



CRICKET WALES BOARD MEETING, 09.30 AM ON 13th April 2023

MINUTES

Present: Jennifer Owen Adams (JOA) (Chair); Leshia Hawkins (CEO); Tim Masters (TM); Colin John (CJ); Sue Phelps (SP); Jo Holley (JH); Shana Thomas (ST); Huw Morgan (DHM).

In attendance:

Present on-line: Tony Moss (AM); Gethin Jenkins (GJ); Samara Afzal (SA); Chris Last (CL); Matt Dando Thompson (MDT); Andy Fairbairn (AF); Gareth Rees (GR); Victoria Jones (VJ) (item 10 only); Linda Medicott (LM) (item 12 only)

Minutes: Sandie Keane (SK)

1. **Welcome** – Chair welcomed everyone to the meeting held in Caersws.
2. **Apologies** – Mark Frost and Fay Benningwood (Sport Wales)
3. **Declaration of Interests** – none.
4. **Approve Minutes from Board meeting 15th February 2023** – approved.

5. **Matters arising**

NomCo process – to be updated at the meeting (JOA)

EDI SubComm membership – ongoing; awaiting conclusion of NomCo NED appointment process.

Under 9s transition – to be updated at the meeting (MF paper) – to close.

Facilities Strategy - to be approved at the meeting – to close.

Senior Director Job description to be circulated to Directors – to be closed.

6. **Chair Report**

6.1 Chair thanked members of Board for attending conference.

6.2 Key decisions/actions from conference were as follows:

Greater clarity regarding the Board's and SubComm structure and roles within. GovComm have been asked to undertake review of all ToR, to follow standardised template.

6.3 Board and Exec are broadly agreed on the relationship between each other and agree on the ambition to continue to support but also offer challenge for the Exec.

6.4 The need to diversify future income was discussed. **Action** LH to bring framework/options paper to July Board, to include targets.

6.5 Looked at the constitution as a board – maybe make some amendments to ensure the board has the right people in the room in order to make the right decisions.

6.5 ToR agreed and adverts sent out and ongoing. JOA will share progression.

7. CEO report

7.1 ICEC report still not released.

7.2 Building profile of Cricket in Wales. Influential visits from Members of the Senedd and a SkyQ advertising campaign on S4C and key SkyTV channels for All Stars and Dynamos ongoing for next 3 weeks.

7.3 SE Wales team now have a full complement and are very energetic. The N Wales Diverse Community Officer vacancy advertised recently will be covered by a casual coach.

7.4 Schools sharing content has grown this year, which is pleasing.

7.5 CW's ECB Census data is in appendix to the report; comparing our 2022 data with 2021 and in comparison, with other CCBs. LH has requested data comparisons from FCCs.

7.6 Jason Mohammad podcast has been well received. Two more to follow with a review at the end of the podcasts as to whether there is appetite and capacity / value in doing more.

7.7 ECB – LH invited to speak with colleagues on Monday to update them on our key priorities and requests from the ECB.

7.8 CPA minutes can be found for information at item 16 of Board packs. LH highlighted that the meeting had been rearranged on several occasions, we finally had to book it for a date on which MF was already on holiday, hence him being listed as giving apologies. MDT was stood down from the meeting by ECB as National Counties was not on the agenda.

7.9 JOA thanked LH for and congratulated her on the EDI data. LH stated she would like to do a preseason and post season survey to capture the feelings of the staff more accurately – but is wary of over-surveying people.

7.10 JOA also offered congratulations for the profile raising of CW.

7.11 JOA stated her appreciation for LH stepping in to help Western Storm but noted her workload and concerns for welfare. LH confirmed it was very light touch, at her request, recognising her realistic capacity.

8. EDI

8.1 Agreed when ICEC report lands, the Board will hold an extraordinary meeting.

8.2 MF had reported to the committee that W&G KPIs are in place. Disability cricket Super 1s is being rolled out across 3 areas and Insport accreditation is being progressed.

8.4 JH attended a recent listening event held at Glamorgan where a discussion was held on creating a welcoming environment to encourage women to visit the stadium.

8.5 We are planning another EDI workshop in November time with Glamorgan. Suggestions for keynote speaker welcome.

8.6 **Action** JOA - extraordinary Board meeting to be arranged when ICEC report is published - SP/JOA

8.7 JOA requested that her thanks be passed on to all speakers in podcasts on behalf of the Board.

8.8 The Committee had also discussed the ongoing challenges in Scotland following the racism enquiry and report published last summer.

8.9 JH questioned whether CW were doing enough to promote gender-neutral language in the network. JOA agreed there is more to be done and we should demonstrate leadership on this.

9. Sport Wales

9.1 LH updated the Board on recent correspondence with Sport Wales in respect of the new funding model and implications on the major team sports of Wales (Cricket, Football, Rugby, Hockey, Netball). There was another meeting scheduled for Friday 14th April with the CEOs of the respective NGBs, after which LH would report back to CJ and JOA to inform the Board as they felt appropriate.

10. Facilities

JOA welcomed VJ to the meeting.

10.1 VJ gave a presentation to the Board, in addition to the paper and draft strategy submitted in the pack.

10.2 VJ stated the next stage of planning would be working with the exec team next and engaging with Glamorgan to develop the operational plan.

