



## Minutes of a meeting of the Executive of Cornwall Cricket Board Ltd on

Monday 5<sup>th</sup> December 2022, 6.00pm.



**Present:** J Skinner (JS), J Stephens (online from 6.10pm)(JSt), S Dee (SD), P Howells (PH), R Trethowan (RT), T Heayn (online) (TH), A George (online) (AG), T Law (TLa), A Widdison (AW)

**Apologies:** None

**Other attendees:** J Law (JL)

**Start:** 6.00pm

1. The Minutes of the last meeting on the 7<sup>th</sup> November were adopted and signed as a true record by JS.

### **Matters arising/Action points 7<sup>th</sup> November 2022**

The variance report was not circulated to avoid sharing individual details about staff salaries. The question of females on the pathway has not been progressed and is therefore carried forward. The Western Storm head coach is visiting in early 2023 and JS will discuss with C Hunkin how to progress more females onto the pathway.

Other action points were picked up as they arose in the meeting. No other matters arising were raised.

### **2. Finance (PH)**

**2.1 Finance Update** – The monthly figures for November show a positive bottom line, when a deficit was expected. The YTD figures also look positive against the budget. It should be noted that December 2022 and January 2023 are projected to be deficit months. After the remuneration committee meeting on 12<sup>th</sup> December to discuss staff salaries, the budget for next year can be put together. The level of required reserves will need to be reviewed at Board Level.

The meeting on 8<sup>th</sup> November with the ECB was largely positive. Core funding of £115k will be received for the next few years and other figures look broadly positive, though specific figures for coach bursary funding and senior women's funding will both be confirmed in early January. Funding is therefore largely secure until 2024, the end date of our current CPA.

The ECB are currently working on their financial models for 2024 and beyond, so when they provide clarity on this area, CCB can move forward with strategy beyond that point. The implementation of the new governance structure will also provide a firmer basis for future planning. There is a general move for County Boards towards adopting charitable status, which may help CCB become more sustainable, in that grant funding and other financial support may be available as well as ECB funding.

New mandate forms for Nat West Bank to add PH and J Lambert as signatories were separately completed. Immediate progress is sought after protracted delays on this.

### **3. Safeguarding (AW)**

AW summarised developments since last month's meeting. No formal report has been received from the ECB on the 17<sup>th</sup> October safeguarding audit, causing a delay to planning. Ray Galloway's review is still underway and TH confirmed that the final report will not be released until the second



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course case is complete in the second half of 2023 (The ECB subsequently confirmed this). Strategic planning will therefore take place when the audit report is received.

Following concerns being raised about safeguarding and EDI in performance cricket, AW has been tasked by the ECB to ascertain whether there is substance to these claims. It was agreed that AW should commence this work now, rather than wait for the outcome of the Ray Galloway review. Work is being done to support Chris Hunkin with safeguarding in the pathway winter induction programme.

Two clubs are being supported by CCB and the ECB in the post-investigation space. EDI objectives have been set by staff and clubs will start to identify EDI champions in early 2023. All clubs have to be onboarded to the SHMS system by 30 April 2023. JL will work with Michelle Kent to provide guidance and practical assistance in meeting this deadline.

#### **4. Update on Trademark**

A letter has been written to the Chadwicks offering to buy the trademark for £500. A response was required within 14 days and that timeframe has now expired. Some clarifications were required on the legal side, but the process is ongoing and a response is awaited.

#### **5. Job Specifications (JS)**

As agreed, the job specifications for two new roles had been circulated and some comments were received and incorporated prior to the meeting. The ECB have also reviewed and have provided some guidance on these documents.

It was agreed that the cost of both roles was beneficial, in the interests both of filling current gaps and also providing capacity to push forward on some new initiatives including walking cricket. Advertising the posts will therefore take place by the end of the first week of January, with the aim of recruiting and both new staff members starting in post by end of February. This will be timely with the 2023 season due to start in April.

Advertising widely is recommended by the ECB. Stating the dates for interview in the advertisement will enable applicants to be available on the relevant dates at the outset. Anonymising applications before passing them to the interview panel was agreed in the interests of safer recruitment.

