



MINUTES OF A CRICKET WALES BOARD MEETING HELD AT 10.30am ON TUESDAY 1st FEBRUARY 2022

Present: Jennifer Owen Adams (JOA) (Chair); Leshia Hawkins (CEO); Colin John (CJ); Richard Penney (RP); Tim Masters (TM); Gethin Jenkins (GJ); Sue Phelps (SP); Gareth Rees (GR).

Present on-line: Tony Moss (AM); Gareth Lanagan (GL); Samara Afzal (SA); Huw Morgan (DHM); Sian Webber (SW). Gareth Parry was an observer on behalf of Sport Wales for our Governance Review.

In attendance: Mark Frost (MF); Matt Thompson (MT); Ieuan Watkins (IW); Kerry Lloyd (KL); Andy Fairburn (AB) ECB.

1. **Welcome from Chair:** JOA welcomed all to the meeting.
2. **Apologies for absence:** Rebecca Rothwell (RR)
3. **Declaration of Interests:** None
4. **Approve minutes of Previous meeting:** The minutes of the 24th November 2021 Board meeting (distributed previously) were accepted as a true record and were signed accordingly by the Chair.
5. **Matters Arising:** Prior to the meeting, LH distributed a paper listing the matters arising from previous meetings.
 - 5.1. First Aid and safeguarding issues will be discussed at today's meeting.
 - 5.2. The issue of Junior Cricket incentives will be discussed at the next Finance Committee meeting.
ACTION JOA / Finance Committee
 - 5.3. An Update of the CPA meeting held on 17th January has been included in the papers for this meeting.
 - 5.4. The drafting of a Fixed Asset Capitalisation Policy will be completed by LH and CP in time for the 2022 external audit. **ACTION LH/CJ – Ongoing – to be completed in 2022, prior to Audit**
 - 5.5. **Voice of the Child:** LH said that the EDI Committee were currently considering this issue. IW also said that this is also being looked at by the ECB. IW said that he, Sue Wells and Mark Cox (who works for the Youth Justice Panel) will also be discussing this issue. **ACTION SP / EDI Committee / IW – Ongoing**
 - 5.6. **ECB Bonus:** LH said that this issue would be raised with the ECB at an appropriate time. **ACTION JOA/LH (noted & Ongoing/Open)**
6. **Chair's Report:**
 - 6.1. JOA said that her priorities during her first four months as Chair have been, to try and get to know our key stakeholders, particularly ECB and Sport Wales, and to also gain a greater understanding of the workings of the Executive Team. In doing so, she had attended a SMT meeting in December, and also

joined LH at a meeting with Sport Wales which was attended by Brian Davies (CEO) and Lawrence Conway (Chair). JOA was also due to meet with Sport Wales as part of the forthcoming Governance review.

6.2. JOA said that she had also been invited by Jim Wood (ECB) to become involved in the process to appoint the next Chair of the ECB as representative for the whole recreational game in England & Wales. The meeting agreed that this was a great compliment to Cricket Wales and underlined how well regarded we are within the ECB.

7. CEO's Report: Prior to the meeting, LH distributed a copy of her CEO report which she would take as read. LH also commented as follows:

7.1. LH advised the meeting that we had two new starters in February. Joe Lambe, Community Coach in North Wales and Steve Hagget Cricket Wales West Pathway Lead.

7.2. LH reported that the Champion Heath initiative had been made available to all staff in January and added that the would be available to all Board members if required.

7.3. LH thanked GL for his various initiatives in promoting the use of the Welsh language in Cricket and reported that two thirds of our existing staff had shown an interest in learning Welsh which the business would support financially.

7.4. The Wales v MCC fixture at Lords has been scheduled to take place on 14th April, although this date could be subject to change. In response to a question from GJ, LH confirmed that it is the intention to invite existing and potential sponsors and other key stakeholders to this event as well as representatives of Welsh Government.

