



MINUTES OF A CRICKET WALES BOARD MEETING HELD AT 10-30am ON MONDAY 3rd SEPTEMBER 2018

AT THE SOPHIA GARDENS CARDIFF STADIUM

Present: Rod Jones(RJ) (Chair); Tony Moss(AM); Ann-Marie Smale(AMS); Jennifer Owen Adams(JOA) ; Peter Hybart(PH) (CEO); Colin John(CJ); Kerry Lloyd(KL); Mark Frost(MF); Maxine Rhodes(MR)(Sport Wales); Ieuan Watkins (IW); Tariq Awan(TA); Richard Penney(RP); Jeff Bird (JRB);

Sarah Case (SC) from our Auditors, Broomfield Alexander – in attendance for part of the meeting.

- 1. Welcome and Apologies for absence:** RJ welcomed everyone to the meeting. Apologies for absence were received from Huw Morgan, Hugh Morris, Paul Miller, Tim Masters and Matt Thompson.
- 2. Declaration of Interests:** None.
- 3. Minutes:** The minutes of the July 12th 2018 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 the meeting that she has had conversations with Matt Thompson and that they intend to meet prior to the launch of the new Pathway Programme in October.

Action: JOA to discuss potential financial assistance opportunities for hardship cases within the Welsh Pathway with Matt Thompson

4.2 Mid Wales Funding: PH said that meetings had taken place between the relevant parties, and it is planned to put in post a number of part-time community coaches in the Mid-Wales area.

Action: PH to progress Mid Wales support

4.3 Senior Women Squad: RJ said that, on behalf of the Board, he had written to Aimee Rees to congratulate the Senior Women's squad on their promotion to division 1 of the T20 league as well as finishing third in the league in the fifty over game.

4.3 Summer Rugby: RJ advised the meeting that Cricket Wales had issued a statement as agreed at the previous meeting, and a meeting had been arranged with the WRU for 24th October. In the run up to that meeting, PH said that we would try and obtain as much information as possible about the WRU's proposals.

4.4 Minimum Welfare Standards : At the previous meeting, the Board had agreed that all leagues should adopt an approach of imposing sanctions for non-compliance with basic safeguarding principles. IW agreed to draft a letter for RJ for distribution to all leagues.

Action: IW to draft a letter for RJ for distribution to all leagues

4.5 Cricket Wales Board Evaluation: JRB agreed to chair the Sub-Committee to prioritise the Amanda Bennett report recommendations. The Board agreed to create the role of Vice Chair. Directors should express an interest in this role after the forthcoming AGM, for consideration at the December Board meeting. The same process will be followed for the role of Chair. A meeting of the Sub-Committee is planned for late October to prioritise the Amanda Bennett recommendations.

Action: Applications for Vice Chair and Chair to be presented to the December Board meeting

5. Operational Plan Update 2018 Presentation:

5.1. MF and PH presented a power point presentation of the progress to date of achieving the objective of introducing more people to the power of cricket. The presentation centred on:

- Marketing and communications (introducing the game through schools)
- Workforce
- High quality experiences (e.g. All Stars; New Junior Formats)
- Appropriate, sustainable and attractive infrastructure (Facilities)
- Reaching potential (The Pathway)
- Cricket – A positive influence for life ('Cricket for Good')
- A joined up sport (with Glamorgan Cricket)

6. Draft Cricket Wales / Glamorgan Joint Strategy 2019-2024:

6.1. A paper was distributed outlining the current position with regards the joint strategy. PH explained that a number of Cricket Wales Board members have been working with Glamorgan CC to progress the various initiatives with the focus on increasing the number of people involved in cricket from the current figure of 20k to 40k. RJ questioned whether the forecasts were optimistic? JOA agreed given the views already expressed in this meeting with regard to the decline in the number of clubs in Wales. PH explained that we have set these ambitious targets, and now we have to decide how we are going to put the building blocks in place to achieve these targets. The strategy was deliberately ambitious in order to attract more investment, without which the targets would not be achieved.

