

**CHESHIRE CRICKET BOARD LIMITED**  
**MINUTES OF A MEETING HELD ON TUESDAY 21 DECEMBER 2021 – 10.30am ZOOM**

**1. Attendance:** Peter Davies (Chairman), Mike Tyerman (Vice Chairman), Stan Davies (Management Group Chairman), Mike Guest (Treasurer), David Sharp (Secretary), David Bailey (County Club), David Humpage (Clubs), Karl Bamford (CYC), Di Totty (Independent Non-Executive Director), Catherine Forshaw (Independent Non-Executive Director), Julie Rafferty (County Safeguarding Officer), Richard Newton (Director of Cricket).

**Apologies:** None

Peter welcomed Mike Guest to his first meeting as Board Treasurer and Director.

Those present shared a moment of reflection following the sad news that Mike Roff our Treasurer since the Board was established in 1998 had died on 10 December. Mike was scheduled to formally retire at this meeting

**2. Minutes of the Meeting 17 Sept 2021.** Agreed as a true record.

**3. Matters Arising from Minutes of the Meeting 17 September**

**3.1 CPA - Governance - (item 3.1 of 17 Sept Meeting).**

**3.1.1 Appointments Process.** The following were agreed at the meeting:

- a. The existing Board Management Group Chairman will seek re-election at the Feb 2022 AGM and will retire at the Feb 2023 AGM. *(Note: at the Sept meeting the Chair and Vice Chair had indicated their intention to retire at the Feb 2023 AGM).*
- b. Appoint a Safeguarding Lead as a Director on the Board.
- c. Appoint an Equity Diversity & Inclusion (EDI) Lead as a Director on the Board.
- d. A Nominations Committee should lead the appointment process for b, and c, and also the Chair, Vice Chair and MG Chair. The process to prepare role descriptions and identify candidates for all five posts should commence as soon as possible. The Nominations Committee on this occasion should comprise Peter Davies (Director and Chair), Catherine Forshaw (Director), Richard Newton (Director), and David Humpage (Member Representative)

The approval of these items and the new Rules approved at the Sept meeting in line with the CPA requirements will help the Board representatives address their meeting with ECB scheduled for 12 January to review our CPA progress.

**3.1.2 Board Members' Rules.** Members (County Club, Clubs Committee and Youth Cricket) were reminded of the Board's offer of a rules precedent to guide them in revising their own rules. Member representatives should contact Catherine Forshaw as needed.

**4. Director of Cricket inc Board Management Group.** The MG met on 4 Oct, and 30 Nov and the minutes circulated to the Directors. On behalf of the MG and combined with his own report RCN presented a summary of activity since the Sept Board Meeting (see below and Appendix 1).

**4.1 Corporation Tax and VAT.** The Board has sought an update on its position regarding Corporation Tax and VAT. We remain exempt from VAT. Income from our Children's Courses is classed as trading and is subject to Corporation Tax

**4.2 Chance to Shine.** We have had confirmation via the Greater Manchester Cricket Partnership that additional funding to support Primary, Secondary and Street projects will add up to c£150000 between 2022-2024.

**4.3 CCB Lord Taverners Super 1s.** We have been granted c£69000 for next 2 years to deliver Super 1s. This additional funding will support an all year-round cricket programme for 12-25 year olds with a disability at 4 hubs throughout the County in year 1. Further hubs will be added in year 2. Table Cricket sessions are also taking place for young people with a disability.

**4.4 Board's Office.** Relocation from 2 Moss Farm Cottages to part of the nearby Moss Farm Cheshire County FA Offices is near completion.

**4.5 Staff.** Jordan Richards joined the Board as Coaching Officer from 8 Nov. Rehaan Rather joins the Board on 1 Jan as Community Development and Coaching Officer (see 4.6.3). We now have 26 staff. The Board continues to actively pursue the employment of a diverse workforce.

**4.6 Cheshire Cricket Trust.** The Trustees met on 10 Nov.

**4.6.1 Young Groundsperson's Bursary.** The Trustees agreed to offer support to the Cheshire Association of Groundsmen to support the recruitment of young potential groundspersons in a similar way the Trust supports umpiring recruitment

**4.6.2 Cheshire Cricket Board Development Scheme.** The YoYo fundraising event arranged by the CCB as part of its Development Programme would resume in 2022. CCB would again choose the Trust as one of its chosen Charities. The other Charities to be determined by the Board.

