CRICED CYMRU
CRICKET WALES

AGENDA FOR A CRICKET WALES BOARD MEETING TO BE HELD AT 10:30 am ON

12th March 2026

Sophia Gardens

Attendees: Tim Masters (TM); Barry Cawte (BC); Huw Morgan (HM); Colin John (CJ); Chris Last (CL) left at 2:15; Sue Phelps (SP); Sohail Rauf (SR); Samara Afzal (SA); Emma Williams (EM) left at 1pm; Fay Benningwood (FB) left at 2:15; Mark White (MW)

Staff who attended for their paper only: Mark Frost, Keri Chahal, Matt Dando Thompson, Carl Holding, Mark Dixon

1. WELCOME
2. APOLOGIES FOR ABSENCE Dan Cherry, Carl Alexis, Jo Holley, Neil Pierson
3. DECLARATION OF INTERESTS none
4. CEO'S UPDATE – verbal

   4.1. Partnership core foundation – Wales in London week 2nd Lords event showcasing cricket across Wales. Allowed for a Welsh Fire discussion and opportunity to meet the new team. Partnership with Glamorgan strengthens with a recent team building day, new draft MOU sits with Glamorgan for final approval. Agreed to use phrase 'Cricket in Wales' to talk about wider cricket perspective.

   4.2. Facilities – football move to summer because of winter pitch issues continues to be a risk. At recent meeting with FAW discussed the importance of children having an offer of multi sports in Wales. Summer sports NGB will get together to review the situation.

   4.3. Wales NGB CEO forum was chaired by Barry recently and discussed the 'Running on Empty' campaign in Scotland. Discussion around how Scottish Government have increased funding in Scotland for sport. Executive CEO group set up to align messaging around funding for sport with the formation of new Welsh government. Exec group will be 5 CEOs with the desire to complete actions between meetings. TOR created with support of WSA and BC will be on the Exec Gp. Starting to engage with public affairs agency to position the funding programme across Wales.

   4.4. Ball Strike issue another meeting has been set up with Fields & Trust for 16th March. Ball strike duty to inform SW of any green space development, Fields and Trust and SW are not hearing about this, solution within the chain and a meeting is planned.

FB no one has control of space outside the pitch right on the edge of the boundary. Lines of communication need to be rectified.

4.5. 9 Large Cricket Boards group – merits of a membership system discussed. ECB will request a meeting to discuss how we move this as a priority.

4.6. Commonwealth Games – written to ECB regarding the potential of Welsh development pathway investment and opportunity to play at the highest level.

4.7. Employment tribunal – papers submitted for case in July and letter sent on CW behalf on letter of costs.

4.8. Transgender policy case – jointly represented by ECB legal team. Pro bono support in place for the club as well. Defence filed by 17th March. Chair/CEO reviewed with a summary letter being issued next week. 1 Page summary to be issued to board for further information. Claimant and club involved is subject to anonymity order. Regardless of the outcome of case it does take time away from work of Cricket Wales.

5. CW Leads to update pillars from strategy – papers attached for information 10:45

5.1. **EDI** – MW/MF paper distributed prior to the meeting and accepted as read. Discussion around EDI funding was held. Work across cross collaboration with Glamorgan in EDI training continues. ECB mandatory modules will be completed in Autumn 2026; ECB to send out EDI census survey with feedback. In spring CPA process joint public facing EDI report to be shared highlighting sport in Wales. Cultures and Value role will develop EDI across the board.

HM regarding W&G growth is there pressure on facilities to grow the game. MF confirmed that facilities are struggling to ensure proportional use. Any process to improve facilities takes at least a year and Clubs need to be inovative. Volunteers wise, clubs have to highlight the need for volunteers to ensure the growth of the game for girls to stay within the sport.

CL stated the natural change in the age of the players; older volunteers are stepping away from the game with youngsters not stepping into support. EW suggested harnessing the power of 6th form students as part of the Welsh Baccalaureate, partnerships with High schools could be identified.