6.2. AMS was of the opinion that more indoor cricket during the winter months would improve retention by maintaining the momentum achieved during the summer months and reducing the possibility of a child joining another sport.

6.3. JOA asked whether the ECB funding cycle would provide resources towards our strategy growth potential immediately, as opposed to waiting for the ECB money in 2020? MR said that Sport Wales would be willing to work with Cricket Wales to fund the training of new volunteers to the game in the immediate future.

6.4. RP asked whether there was a piece of work to be done to help clubs prepare for this potential growth? RJ said that we should explore the club Hub idea whereby a number of clubs in the same locality can pool resources and / or allocate new players to clubs with spare capacity.

6.5 The break-down of the growth to 40k was broadly agreed by the Board, with the next step being consultation with the cricket network on AGM day.

7. Draft Operational Plan Season 2019: A paper had been distributed outlining the progress towards the plans for 2019.

7.1. TA enquired as to the progress towards Community Hubs. MF replied that the BME Hub in Cardiff was well established, Newport was developing a Hub in coordination with Newport CC, while plans for a Swansea Hub are in the early stages.

7.2. RJ said that he was frequently being asked about retention policies and how we intend to retain children from the recent All Stars Programme. Therefore, are we going to give clubs new ideas about retention or is it all to do with the proposed new cricket formats? MF replied that there will be a strong emphasis on educating clubs and leagues on the new formats of the game and this was a key item at the forthcoming meeting of Junior Council.

7.3. In response to a query from RP about retention rates, PH said that our retention rate from the first All Stars Programme was 30%, which was lower than expected. MF said that he hoped a better understanding would be gained from a two year data cycle. Retention rates were similar in English Counties.

7.4. CJ said that there were many clubs without a junior section and, with an aging membership, were on the brink of going out of existence. What can be done for these clubs? MF replied that we need to educate clubs to get more volunteers into the clubs to avoid situations where one person is covering a variety of positions within the club. CJ agreed, adding that clubs should try and recruit volunteers from within the local community who may not necessarily be currently involved with cricket. TM said that many clubs were not in a position to wait three or four years for the current crop of All Stars to feed through. Peter had already fed this back to ECB.

7.6. RP commented that club accreditation had been beneficial to many clubs but detrimental to others and he was concerned that the impact of the All Stars Programme would have similar consequences. MF said this was a possibility because some clubs will always choose not to participate in the All Stars programme.

8. Cricket Wales Disability Team Tour:

8.1. The Board had received a paper from PH seeking Board approval for a first overseas disability team tour, probably to Sri Lanka in 2019. PH explained that, under the leadership of Les Randall (LR), Cricket Wales' Disability section had grown significantly over the last five years. LR had now put forward a request to take a touring team overseas which, similar to the recent Welsh Women overseas tours, would be largely self-funded by the parents. PH requested Board approval to sanction this tour with Cricket Wales paying for the cost of the Coach and Manager. The proposal was approved unanimously.

Action: PH to progress with LR weighing up risks and benefits

8.2. IW raised the issue of safeguarding with regards the presence of vulnerable adults and what number of supervisory personnel would be require. He said he would contact the ECB to seek advice.

Action: IW to contact the ECB to seek advice regarding supervision of disability teams abroad.

9. Financial Report:

9.1. CJ introduced Sarah Case (SC) from our new Auditors, Broomfield Alexander to discuss the Final Audited Accounts and Audit Findings Report which had been distributed prior to the meeting. SC advised the Board that the audit had concluded without any significant issues to report and anticipated issuing an unqualified audit report subject to the satisfactory resolution of some minor issues raised in the Audit Findings Report. RJ thanked SC for her attendance today, at which point SC left the meeting.

9.2. The meeting approved the Financial Statements and RJ complimented CJ and KL on the conclusion of a satisfactory audit.

