CRICED CYMRU
CRICKET WALES

MINUTES FOR A CRICKET WALES BOARD MEETING TO BE HELD AT 10.30AM ON 17th July 2025

Sophia Gardens

Attendees: - Tim Masters (TM); Barry Cawte (BC); Colin John (CJ); Chris Last (CL); Mark White (MW); Huw Morgan (HM); Sohail Rauf (SR); Leshia Hawkins (LH); Andy Fairbairn (AF); Matt Dando Thompson (MDT) for item 11 only

On Line: Jo Holley (JH), Fay Benningwood (FB)

Minutes: - Sandie Keane

1. WELCOME – **Chair Welcomed LH/AF to the meeting**
2. APOLOGIES FOR ABSENCE - **Sue Phelps; Dan Cherry; Neil Pearson; Samara Afzal; Emma Williams; Carl Alexis**
3. DECLARATION OF INTERESTS **None**
4. TO APPROVE THE MINUTES OF THE CRICKET WALES BOARD MEETING HELD ON April 2025 - approved
5. MATTERS ARISING **circulated previously and approved**
   - 5.1. Finance Committee – nomination of new committee member (TM). See paper attached for decision. **Approved**
   - 5.2. Board members to complete Anti-discrimination Training. Action only SR to complete. SR will arrange training.
   - 5.3. MW to provide data on Women's teams in the league for EW. **Closed**
   - 5.4. Implementation of Safeguard Committee, once SGO in place. Ongoing
   - 5.5. Charity Commission form to be signed by Board. **Closed**
   - 5.6. EDI as a standard item on the Agenda (TM) **Closed**
6. CHAIR'S REPORT (Verbal) – for information
   - 6.1. Uninterrupted start to the season positive outcomes from all age ranges across the whole game.
   - 6.2. ECB Rec Game Conference and AGM. Good series of presentations and great news for Mr Pearson from Gwersyllt Parc, receiving an honorary lifetime vice president of the ECB. Highlighted the Women's Welsh Cup 2026 and what impact

it could have on the game moving forward. Informative talk from CEO Brighton FC – driving high performance, lessons to be taken from the talk.

6.3. Board members are reminder to check key dates for events over the coming months.

7. CEO'S UPDATE – paper distributed before the meeting.

7.1. Board had received the midterm review and taken as read. Key items of note future of safeguarding - appointed Chloe Stephenson from end of July. Safeguarding DLT will stay on until end September when the position will be reviewed. Cricket Regulator is changing but moving forwards allows a reset of how effective Safeguarding can become. Glamorgan are also in the process of appointing a new SGO. CW are keen to see a partnership in this area.

7.2. Joint second report on EDI circulated to members. Continuation of staff Kudos and board members are reminded that CEO update recordings are available for Board in the Teams folder.

7.3. Feedback from Strategy Presentation to ECB 11/06/2025 – summarised in report. In terms of managing KPIs MW is investigating Monday.Com to oversee. For each pillar in the new strategy CW have an operational plan, some plans are more developed than others at the moment. Staffing review will appoint staff into the strategic positions, to ensure each operational plan is updated. ECB highlighted CW needed one page landing of what CW are doing along with a plan on a page. There will be a place to record *this is what we said we would do – this is what we did* on our new webpage. Need to ensure that CW are realistic with what can be delivered and gathering data to back it up. HM are there any potential issues that might impact on the recreational game. BC stated the current risk with established stake holders' and stated that it was not the ECB. Glamorgan and Sport Wales positions are as follows – overarching agreement with Glamorgan is needed to ensure a consistent business plan beyond signing of an agreement. SW more of a long-term issue around the revision of the funding model. Not anticipating any further funding from SW so CW are mitigating against funding loss.

7.4. AF highlighted good structure to strategy, allocating funding into resource and meeting priorities was summarised well. AF clear staff restructure can present risk but ensures there is future proofing around ECB funding. May be less funding coming in within charitable status, must be strategic in funding processes, diversifying is the way forward.

7.5. AF stated that Discrimination and associated complaints don't see expertise in cricket Boards with a lack of resource available to support club/leagues in tackling. BC People and Culture role will be able to support clubs and deal with issues amicably via a triage process. MW highlighted that some current complaints could have been dealt with at club/league level, and hope CW can provide a clear and consistent process moving forwards.

7.6. Staffing Structure update - Met with team to discuss staff restructure. Two members of staff were linked with 2 of the new roles. Highlighted where we are and what we need to change. Phase 1 appoint Head Participation and Partnerships, phase 2 Finance Officer and Marketing & Comms. Some role changes with current structure, Cricket Developments Officer changed to Cricket Participation Officer, with the addition of four new Club Developments Officers to support clubs. CW hope new staff structure in place by the end of the financial year.

7.7. MF has recently signed a 3-year deal with UES as a new partner. Comms plan will be put in place to ensure CW meet the business need.

7.8. Barclay Knights Stokes cup oversight of not including Wales at launch, there may be restricted uptake of competition as hard ball cricket facilities in state schools is limited. LH support any move to increase participation but there isn't a competition structure as yet.

7.9. Operating of clubs through association or Ltd company will need some support from CW to ensure that clubs move away from associations to have clearer pathways to raise funds. It's a case of professionalising clubs moving forward.

7.10. Once staff restructure is complete the board can revisit the positioning of a board member to each of the strategy pillars.