##### **5.1 Marketing, comms and fundraising officer**

##### **5.2 School & Club Development Officer**

A point was raised about the experience required for the marketing, comms and fundraising role. The media side is clearly a priority, but after discussion, it was agreed that fundraising needs to be brought into greater focus. Experience of fundraising and writing grant applications would be beneficial in this role and the need to set a monetary target was discussed. The 12 month fixed term is open to extension, which could be based on funds raised. The ability for this post to become self-funding may also be included.



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When the new governance structure is implemented, the fundraising Non Executive Director could consider whether it is beneficial to have a performance enhanced pay element to this role as a further motivation in that area. Notice will be served to Joe White, whose services will no longer be required when this role is filled.

### **6 West Devon Palladium League (WDPL) and East Cornwall clubs**

A discussion took place about East Cornwall junior cricket. Some clubs feel there is not enough challenge in Cornwall and proximity to Devon tempts them to look across the border for greater competition. As an example, Tideford already play in the WDPL and two other clubs were accepted into at U15 level as a trial over a 12 month period, though they did not proceed as other age groups were not accepted and these clubs wanted to keep all their age groups together.

The possibility of splitting the Cornwall youth competition into East and West sections was discussed. CJ Anderson and Piran Kent (professional staff members) will ask clubs what they want and feedback will be given at the January AGM. CCB strategy will be to create opportunities for Cornish clubs to have the right level of challenge in Cornwall, but it is accepted that clubs can not be prevented from looking to Devon. Other options to create T20 mini festivals or planning games to factor in long journeys, eg Sundays rather than evenings, can be considered to further enhance provision in this area.

### **7 AOB**

Recently released census figures were discussed, as they form the first part of the CCB EDI action plan. The lack of diversity in the county was highlighted as was the proportion of younger people to the total population, which is low compared with the national average. This means more older people may be available to volunteer, so perhaps we could look at ways to tap into this potential resource. Interestingly, veterans form a surprisingly high 6% of the Cornish population and maybe could also be targeted as a resource for volunteering, perhaps for club official positions. Deprivation is set out in the figures, with Redruth, Penzance, St Austell and Liskeard all mentioned as areas where all types of deprivation prevail.

A recent LMC meeting included discussions about forthcoming rule changes and disciplinary proceedings. Whilst the Cornwall Cricket League compliance committee is highly competent, it does not cover youth, disability and women's cricket. A discussion took place as to whether CCB should form a compliance committee sit within recreational cricket going forward to cover all areas. The CCB compliance committee could adopt procedures and sanctions currently employed by the CCL compliance committee. An appeals process would also need to be covered, and the right of appeal to a higher body (ECB) may need to be incorporated. This will be taken forward when the new governance structure has formal approval, hopefully after the planned EGM on 12<sup>th</sup> December 2022.



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A complaint has been made about a long-standing and senior official in the Cornwall cricketing community. This presents some difficulties in establishing an impartial panel. There is no precedent to cover such a case. It is being dealt with by the CCL compliance committee.

**Date of next meeting: EGM Monday 12<sup>th</sup> December 2023 followed by remuneration sub-committee meeting.**

**Meeting closed 7.17pm**

Signed..... (CCO)

Date...05.12.22.....

<b>Action Point</b>	<b>Who to complete action</b>
1 Females on Pathway	JS and RT to discuss with C Hunkin how to engage more females on Storm pathway/EPP.
5. Recruitment of two new staff members	JS to advertise both roles by the end of the first week in January 2023.
5. Give notice to Joe White	JS
6. East Cornwall junior cricket	PK and CJ to consult with clubs about moving to an East/West structure
7.CCB compliance/appeals process to be reviewed across all areas in conjunction with CCL procedures	JS will enquire what happens in other counties for cricket and how the FA deal with similar issues. TLa will put some thoughts together in early 2023.

Dates of meetings for 2023 will be announced once new governance in place and a decision on what days to have them are confirmed.