



## MINUTES OF A CRICKET WALES BOARD MEETING HELD AT 3-30pm ON THURSDAY 17<sup>TH</sup> MAY 2018

### AT THE SOPHIA GARDENS CARDIFF STADIUM

**Present:** Rod Jones(RJ) (Chair); Richard Penney(RP); Tony Moss(AM); Ann-Marie Smale(AMS); Jennifer Owen Adams(JOA); Hugh Morris(HM); Peter Hybart(PH) (CEO); Colin John(CJ); Jeff Bird(JRB);Huw Morgan(DHM); Kerry Lloyd(KL); Mark Frost(MF); Tim Masters(TM)(ECB); Susie Osborne(SO)(Sport Wales);Ieuan Watkins (IW); Matt Thompson (MT); Robin Varley (North Wales Area Board)

1. **Welcome and Apologies for absence:** Rod Jones welcomed everyone to the meeting including Matt Thompson as the new Cricket Wales Talent Programme Manager. Apologies for absence were received from Tariq Awan.
2. **Declaration of Interests:** AMS confirmed her recent appointment as a director of Glamorgan CCC. RJ confirmed that he had replaced PH as the Cricket Wales representative on the Board of Glamorgan CCC. The Board confirmed they were comfortable with AMS continuing to serve her term to 30<sup>th</sup> September 2018 as an Independent Director. (Subsequent to the meeting, it was clarified that Independents need to be independent of all Welsh cricket administration. The Board confirmed its wish for AMS to serve her current term, on the basis that a replacement would not be sought between now and the AGM).
3. **Minutes:** The minutes of the December 7<sup>th</sup> 2017 Board meeting (distributed previously) were accepted as a true record and were signed accordingly by the Chair.
4. **Matters arising:**
  - 4.1 Financial Hardship Cases: JOA advised that her enquiries were still on-going and she would feedback to PH/MT in due course.
5. **Joint Strategy:**
  - 5.1. PH reported that, since the last meeting, a joint Cricket Wales / Glamorgan group had attended three sessions facilitated by Ian Robinson. This had culminated in a draft strategy document (previously distributed) for the period 2019 – 2024 which was now out for discussion. The document explained the Vision, Mission and Objectives of the proposed strategy. HM said that good progress had been made and once both parties have a consensus, we will initiate discussions with Sport Wales and the ECB.

DHM queried why the document only referred to the creation of successful “senior” teams without mention of age group cricket. SO replied that the Pathway did form part of the discussion, but it was decided that the “Senior outcome” was the pinnacle, but also recognising the importance of the Pathway.

The Board approved the work done to date.

As regards the next steps, PH said that further work was planned on each objective during May & June. There was also a need to look at governance and finance. Consultation with the Area Boards would take place in June / July. The plan is to finalise the Joint Strategy in August and present the final document to the September Board meeting.

**6. Season 2018 Cricket Update:** MF presented a power point presentation outlining the progress made on various initiatives:

- Continuing increase in the level of All Stars membership
- A number of clubs having new junior sections through All Stars Cricket
- Targeting 1000+ participants for Women and Girls Softball events throughout Wales
- Progress on increasing club membership
- Developing All Star centres in non-club and deprived areas
- EDI initiatives
  - Disability Table Cricket
  - Welsh language video and e module to support coaching
  - ECB Diversity funding to continue BAME work
  
- Workforce – 667 candidates attending coach education courses in 2017/18
- Success of the Safeguarding programme
- Boundaries for life – Health checks (Glamorgan Cricket lead)
- Charities – summer holiday meals for kids while playing cricket (Glamorgan Cricket lead)
- 20+ external events which we will attend (Cricket Wales / Glamorgan combined)
- League, cup and recreational cricket at Sophia Gardens
- Summer Rugby – link with WRU to run multi-sport activity centres
- Systems development – PH summarised the work being carried out by Gavin Chilton focusing on getting leagues (both senior and junior) to use the “Play Cricket” system. PH also outlined the progress being made on this year’s club audit and compliance with the imminent GDPR requirements

TM stressed the fact that Wales is pushing the boundaries with regards the All Stars and Women & Girls programmes compared to the national average. DHM said that perhaps we should do more to bring this fact to the attention of the general public via the media as this is a great news story. This would be done once the official figures are known.

HM said that, while the link up with the WRU for multi-sport activity centres was a welcome initiative, if Rugby were to become a summer sport, this would be a huge threat to our game. This was recognised, but the only thing within cricket’s control was to work with rugby.

**7. Pathway Reflection and Plans:** MT explained that his first task since joining the company was to undertake a fact finding mission on the current pathway and to produce costings and a timetable for the new pathway programme. He said the objectives of the new pathway from autumn 2018 included:

- Aligning the boys and girls pathway
- Better communication with parents
- Disband the U11 and U12 Welsh age group teams and provide more active involvement for everyone in boys regional cricket for ages 10 – 15

- Re-structure the NDC set up to make it more enjoyable for players with more emphasis on athletic development. This would include coaching during the summer.

In response to a question by HM, MT said that currently, the new programme would cost a parent approximately £50 more per annum than the current programme. However, the challenge was to ensure the new programme was an improved experience for both player and parent. The volume of activity would be greater in return for the slightly increased cost.