9.3. AMS asked whether the Auditors had been made aware of the on-going complaint by a staff member as regards a potential contingent liability. CJ said that he was not aware of this case and that he would discuss it further with PH immediately after the Board meeting and then make a judgement regards contingent liability.

9.4. PH summarised the events of the complaint to date, explaining that, having taken legal advice, he had concluded that he was satisfied that the complainant had not provided sufficient evidence to justify her complaints. However, RJ advised the meeting that the staff member had appealed to him against these findings and had also taken the case to ACAS. Following further discussion on this issue, it was agreed that RJ might seek external HR advice to consider the Appeal with more independence. MR said that we should also take this opportunity to look at our policy and procedures on such issues

Action: RJ to consider whether the Appeal should be considered by himself or an independent person / body.

10. Child Welfare Update:

10.1. DBS Issues: IW advised that since the last Board, it had been necessary for one player, a Captain and All Stars Activator to be suspended regarding a DBS issue.

10.2. Aberystwyth Festival: IW reported that this event had gone very well, although there was learning regarding an allergy involving one of the children that will be fed into the ECB's National Festival Working Group, attended by IW and Steve Watkins from Cricket Wales. An audit of attending coaches/managers revealed individuals without minimum standards in place, including gaps in coaching qualifications, safeguarding training and in particular first aid. All Coaches and Managers did have a DBS. As a result an audit of regional cricket's safeguarding at all age groups is underway.

10.3. Case Management: At the previous Board, IW confidentially updated Directors on a particular safeguarding case, a further detailed update (without identifying any individual) was provided as the

position had developed. IW explained that the National Asian Cricket Council had been very supportive and were significantly involved in seeking resolution.

10.4. Board Training: IW confirmed that he will provide a one hour presentation to the Board regarding safeguarding processes and expectations.

Action: IW to provide Board training session

10.5. Welfare Director Position: The role of Welfare Director has been advertised. IW explained that his role is moving to a remunerated position one day a week and, as such it was appropriate and transparent that the position be formerly advertised to allow fair process. He has applied and very much hopes to continue in the role.

10.6. On behalf of the Board, RJ wished him well and thanked him for his continued work in such a sensitive area of business.

11. Dates of 2018 Meetings:

- a. AGM etc Sunday 30th September 2018
- b. 10.30am Thurs 6th December 2018
- c. 10.30am Friday 1st March 2019
- d. 3.30am Thursday 16th May 2019
- e. 3.30am Thursday 11th July 2019
- f. 10.30am Monday 2nd September 2019
- g. 10.00am Sunday 29th September 2019 – Junior & Senior Councils and AGM
- h. 10.00am Thursday 5th December 2019

12. Any Other Business:

12.1. Sport Wales: MR thanked Cricket Wales for providing activities at a recent Sport Wales Staff meeting. MR also advised that Sport Wales had launched its Vision for Sport programme, a vision for how sport can better deliver on the Welsh Assembly Government's sport and physical activity agenda; inspiring, developing and delivering positive experiences for all. MR advised that funding to March 2019 would be extended to Sept 2019 in line with the new vision.

12.2. Development Officer Wicketz: PH advised the meeting that additional funding had been obtained from Lord Taverners for the position of Development Officer Wicketz to work in the deprived communities of Rhondda Cynon Taf and Llanrumney (Cardiff).

12.3 Racism: RJ reported that there had been a small number of accusations of racism on the field of play in his league (SEWCL). He had spoken to the FAW on the issue of racism which had agreed that it was a very difficult subject to deal with. RJ suggested that Cricket Wales and the other governing bodies in Wales should consider some form of training in dealing with such sensitive circumstances. PH to consider as part of broader Equality training.

12.4 Ann-Marie Smale: On behalf of the Board, RJ thanked AMS for her contribution to the Board of Cricket Wales and wished her success in her new position on the Board of Glamorgan CCC.

The meeting closed at 1-45pm

SIGNED: Date:.....