FB stated work need to be done on selling the 'volunteering sector' as a way to educate young people that they may have better outcomes when they are coming out of university if they have volunteered.

SA asked about divide between state and private schools Wales has 80% state in performance pathway why is that? 80% figure is part of the pathway before you get into Glamorgan. Population based is still under indexing on state school proportions. BC highlighted that some players will be on a scholarship and haven't necessarily come from affluent backgrounds.

MF invited snr league reps to a meeting recently regarding an increase in disciplinary issues which are hard for leagues to take action on with no independent umpires or evidence. All leagues will be issued instructions/club pledge on how to run a match and fair play along with training for club captains.

5.2. **Partnerships** – MF - most immediate success has been in partnership for companies that supply into cricket. Networking is great but no guarantee of success. Grants are an area to look at as a charity. Donations QR code set up. Partnership with Glamorgan tickets; MOU includes the detail but GCCC have an official charity .

CL suggested adding the QR code to food items/packaging. Promote charity in clubs with QR code.

HM suppliers who give value in kind can that be calculated for gift aid. Not much value in kind has been set up. Revenue from ECB and SW cannot that be gift aided as government funded.

SR asked about Welsh Fire and charity programme with them, from Wales in London week discussions can be considered when relationship developed.

5.3. **People and Culture** – BC verbal update that role is funded as part of the EDI planin place to fund the position. With new staff coming on board need to ensure that the culture message is embedded throughout the company. The CEO acknowledges the work completed by our staff to do this and believe team are growing. Induction taking place for new staff. CEO updates still taking place monthly to ensure connectivity across the whole company. Monthly lead meetings taking place and quarterly SLT meetings in place. Employee support packages in place and believed to be ahead of other NGBs.

Need to move forward with the People & Culture position to ensure we lead in our values. Positioning of the role will be creating the best environment for our team to work in. Person spec priorities would be updating policies and shift more towards the culture of the company. Creating a safe environment to work, need experience in culture change. The position will evolve into support for the wider cricket community to deliver change

5.4. **Clubs & Leagues** - MD outlined that a new member of staff has joined the team to support with National Programmes. Membership system proposal still moving forward and reviewing potential suppliers over the last few months. Invitation to tender process under way and other major counties involved in talks with invite to 3 tenders rolling out with a proposed soft launch Jan 2027.

Individual club packs being created to reinforce the 'Spirit of Cricket'. Club development pathway, affiliation has gone online; Pembroke area need support to look at T&Cs on play cricket. Club development plan to replace Clubmark with a pilot going out for 12 clubs.

CJ asked how any membership soft launch will be done so as to bring everyone along to buy in. Membership needs to be valued added to the club could include donations, communicate and knowledge of clubs' membership. It was asked what's major sell for individuals would be. , key for partnerships i.e. tickets reduced instigate discounts etc. Communication is key moving forward.

SR will clubs be able to sign up to this? BC both systems have benefits and will be looked at in the tender process. FB if do pursue as own stream ensure flatline of membership is negotiable. SP if CW pursue use advantage of Welshness to system.

It was emphasised in discussion how important revenue from any individual membership system would be in securing financial sustainability for Cricket Wales

Break – 11:45

5.5. Programmes

5.5.1. KC – Funding criteria has tightened and KPIs are intrinsic in applying for funding. New staffing in place to meet the demands across the whole of Wales. New working processes are in place for the whole of the participation staff. CW need to deliver across all programmes to align with funding cycle. Cricket engagement days continue to align schools with clubs. KC stated that the system is now aligned with training and support for staff.

HM asked does funding align across all programmes, C2S 2-year cycle whereas the others are yearly. SP asked if there are any programmes we are not participating in, KC confirmed no.

KC explained the change in delivery of MCC Hubs with Cricket Wales now fully in control

5.5.2. MDT – Priorities are integrating early engagement phase moving forwards need to take lessons into next season. NC relationship with Glamorgan positive conversations moving forward. Looking at ways to connect with more partners to ensure revenue comes into the Pathway programme. Shortage of casual coaches id a risk; turnover is high and need to get the message out there that there are opportunities to coach. Needs to be core coach level to support programmes. Need to project a coaching pathway across the board.