## **8. Welfare Compliance Annual Review:**

**8.1** IW advised that, in March, the NSPCC Child Protection in Sport Unit conducted an annual review of our safeguarding structure, processes and arrangements. We maintain our Level III status.

**8.2** The online DBS process is now firmly embedded; this is a huge step forward allowing easy application and verification. We have seen an enormous increase in applications across Welsh cricket.

**8.3** IW gave a confidential overview of incidents/allegations that he has managed in the last 12 months. There have been two high profile issues involving Cricket Festivals in the UK, both involving the arrest of organisers for child sexual offences. Both of these festivals have received Welsh cricket teams. There has been no identified risk to, or issue involving any of our cricketers. Cricket Wales assisted in the development of a new national policy/template for festival attendance which has now been circulated throughout our structure. There are additional expectations for organisers and for attending teams, this will have ramifications for the Cricket Wales organised Aberystwyth Festival in August.

**8.4** Following consultation with the CW Child Welfare Council, the ECB have adjusted their policy regarding children playing open age cricket to include Welsh 'Regions'. Historically only Welsh representative cricketers could play adult cricket prior to their 13th birthday, this has now been extended to our regions. An additional level of compliance will be expected with administrative sign off by parent, Level 2 coach and Club Welfare Officer. This has now been circulated allowing eligible and capable children to play if appropriate in the 2018 season.

**8.5** Eight joint Safe Hands and SPC courses have been delivered across Wales, with over 100 Club Welfare Officers attending. IW said that the League Welfare Officers should be applauded for their hard work in ensuring so many have become trained.

**8.6** The Child Welfare Council met in April, the meeting was very well attended with Laura Whapham for the NSPCC CPSU our guest. The minutes have previously been circulated.

**8.7** IW then delivered an overview of Safeguarding compliance across Wales. He was congratulated on the significant progress, but all agreed there was further work to be done particularly re captains and coaches.

## **9. Governance:**

**9.1** Amanda Bennett, a Consultant with Sport Wales, addressed the meeting to explain the next steps and timescales in the Board Self-Evaluation process. The purpose of the exercise is to identify the current Board's strengths and development areas. Amanda would hold telephone conversations with all Directors and produce a report by 15<sup>th</sup> June to inform the Nominations Panel.

**9.2** PH advised the meeting the three current directors up for re-appointment this year were AMS, AM and RJ. Advertisements for these posts would be published next week with the Nominations Panel meeting on 18<sup>th</sup> June 2018. As his position was up for re-appointment, RJ requested that another board member should assist PH with the process. RP agreed to play this role. (Subsequent to the meeting, it was clarified that due to being appointed to the Glamorgan Board, AMS was ineligible to apply to be an Independent Director but could apply to be a Recreational Game Director).

**10. Financial Update:**

**10.1** CJ presented the draft twelve month accounts to 31<sup>st</sup> March 2018. The first draft indicated a deficit of £37k compared to the budget forecast of £26k, although this may change subject to the outcome of the forthcoming audit. CJ also presented the budget for 2018-2019 which included a remuneration review and reported a break-even forecast for the year. PH commented that it was the tightest budget prepared in recent years.

**10.2** CJ advised the meeting that following the recent tender process, where 5 tenders were received out of the 6 firms invited, the Finance Committee recommended the appointment of Broomfield Alexander in place of the current auditors Clifton House Partnership. This recommendation was approved by the Board.

**11. Cricket Wales North Progress:**

**11.1** North Area Chair Robin Varley (RV) was invited to present a progress report on events in the North Wales Area. Following a general overview of progress to date, he highlighted the problem surrounding the area of Powys and Ceredigion, which was once a region (Mid Wales) in itself. RV explained that this latter area was suffering by the lack of a community coach, and cricket support in general. The defunct region still has approximately £19k in funds and RV suggested that these funds be returned to Cricket Wales to be used to provide more resources to that area.

**Action: PH to progress with RV and Sue Wells.**

**11.2** RV was very complementary towards the Cricket Wales staff members in the North Wales area, which facilitated a good working relationship with the Area Board members.

**12. Cricket Wales Equality, Diversity and Inclusion:** AM had distributed a copy of the main points arising from the EDI meeting held in April. Very good progress was being made on Women & Girls, BAME, disability and Welsh Language. Advanced Accreditation would be sought in March 2020.

**13. General Data Protection Regulations (GDPR):** PH advised the meeting that GDPR come into force on 25<sup>th</sup> May 2018 and, Tariq Awan had agreed to oversee this issue on behalf of the Board. Systems Development Officer, Gavin Chilton is responsible for leading us towards full compliance. TM stressed the fact that Boards do not have to be fully compliant by the 25<sup>th</sup> May, but they must be able to demonstrate that they have a plan in place to achieve that goal.

**14. Dates of 2018 Meetings:**

- a. 3.30pm Thurs 12<sup>th</sup> July
- b. 10.30am Mon 3<sup>rd</sup> September
- c. AGM etc Sunday 30<sup>th</sup> September
- d. 10.30am Thurs 6<sup>th</sup> December

**15. Any Other Business:**

**15.1** JRB suggested inviting Len Smith to a future meeting to discuss issues surrounding groundsmanship.

**15.2** AMS advised the meeting that she had been made aware of dissent from parents over the inconsistency of the cost of Regional cricket throughout Wales. MT would explore this further.

**The meeting closed at 6-30pm**

SIGNED: ..... Date:.....