7.5. JOA and LH have been invited to appear on 2 upcoming podcasts; for the CC4 Museum and *Women's Cricket Chat*.

7.6. With regards to the communication data reported in the CEO report, GJ asked whether there were plans to increase funding in this area in an effort to more club oriented involving more club stories / activation. LH said that it is recognised that there is potential to do more work in certain areas and are currently working with Cowshed to produce a Digital Impact report.

7.6.1. AF said that it might be worth talking to both Devon and Oxford County Boards as they have seen an increase in engagement in their channels and content. Devon use local journalists to report on matches and SP asked whether it would be worth employing someone on a short-term basis to provide a similar service. GJ said that we could also consider using student journalists.

7.6.2. Following further discussion, it was agreed that LH would provide proposals for a Cricket Wales Communication Strategy to determine what is our role and how we build cricket capital throughout Wales. **ACTION LH**

8. Safeguarding Report: Prior to the meeting IW distributed a copy of his Safeguarding Report and a paper on First Aid for Coaches.

8.1. IW reported that the NSPCC Child Protection in Sport Unit are contracted by Sport Wales to assess Welsh Sport National Governing Bodies in respect of their safeguarding compliance. In December Cricket Wales submitted their review documentation (circulated) and it is pleasing to report to Directors that Cricket Wales maintain the highest grading of Level 3, which demonstrates that safeguarding is

‘Integrated and Embedded’ within the sport. IW thanked the executive, the staffing team and volunteer network for a combined and consistent approach to safeguarding across Wales. GJ commented that achieving Level 3 is no mean feat and the team should be congratulated on their efforts. LH agreed and advised that other than the ECB themselves, we are the only County Board within cricket to undertake this review. It was also noted that the CPSU also documented their appreciation to Cricket Wales for supporting other smaller NGB’s across Wales with case management and safeguarding support, IW explained that smaller NGB’s often have volunteers or perhaps inexperienced safeguarding staff and it was pleasing to be able to assist others on their safeguarding journey.

8.1.1. A high-level overview of case management was given. There are no current cases identifying strategic or financial risk to the organisation. IW reassured Directors of the strategic oversight of case management through Cricket Wales and ECB structures.

8.1.2. IW explained that the Safeguarding Council was established around ten years ago, with staff and league safeguarding representatives coming together to provide consistency of approach and messaging across Wales. This has been very successful, and the Council has made a significant difference to consistency and compliance across Wales. IW reported that following strategic review discussion with the CEO, Chair and Deputy SG Lead Dave Loosmore, a change in approach for the Safeguarding Council is sensible, providing more localised support for Club Safeguarding Officers whilst ensuring high level support for League SG Officers and strategic reporting to the Board. A new model for the Council was circulated and agreed by the Board.

8.2. IW presented a detailed paper to Directors regarding the Cricket Wales approach to First Aid provision across Wales.

8.2.1. The ECB historically required coaches to have a current First Aid qualification as a pre-requisite of being a ‘certificated’ coach. They have now changed their expectations and are of the view that whilst first aid must absolutely be present at junior coaching, it is not mandatory that coaches themselves must have this in order to become a qualified coach. Hence all newly qualified coaches across England and Wales will not routinely hold a first aid qualification.

8.2.2. A number of options were presented to Directors and an in-depth discussion took place with several Directors voicing concern regarding the ECB decision and questioning the outcome for cricket in Wales – i.e., will this decision increase risk to children and adults within cricket. IW explained that there is an absolute expectation that when providing regulated activity that there are qualified first aiders present. Mandating that coaches are trained is an option but does not cover many other circumstances such as weekend cricket, All Stars, Dynamos and indeed most cricketing activity. Directors agreed there is a case for first aid to be provided in all cricket and recent incidents in South Wales and Pembrokeshire where a player and an umpire died playing adult cricket are examples of risks across the game. Indeed, other sports contacted as part of his review indicated that, on the whole NGB’s do not mandate that coaches specifically are first aid trained, but there is an expectation elsewhere that first aid trained individuals are present. This does however make the monitoring of whether clubs deploy a first aider very difficult to achieve.