**4.6.3 Community Development and Coaching Officer.** The Trustees agreed to provide funding to support the appointment by the Board.

**5. Secretary – DWS** continues to support the Board's business operation and maintain its website.

## 6. Treasurer

**6.1 Treasurer.** Our new Treasurer Mike Guest led tributes to Mike Roff and outlined his own approach and strategy for the role.

**6.2 RBS Bank Account.** It was resolved to remove Mike Roff as an authorised signatory and add Mike Guest.

**6.3 Nationwide Investment.** It was resolved to remove Mike Roff as an authorised signatory and add Mike Guest.

**6.3 Board Accounts 2020/2021.** Accounts had been made available prior to the meeting and agreed at the meeting. Proposed: David Humpage. Seconded: Di Totty. The accounts will be adopted at the Feb AGM and circulated to the Members thereafter.

**7. Director of Cricket.** RCN's report is included in Appendix 1 referred to in item 4 above.

**8. Cheshire County Cricket Club.** David Bailey's report was circulated prior to the meeting (Appendix 2).

**9. Youth Cricket.** The minutes of the Youth Committee Meeting dated 7 Dec were circulated prior to the meeting (Appendix 3)

**10. Clubs Committee.** David Humpage's report was circulated prior to the meeting (Appendix 4).

**11. Women & Girls.** In her role as Independent non-executive Director with specific interest in Women & Girls cricket and its development, Di Totty's report was circulated prior to the meeting (Appendix 5).

**12. County Safeguarding Officer.** Julie Rafferty's report was circulated prior to the meeting (Appendix 6).

**12.1 Safeguarding Board Members Code of Conduct.** Julie will send each Board member the Code of Conduct (a Safeguarding standard statement) to sign and return to her (by 7 Jan)

**12.2 Home Office Prevent training e-Learning link.** Julie will send each Board member the e-Learning link to complete the e-Learning (by 7 Jan) and send her a copy of the attendance certificate

**13. AOB - none**

**14. Dates for 2022 Meetings.** 25 February, 20 May, 16 September, 9 December – Fridays 10.45am. Times and venues tbc

Signed .....

## Appendix 1

### Director of Cricket & Board Management Group- Richard Newton

**Autumn and Advance Programmes** have again seen record numbers. In the last 2 years Autumn has seen participants rise from 628 to 944 and Advance has gone from 969 to 1118. We have introduced 4 newly built indoor centres (based at school sites) over the last couple of years.

**Coach Development courses**, including Women only are planned for this winter, along with the introduction of the new Foundation 2 Course (Core Coach). ECB allocated County Boards a significant number of free places towards the cost of a Foundation 1/Core Coach course for priority groups (Women, BAME, low income). There is still a definite appetite for people to get involved in volunteering! Many courses (including Autumn completed courses) are already full. The 50% refund towards Clubs for candidates attending, passing and delivering coaching sessions, remains in place for 2022. Obviously, this is only applicable to those not receiving the above bursary.

**Primary School** work involving Chance to Shine and paid sessions continues to thrive along with the **Girls Secondary School** programme getting into full flow in the new year. We are hoping that the competition element can take place in 2022 after it was decimated due to covid in 2020 and 2021. We have had confirmation via the Greater Manchester Cricket Partnership that additional funding to support Primary, Secondary and Street projects will add up to 150k between 2022-2024.

**All Stars and Dynamos** – Preparations will take place in the new year to launch the 2022 programme. Following a successful campaign in 2021, Cheshire are hoping to maintain high numbers (5<sup>th</sup> ranked in the country 2021). In addition, Clubs will be offering coaching sessions for this age group outside the National Programme.

**CCB Lord Taverners Super 1's** – Cheshire has been granted over 68k for next 2 years to deliver Super 1's. This additional funding will support an all year-round cricket programme for 12-25 year olds with a disability at 4 hubs throughout the County in year 1. Further hubs will be added in year 2. Table Cricket sessions are also taking place for young people with a disability.

