to stress this was a positive restructure, designed to grow and not cut back.
After robust discussions, the proposal was fully supported and approved by the Board

11 MANAGING RISK (LH)

- 11.1.1 Risk Register – LH said as part of Sport Wales governance recommendations the register had been scrutinised by GovComm prior to coming to Board. LH noted the amend to the presentation of the register with explicit explanations of major changes to risk levels. LH welcomed thoughts and views around all risks and mitigations, but particularly interested in any comments around staffing and burn-out risks.
- 11.1.2 GJ agreed with the concern about the administrative burden on executive staff and how this can affect recruitment and efficiency of new staff and reiterated the need to invest in current staff to save further costs further down the line.
- 11.1.3 GR asked whether Senior management should be empowered to say 'no' at times and needing to pragmatic around what is realistic in terms of what we can deliver – LH agreed and stated we had already reached that point.



12 EQUITY, DIVERSITY & INCLUSION

12.1 Welsh Language update: GL commented that they have been complimented by the Welsh Language Commissioner for our improved use of Welsh. The group had been assembled from a broad range of people across the recreational game that have a background in this. Live translation has occurred during these sessions already, and MF's brief delivery which was complemented. Incidental Welsh phrases to be produced as well as continued work with the Welsh Language Commissioner, in addition to gathering better awareness of areas of where Welsh speaking predominates. Further utilisation of Welsh on our website was encouraged by GL as well as exploring opportunities to use incidental Welsh in leagues as well as using The Hundred to promote use of Welsh.

12.2 Youth Strategy and Social Inclusion update: MF updated the Board for information on the action plans submitted by the EDI sub-committee, and also on the ECB's 'Raising the Game' strategy, for which more resources will be available soon.

13 SPORT WALES

13.1.1 RR delivered a version of the SW presentation about their business plan and the common areas identified within it which resonate with CW's priorities and strategy; Facilities; staff welfare; volunteer development; disadvantaged groups; access to activity; women and girls, Player retention; Profile and comms.

13.1.2 RR had to leave the meeting at 1pm but after her departure, several Directors expressed concern about how the model aligns with funding cuts, and highlighted that many of SW areas of focus were potentially societal, rather than critical to the core activity of an NGB.

14 GOVERNANCE

14.1 AM presented a re-draft of the proposed Board ToR which had been recommended by GovComm and which were approved by the Board.

15 NOMINATIONS

15.1.1 JOA gave a verbal update on the plan for Recreational Game Director vacancies, with an advert now live and an encouragement for Directors share with their networks.

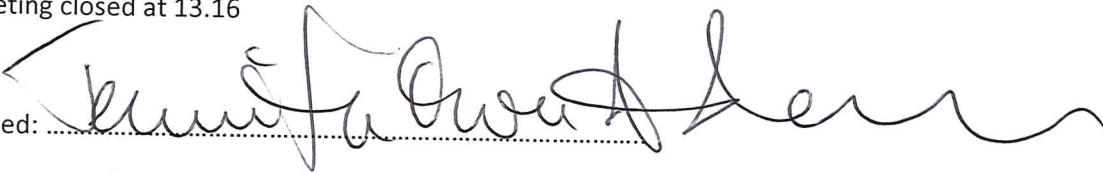
15.1.2 JOA also put on record her thanks to RP for his 10 years' service on the Board, which will see him step down in the autumn.

16 AOB

- 16.1 LH gave an update on the club dispute which was dealt with CW in late 2021 but had been passed to the ECB's appointed consultants Red Snapper to further investigate (per report at last Board meeting). LH did not envisage, based on indications given by Red Snapper, any further action to be taken but expressed additional concern about the amount of time the investigation had taken and impact on volunteers involved.
- 16.2 LH notified the Board of a cardiac arrest which had occurred at a game in SE Wales in June which, thankfully, was not fatal, owing to the swift and calm actions of a first-aid trained individual at the ground and, likely, the provision of a defibrillator at the ground. The player is recovering well and there was expected to be sensitive media coverage the week following. LH underlined her belief that this validated the Board's position taken on encouraging widespread first-aid trained people in clubs.
- 16.3 LH also invited Directors to WNC v Glamorgan and the Men's and Women's Senior Welsh Cup Finals
- 16.4 SW noted the 50th anniversary of SWJCL and a commemorative match to be played in August. JOA expressed her congratulations to the league on behalf of the Board and said she would write to the committee.

Meeting closed at 13.16

Signed:



Name: Jennifer Adams Owen Chair Cricket Wales