8.2.3. The Board agreed that Option 3 in the paper would be accepted, that clubs and coaches must ensure that a properly qualified first aider is present across coaching, training and matches within Welsh cricket. Clear messaging is needed, and IW agreed to circulate the proposed messaging to the Board for agreement prior to release. Alongside the messaging, IW and LH will consider what support can be provided to enhance first aid across Wales with the provision of subsidised training with cricket specific first aid training.

9. Finance: Prior to the meeting, LH distributed a copy of the Budget and Operational Plan.

9.1. CJ provided a verbal update of the recent Finance Committee meeting. CJ said that with regards to calls for additional spending in certain areas, proposals for tactical spends in areas which are aligned to the strategy and offer benefit and positive impact would be welcomed. The current level of reserves is in excess of traditional levels, however the prospect of a significant reduction in funding from Sport Wales means that additional reserves may be required, but there remains a need to spend funds prudently in the short term, while considering the overall reserves position and policy.

9.2. 2022/2023 Budget & Operational Plan:

9.2.1. LH said that the Operational Plan was a build on last year's plan and, while it was a challenging plan, she believed it was achievable and would be delivered on all fronts.

9.2.2. The budget, which had been approved by Finance Committee was approved by the meeting.

9.3. GR asked whether the Pathway income was based on parental contribution, which was confirmed to be the case. MT said that, even with contributions from parents, the Regional Programme is currently running at a significant loss (over 6-figures including staff costs) to administer it. He stated that the current cost to parents of approximately £7 per hour was excellent value for money in comparison to other sports in Wales. However, MT said that he would like to be in a position where we are not dependent on the number of participants in order to fund the programme. LH also confirmed that County Boards receive no ECB funding to run Regional (District) Cricket and some spend nothing on the programme, choosing to sub-contract it to private suppliers.

9.3.1. With regard to the financial impact on parents, MT said that the bursaries currently on offer were not been taken up to their fullest extent. GL suggested bringing the Bursary offer forward from January to September when players are about to enter the programme. MT said that he would consider that suggestion.

9.3.2. MT said that outside of the core programme costs, the main cost to parents was the kit and this is the one area where financial support would be of enormous benefit.

9.3.3. MT said that Cricket Wales's position was clear, financial hardship should not be a barrier to a talented player entering or progressing within the programme. Parents are encouraged to make us aware of such problems in order that we can try and arrive at a satisfactory solution for both parties.

10. Equality, Diversity & Inclusion: Prior to the meeting MF distributed a paper outlining the Cricket Wales / Glamorgan CC joint action plan.

10.1. MF said that the paper raised the following questions:

- What can we do more in terms of improving visibility of the work we currently do in this area?
- To what degree could the standing EDI Sub-Committee potentially benefit from an additional 'forum' of subject matter experts or key influencers?

10.1.1. GJ said that the obvious starting point would be to improve our communications to let people know what both organisations are promoting. GJ added we should consider developing a Club / Community inclusion programme.

10.1.2. SA said that we should consider putting on an event involving Chance-to-Shine, ECB, Cricket Wales and Glamorgan CC. The day-long event would be aimed at all groups such as BAME, disability etc and should involve star named cricketers from those groups as well as sponsors. The day should conclude with a charity cricket match involving the celebrities and representatives from all groups present. SA said she had already been involved in a similar event in her home region which was a tremendous success.

10.2. Sub-Committee Update: SP gave a verbal update of the latest Sub-Committee meeting, her first as Chair.

10.2.1. SP said that it was important that we collaborate with Glamorgan CC and that work plans are aligned in order to gain maximum benefit from the efforts of both organisations. It will be important to set short, medium and long-term goals. SP stressed that in the light of the recent Yorkshire Cricket scandal, it is important that we also look beyond race issues and look at the community as a whole, incorporating Women & Girls, disability and deprivation issues.