We are just awaiting the contract with regards to the move of **CCB offices** to County FA building on Moss Farm. All seems positive.

Pleased to announce that in November, Jordan Richards joined the CCB Coaching staff to work as a Coaching Officer in the Stockport area and Rehaan Rather will be starting in January 2022 as our Communities Development and Coaching Officer. This will bring the total number of CCB staff to 27 (5 part time)

The **County Grant Fund** panel have met twice now and allocated 67k to 9 Clubs. Cheshire have been allocated 140k for year 1.

**CPA** – Annual Review meeting to take place with ECB on 12<sup>th</sup> January 2022 to discuss progress, with particular emphasis on Tier 1 (Governance, Safeguarding, Covid, EDI). We have also been asked to give a brief report on progress over the last 12 months and priorities for the year ahead. CCB received an additional 8k relating to our performance (PRP) over the last 12 months

**Grassroots Cricket Awards** event took place in October at Old Trafford. This was a joint evening with Lancashire and proved highly successful with attendees.

A big thank you to all the volunteers in Cheshire who continue to make cricket happen.

## Appendix 2

### Cheshire County Cricket Club – David Bailey

Since the last meeting we have had our AGM and I am sure most of you will have read the content. Recent events in Yorkshire have led to a variety of zoom meetings with ECB under several guises and still had time to consider the question of EDI and Governance along with the CPA contracts in readiness for the ECB meeting (with the Board) on January 12<sup>th</sup>. This is now a zoom meeting and not a face to face. We still await the name of the County against whom we will have our Showcase match on a Sunday in July (at present!). Special nets for spinners were scheduled for this week but have been cancelled due to Covid and hopefully will reappear in January along with special Quickies and Keeper's nets. These were to have been held at King's School's New Sports Hall. David Bailey has made it known that he will step down from Chair at the end of the 2022 summer season. We are delighted that Stuart Anderson, our new Treasurer, has now taken office following Keith McGuffie's retirement. Elise Scrimgeour has also let it be known that she will be retiring from the Committee at the end of the summer. She will be difficult to replace but we will endeavour to take this as a challenge to the Governance requirements! I was saddened to hear that Mike Roff had passed away. He was a wonderful character and a great supporter of Cheshire cricket as well as Hockey and football. His tenure as Treasurer for the Board was a very successful one overseeing a sound development of the business side of Recreation cricket. Have a great Christmas very one and stay safe please - we don't want another affected season!

## Appendix 3

### Cheshire Youth Cricket - CYC Meeting Tuesday 7<sup>th</sup> December 2021 12.30 Minutes

**Attendees:** Karl Bamford, Gavin Colebourn, Peter Davies, Mike Guest, Jess Lewis, Neeruj Luthra, Gareth Moorhouse, Tim Mullins, Richard Newton, Mike Tyerman **Apologies** Sarah Hallas

**Chairman's welcome:** Karl welcomed everyone to the meeting with seasonal greetings.

**Approval of Minutes:** The minutes of the Meeting of 7<sup>th</sup> September 2021 were approved

**Constitution update:** Mike G informed the group that there had been no change since the last meeting regarding the new CYC constitution. CCB approved a new constitution (upon which the CYC constitution will be based), at their September meeting. Work will now recommence on the CYC constitution.

**County Age Groups/District Cricket-Boys:** Gavin had submitted a report prior to the meeting outlining the on-going winter programme and the intentions for the age group summer programmes. A resumption of a full summer programme for all age groups at county level and the normal district competitions is planned, with full support from the coaching staff.

Gavin has now received the ECB fixtures for next Summer, which meant work could commence on arranging full programmes for next year. He had also in his report included the guidelines for managers relating to game numbers for each age group

Gavin outlined the ongoing good relationships with neighbouring full county academies, notably Derbyshire, Worcester and Lancashire. This should ensure a working pathway for our most talented players is in place.

We then discussed the appointment and roles of two young ambassadors (Rohan Luthra and Rebecca Othick) and have subsequently received from Gavin a full description of their roles. The group were keen to give as much support to the ambassadors as possible to ensure they were fully equipped to fulfil their roles. They would also be invited to attend the post season management group meeting (Sept 2022) to give feedback on their experiences and how their year had gone.