SP asked what is ultimate objective in NC? Balance being part of the development pathway and ensuring the team is competitive moving forward.

5.6. **Women and Girls** - CH W&G is on track to delivering ECB measures of growing the number of girls teams. Major challenges is volunteers and plans in place to grow coaches/scoring and umpiring. Women's working group set up to oversee the game with a clear sustainable structure.

SP great to see the growth, sometimes it's easy to complete participation numbers to women and girls playing the game, volunteering side needs to be included in the growth as it is still lacking. Working with Anna Harris to close the gap on the umpiring side of things for the women's game.

SA great to see the contract changes with The Hundred, need to capitalise on their experiences as role models. ODI in Sophia Gardens could be a great opportunity to engage with young females.

Club Development Partners are working closely with clubs to ensure there is an increase in female participation. Board asked if this should be mandated as part of a club who wish to access certain funding etc this would move the conversation on.

Need to ensure we develop rather than mandate. Woven into clubmark as a women's charter.

5.7. **Facilities** – VJ readied a report for the board and MW presented on her behalf . Two new members of staff in place for the past few months. Working on supporting clubs with governance/legal structures/lease issues etc. Audit work underway and will provide rich data to identify what support is needed for clubs. N Wales position has been filled with a start date end of March.

CJ insurance risk assessment can this be replicated to support clubs. **Action**: MW will check with VJ to recirculate the risk assessment for Howdens.

SP pooling resources around procurement – smaller clubs to pool resources, once club audit is completed and summarised CW will be able to have further discussions around this.

TM asked if facilities operational plan has been agreed with ECB, BC stated a lack of clarity around delivery/operational plans. Our clear facility strategy pillar outlines what CW sees as an approach to leading in this area.

Lunch – 13.00

5.8. **Safeguarding** – CS drafted a paper for board and BC presented on her behalf. SG is seen as a Core foundation and remains a part of everyone's job. Focus is for every safeguarding officer in place meets the requirements of the position, while reporting through correct mechanisms. SG Working Group TOR drafted and will shape a stronger listening structure. CS has attended Lime Culture training which is unique in her 1st year of service, completed voice of child training. Communication streams have been rebuilt with wider safeguarding network. Completing safeguarding courses over the last few months. Continue to strengthen the network and listen to wider network and ensure harder to reach clubs come on board. SP is current board champion but there may be an opportunity for other trustees to get involved in the future. Low level concern reporting needs to be everyone's business.

5.9. **Finance** – AW drafted a paper for the board and BC presented. CJ thanked AW for all her work Stakeholders have also mentioned that increased visability and accountability is appreciated.

6. FINANCE – Budget 26/27 paper – BC/CJ for approval

6.1. Budget overview – Finance committee considered and approved at Fin Com held on March 2026. 10-year budget prepared last year and very close tracking, 26/27 contains detail on income is important with achievable figure. Deficit £111K charity income will increase to help reduce deficit and surplus created. Forecast regarding budget costs have aligned with Finance Officers figures. Budget to be monitored closely over the next 12 months and readjusted as needed. Staffing is based on full complement. **Action**: Board asked to agree budget - approved.

7. BOARD AMBASSADOR ROLE – Paper distributed to board key points maintain separation between staff/trustee positions. To move forward trustees need to share any interest in being an ambassador. **Action:** Trustees to feedback to Chair

8. CalQRisk – CEO walked through the capability of the system for the board. The system allows CW to create departmental/whole company reports identifying and measuring risk. From Board oversight perspective NP has been included in access/training to the site.

9. AOB – 14.50

   9.1. CEO highlighted that the operational plan is on track.

10. Close of Meeting – 15:03

Signed: Dr Tim Masters Chair T.E. Masters

Date: 4/6/2026