8. SAFEGUARDING (BC) discussed in CEO report

9. EDI (BC/SR) paper attached for information **taken as read**

9.1. EDI – Advisory Group paper attached for information – it was agreed to reposition EDI Committee as an advisory group to avoid what was becoming a check and challenge committee. Moving forward new TOR have been created to become more of a supportive focus group around particular project. SR reminded the board that EDI needs to be embedded as a regular part of everyday work. FB moving to inclusion framework – revisit this document to support area of concerns moving forward. MF is current EDI lead, but this will move across to People and Culture post.

10. FINANCE (CJ) – papers distributed prior to the meeting

10.1. Final costs to March 25 have been received and accredited to the correct end of financial year accounts. Deferred revenue from ECB has not been released, in agreement with the ECB. These will be utilised from March 2026.

10.2. Deficit of £44K was noted and will need to start to release ECB funding moving forward. CJ noted a healthy increase in C2S funding than was budgeted.

10.3. AF queried the trading income that was forecast that hasn't come in yet, Pathway income starts Oct and needs to be allocated best we can to match up with the costs. Sponsorship fundraising is coming in through the Pathway. BC stated it is recognising where the funding is coming in and allocation to areas. With Finance officer CW can see patterns and trends and can control spend moving forward.

11. PATHWAY (MDT) – papers distributed prior to the meeting

11.1. MDT presented to the Board identifying a clear structure for the Pathway moving forward. County age group players no longer do both programmes. Regional cricket previously run 10-15 it was decided to drop the 15-year-old age group. Nominations moving forward will be more of an open process where individuals can nominate themselves. Early engagement phase will come in alongside regional 10–12-year-old age group for the boys and Glamorgan select from that pool. Girls will be similar to boys' entry, but girls will enter via Glamorgan and CW will oversee 13-15 age group. AF equity in the Pathway – why run more age groups in boys, MDT base of girls is not there at the moment. JH what happens to girls in current regional pathway as no U18 to move onto. MDT stated that CW have not historically run an u18s and ultimately Glamorgan to pick up. FB risk factor on the equality of the offer, how to keep them in the game moving forward. Early engagement programme for boys how is Glamorgan selecting, transition route for girls seems to be at U13. EEP is replacing the programme for the girls. **Action**:

MDT to change the visual presentation to highlight that girls can feed into the county age group. Chair passed thanks onto Matt for his work in this area. Collaboration with Glamorgan is needed to ensure a smooth transition within the programme.

12. ECB MD (LH) – presentation by LH to the board.
    12.1. LH thanked the Board for her invite to attend the meeting and stated the whole point of her being there was to be more visible with Boards. LH passed on her congratulations on the launch of the CW strategy and the planned outcomes, great to see the good work continuing.
    12.2. 3 main pillars in the ECB strategy are designed to aspire and engage users with the aspiration of setting the game up for future success. ECB recognise that current systems are clunky and need to put customer user experience at the forefront.
    12.3. Women's World Cup 2026 – marketing lead around Glamorgan, with the City Activation programme, Gemma Barton from ECB will take lead on the major event. Core cricket development – not introducing anything new as learnt from previous experience. Three core areas are to increase new female players, leaders in women and deploy champions of change. Locally lead and centrally supported.
    12.4. Hundred investment – whole face of the game and operations will change. 10% of proceeds will be ringfenced for Rec Game. Rec Game committee identifying strategic, ambitious, deliverable programme. Large amount of investment will be in facilities and long-term investment.
    12.5. Game Changer Fund –. The purpose is to be ambitious the clue is in the name.
    12.6. CW meets Compliance against standards a well-run Country programme and with the restructure of staff can only see improvements. Historically Junior cricket growth that needed more focus as evidence in historic PRFP. Relationships with Glamorgan are improving and Pathway has been discussed. Keep feeding in the good news story to the ECB.

13. DIRECTOR APPOINTMENTS (TM) – paper distributed prior to the meeting.
    13.1. CL/JH finish term at AGM, Nom Comm agreed that a recruitment process will be put in place. **Action**: TM/SK to agree timeline for recruitment and get advert out.

14. SUB COMMITTEE MINUTES – paper distributed prior to the meeting
    14.1. Gov Com 300625 - approved
    14.2. Nom Com 010725 – approved

15. AOB
    15.1. SW paper update of progress against key objectives. Funding Level 3 Safeguarding has been met. Recognition of National Lottery funding identified with Comms Officer. Progress around funding and investment Be Active Wales, Places for Sport and reference capital grant fund is now open. Applications far out way funds available.
    15.2. Structure to follow regarding the next board meeting in N Wales and all members of the committee are encouraged to attend in person, with potential visits to clubs. TM is looking at the plans for next year's board dates looking to ensure that business meetings are held on-line.
    15.3. Meeting closed 13:12

Board meeting dates for 2025 – *venues to be confirmed; majority will be Cardiff, all of which will remain as 10.30am starts.*

Tuesday 21st October 2025 (Gwersyllt Park CC) (Board members to confirm if overnight stay is required)

AGM – 26th November 2025 6:30 pm Zoom

Tuesday 2nd December 2025 (possible Teams)

Board Review & Appraisals to be conducted Autumn/Winter 2025

Dr Tim Masters: T.E.Masters Date: 21st Oct 25