**Girls cricket:** Jess had submitted a report prior to the meeting outlining the on-going winter programmes and the intentions for the age group summer programmes.

As with the boys Jess had only just received the ECB fixtures and was starting to put together the fixtures programme, based on again an agreed number of fixtures per age group.

The pathway for talented players was working well with 16 players in our own academy of which 5 have been selected for the NW Thunder Academy.

**Club National competitions:** Whilst nothing has been received yet from the ECB by the organisers for next season's competitions (Gavin had been given some dates by the ECB relating to the u15s comp to be kept clear from county fixtures-which he would forward to Mike Tyerman) everything was in place to commence the club invitations as soon as details were received.

**Club Junior Leagues:** Gareth had supplied a report summarising this year's activities. Leagues were starting to meet to consider next year's activities, which would likely revert to pre covid schedules, albeit with the retention of some the more successful initiatives that have been introduced during covid. Junior leagues are likely to complete their fixtures prior to the school summer holidays. Gareth was keen that CCB/CYC continue to bridge the gap during the holidays by continuing the 'Get the game on' system whereby we link up junior sides looking for fixtures in the holidays, thus ensuring the maximum number of children participate in the game right through the summer.

**Coaches Association:** Graeme had submitted a report detailing coach ed activity that has taken place and is scheduled to take place over the winter.

**Schools cricket:** Graham Clinton in a brief report raised the difficulty schools were having in organising girls cricket fixtures and was looking for any help from CYC on this issue. Jess has been made aware of the issue and is talking with Graham over this matter.

**Safeguarding:** Sarah did not attend the meeting and did not report any specific matters. No one else was aware of any specific safeguarding issues.

**Marketing:** A far-reaching discussion took place relating to how both CCB and CYC can showcase the excellent work being undertaken.

Two broad strands emerged. Firstly, to better use media links such as Twitter, Facebook. the website to illustrate the many activities taking place within the cricket community (i.e., coach education, boys and girls winter courses, activities in clubs and schools etc). It was thought the more tech savvy(!) members of the group (Gareth, Neeruj with input from Gavin, Jess and the newly appointed ambassadors could lead on this strand of improving the awareness of our activities to the cricket community. Meeting has since been organised to come up with an infographic highlighting all CCB activity

Secondly, to use more historical media channels to reach the cricket community that do not use Twitter etc. Karl suggested such initiatives as attending the coach courses to explain the breadth and range of activities undertaken by CCB/CYC and sending out correspondence to the Club Chairs with a similar content. Karl to lead on this strand with input from the relevant group members needed to deliver the initiatives.

**Treasurers/ Secretary update:** There were no secretary matters to report on.

The CCB accounts will be finalised in December at which point the CYC accounts will also be finalised and sent out to everyone. They are likely to show a surplus as the restricted age group programmes and lack of festivals reduced costs significantly with income from the ECB remaining constant.

**AOB:** Gavin reported that we will be organising the YoYo tests at the Excellence and District courses this winter and as in the past monies raised will be going to charities chosen by the CYC/CCB. Any suggestions for relevant charities should be given to Gavin who is also consulting with Julie Rafferty re safeguarding/mental health charities as well as asking the ambassadors for suggestions from the pathway.

## Appendix 4

### Cheshire Clubs Cricket Committee – David Humpage

Roll on the playing season, if for no other reason to ease the usual pressures that come in the close season !

You will all be aware of the problem that the CCL has landed itself with due to the variation of its points system during the season leading to two clubs claiming the second promotion spot after Cheadle Hulme CC. A solution has been hard to come by so far, with differences of opinion on all sides. The potential solution involving promotion for both sides failed to get support in the CCCL so it is down to the CCL to come to a decision. Very much a case of "watch this space" at the moment.

Aside from that there is a possibility of Divisions 1 and A of the CCL joining the CCCL for 2022. This is seen as a forerunner to a full merger some way down the line, but it remains to be seen if the clubs of the two leagues will support the move at present

The CCCL has carried out a club survey to ascertain their attitude to win/lose cricket and a discussion paper has been produced. It is not envisaged that there will any change format until 2023 at the earliest.