10.3 JOA noted facilities were a key inhibitor, but the strategy is an enabler.

10.4 GR stated quality wickets was a critical factor in development of players in Wales. VJ stated her goal would be to identify a number of sites for strategic investment, specifically in relation to pathway needs for CW and Glamorgan.

10.5 SA questioned whether clubs set up donations/volunteer days to generate some funding themselves to deliver on the strategy. VJ agreed clubs may need to be able to self-fund some of the plan, but CW will be able to support.

10.6 CL reiterated the need to teach clubs how to be a mini business and more commercial.

10.7 TM stated he would be interested in the reaction of ECB to the strategy and noted CW need to be clear in who delivers what and lines of accountability in delivery plan. LH

stated the exec were already developing a matrix plan and MF/LH/VJ would be meeting shortly to plan resource around delivery of the operational plan.

10.8 LH noted that VJ has done a phenomenal amount of work to get the strategy completed in a very short time and there was a lot more data which had gone into its production (but there was also data which VJ had requested but the game could not currently provide).

10.9 GR questioned how do CW define capacity? VJ explained it was a specific formula from ECB. GR also asked what is the definition of a good pitch? VJ this will be formulated in the operational plan.

10.10 AF stated the role of ECB is to check and challenge strategy as a 'critical friend'.

10.11 The Strategy was duly approved by the Board.

11. Cricket Operations

MDT gave a short presentation in addition to the paper provided to Board before meeting.

11.1 MDT informed colleagues of structural changes over the last 5 years to the Regional Pathway and the agreement signed in 2020 with Glamorgan taking over responsibility, under license, for the Wales Age Group pathway. MDT stated teams across the whole pathway had seen on field success and signs of things moving in the right direction.

The Aims of Regional Pathway were detailed as both

- Development
- Enjoyment

Success would be a player being selected onto the Age Group pathway and moving into Glamorgan.

11.2 MDT stated he had received feedback from Glamorgan that regional cricket is not always serving the purpose that Glamorgan needs. MDT reiterated that he would like to see continuation of working together rather than separating out players. He acknowledged that CW could tighten up on the quality of players in the programme and have the best players at the same sessions, but this was balanced with the need to make the programme as accessible as possible regarding travel.

11.3 MDT reported that Glamorgan have stated they are not going to increase contact time this winter but there is a need to be aware of this possibility moving forward and its implications for attendance / volumes of children in the regional programme. The current contract with Glamorgan expires at the end of 2024 season.

11.4 AM stated, having been involved in pathway cricket, that he understood there will always be challenges, however, talk of split indicates area for concern. He acknowledged the different emphasis for Glamorgan and CW but also the need to keep a focus on where we are aiming to get acknowledging where both sides are coming from and working to meet that common ground in the middle.

11.5 SA mentioned Warwickshire and their video nominations trials and enquired whether CW had any intentions to use this model. MDT stated that CW would look into this initiative for next year to highlight talented players who may have been missed in non-traditional areas.

11.6 DHM asked MDT if he felt Glamorgan were employing sufficiently skilled coaches? MDT stressed that the pathway was very separate to the first team and referred to evidence of significant success, especially last season, for which Glamorgan and CW both deserve credit. GR stated that Regional cricket is not new what has changed is the structure with 4 regional centres and the goal was beyond developing players to play for Glamorgan, but also for England – and deliver a surplus of players in order that they may be picked up for other counties.

11.7 GR also questioned the purpose of Wales National County; was it part of the (Glamorgan) pathway or to produce a high-performing Wales NC team.

11.8 JOA stated the Board would be interested in regular updates on this issue when appropriate and it would form part of the wider conversation about the next strategy.

11.9 Board thanked MF for the Cricket Development paper. TM sought clarity that Chance to Shine work in high % Free School Meals schools was additional work. LH stated focus on 40% + FSM was higher in Wales than most other counties as it has a larger amount of schools of this nature than other counties, so while we have received additional overall funding to work with schools, we have also strategically shifted the focus to schools in the more deprived areas, vs, for example schools close to National Programme centres.

12. Safeguarding

JOA welcomed LM to the meeting.

12.1 LM had provided to the Board an Action Plan from the recent ECB audit. LM also confirmed CW would have its NSPCC CPSU review on 26th May and the Actions plans from both would be merged following this.

12.2 Board approved the proposed Crisis management procedure, which was welcomed as one was not in place previously. **Action** SK to share JOA contact details for completion.

13. Governance

13.1 Directors Handbook had been recommended for approval by GovComm. Board adopted and Gov Comm were thanked for their work.

14. Finance

14.1 CJ updated the Board that being so close to Year End, management accounts and draft financial accounts would be brought to subsequent meeting(s) for Board scrutiny and approval.

14.2 CJ also reported 9 firms were due to be contacted regarding auditor's tender.

15. Nominations

15.1 Process recruiting GL replacement – 4 candidates applied all short listed and update once interviewed.

AOB

18.1 Lime Culture Board Safeguarding training is proving challenging to arrange. LH will ask LM to seek an evening slot.

18.2 ST – thanked the Board for their support over the last year. JOA on passed thanks from the Board for her valuable contributions as a co-opted member.

Meeting Closed at 12.03

Signature: _____ *Jim Masters* _____ Date: _____ 18th July 2023 _____

Acting Chair Cricket Wales Board