11. Participation and Performance:

11.1. Participation: Prior to the meeting MF distributed a paper detailing the rationale for the 2022 Operational Plan, how it will be delivered, highlighting some of the key opportunities, and inviting consideration and counsel from the Board on identified challenges.

11.1.1. MF said that the main challenge identified from the last meeting was that of transition and a number of pro-active solutions have been listed in the paper.

11.1.2. AM advised the meeting that over the past 6 years, North Wales region has carried out an annual survey of junior cricket which has enabled them to look at what has happened with All Stars (AS), Dynamos (DY) and the U15/16 age groups. AM said that the data indicated that there was no significant transmission from AS/DY to the age groups. There was also evidence of a drop off after U13 and after U16 age groups.

In response to a question from JOA, MF said that it would be possible to do a similar exercise throughout Wales and would raise the matter with the Area Managers.

11.1.3. LH asked what ECB's stance on this issue was. AF said that tracking the individual's journey is difficult, but we are able to measure AS/DY statistics based on teams data. However, AF said that there was a need to extend such analysis beyond just the eight-week festival period in the summer.

11.2. Pathway Update: Prior to the meeting, MT had distributed his Pathway Update paper which he took as read

11.2.1. MT said he pleased with the success of the current on-going winter programme and was looking forward to forthcoming summer programme.

11.2.2. MT commented on the success of the partnership with Trinity College.

11.2.3. MT said that following the success of last season, WNC plan to host one game in North Wales (Bangor) and one in West Wales (Llandysul) demonstrating the team's commitment to spreading out National Counties cricket across Wales and, in turn, providing opportunities for spectators and followers of the recreational game to support their country.

- 12. Strategy and Business Update:** Prior to the meeting, LH distributed a paper which summarised the discussion and ECB's formal assessment of Cricket Wales over the last 12 months, following the ECB CPA review meeting on 17th January 2022.

12.1. The paper highlighted the fact that we had been given the rating of "Leading Organisation" in 3 of the 4 Functional Area categories. The overall feedback from the meeting was very positive. However, LH had made clear to the ECB representatives at the meeting that we were very disappointed with the "On-Track" rating for our Safeguarding activities. Apparently, no County Board had achieved higher than a "on-Track" rating in this category. AM said that he was also disappointed with this rating as it was not a reflection on the work that has gone on and on previous statements on our progress in this category from ECB. JOA said that she intends to write to ECB expressing our disappointment after taking advice from IW and LH. **ACTION JOA**

- 13. Governance:** Prior to the meeting, two papers had been distributed for Board approval:

- Noms – Sub-Committee Staffing
- Co-Option Policy including a Proposal to Co-Opt Shana Thomas to the Board.

Following a short discussion, both documents were approved.

- 14. Managing Risk:** A Copy of the current Risk Register had been distributed for information purposes and was noted by the Board.

- 15. Groups and Councils Minutes:** Prior to the meeting the following minutes had been distributed for information:

15.1. Nominations – January 20th 2022.

15.2. EDI – Draft Notes – January 10th 2022.

15.3. Safeguarding Council – Minutes January 3rd 2022.

- 16. AOB:**

16.1. Innovation Groups: MF said that the recent meetings of the Senior and Junior Innovation Groups had highlighted the importance of these forums in providing a platform to discuss important issues. Common areas of discussion had been Transition Trends and the Young Person's Voice. It was agreed that the Women & Girls game would require it's own meeting forum with relevant personnel rather than be included in the agenda of future Innovation Groups. JOA requested that MF circulate the summary points from each of the Junior/Senior Innovation Groups meetings held last week and the Executive's proposed actions. **ACTION MF**

The meeting closed at 1-15pm

SIGNED:

Date:

Chair Cricket Wales