My concerns about the management of the CCL continue, and whilst Brian Boys now sits on their Executive Committee there is some work to be done to get the management of the league up to scratch.

The Women's League continues to expand with more clubs joining the hard ball leagues and the soft ball division. Sarah McCann is standing down as Chair and is being replaced by Caroline Sheridan, the previous Secretary.

The customary umpiring courses are being held both prior to and after the festive season, and the associations are confident about numbers going into 2022. If the switch of divisions referred to above takes place then there will probably be a consequential movement between the two league panels.

Richard Cragg has now resigned from his post as Chairman of the Groundsman's Association which he has galvanised into a very proactive body. He has been replaced by Andy Horsfield who is the groundsman at Timperley CC. We wish him well during his tenure of office. Courses and advice abound. The Association has identified in conjunction with the league, 6 clubs in the CCL which they intend to concentrate on in an attempt to improve their on field facilities.

We have commenced vetting applications for the County Grants, and first grants have been approved and accepted by the clubs. We currently have a budget of £140K and have so far spent in the region of £50K. Another meeting of the panel is planned for 17 December when hopefully more applications will get the nod – update at the Board Meeting itself..

Huge thanks again to Gareth and to Jess for their efforts.

## **Appendix 5**

### **Women and Girls – Di Totty**

**National Programmes** - There are no new updates.

**Girl Guiding and Community** - There are no new updates

**Schools** - The women and girls' staff will be delivering sessions in 13 secondary schools (7 in Greater Manchester and 6 in the rest of Cheshire) plus 8 primary schools county wide.

There are indoor and outdoor school competitions planned for the summer.

The primary finals date is 12<sup>th</sup> July, and the secondary final dates is 14<sup>th</sup> July.

**Club cricket** - Planning is taking place for the 2022 season. A survey has been sent out to all clubs across the county with the option to get involved with girls' cricket.

The ECB club T20 competition applications are open for Women's, U19, U15 & U13, all details are on the website.

**Club development** - We are receiving a lot of enquiries from clubs looking to start a W&Gs section. We will support these clubs through this winter to be able to start in the summer.

**Women's Softball Festivals** - We have run a series of Autumn and Christmas festivals on Astro which has been well received. We will run our indoor league from Jan-April across 5 venues in Cheshire.

**District and County** - Excellence nominations have been started. We have over 200 girls on the pathway. 128 will be invited to EXC with the others getting opportunities at District along with those not selected in county teams.

**Regional Cricket** - 5 CYC players were selected in the Thunder Academy for 2021

**Coach Education** - The women's F1 course at the Grange has started with 13 candidates. The women's F2 will take place March 22 and already has a good number of applicants. Both courses are free of charge to female coaches in Cheshire

**Cheshire Women's Cricket League** - The league continues to grow, and we are proud of the quality and variety of cricket we offer our clubs. As always, we are extremely lucky to have the support of the Board and employees. November AGM News - Caroline Sheridan elected as Chair to replace Sarah McCann. Sarah will remain involved with a focus on developing clubs (Divisions 3/4).

Ray Bell (Stockport Georgians) is to be co-opted onto the Committee to help us develop our blueprint for moving forward and revisit the CPA with Gareth Moorhouse.

Looking for a League Secretary to replace Caroline – we may need to advertise.

Leyland CC admitted to the League, Greenfield CC have been advised to speak with Lancs.

Appleton, Heaton Mersey & Cheadle, Lindow and Oakmere entering 2<sup>nd</sup> teams, and Stockport Georgians in partnership with North East Cheshire will create a 3<sup>rd</sup> team. This will give the League 32 hardball teams plus the Softball Division, which also looks to be on the increase.

Rules/Structure - Rule changes and a likely re-structuring of the League will be discussed at the Rules Meeting in January 2022. A number of radical proposals have been received, particularly from the more ambitious clubs who want more high-level cricket. ECB club competitions at T20 provides that challenge but does impact of CWCL fixtures as teams progress.

2022 Season - Depending on how the re-structure pans out, Division 1 and 2 will provide a real test for clubs as the number of talented cricketers increases, including those young players on the pathway. There are several clubs that are showing real commitment to female cricket and are willing to fund it. For example, Nantwich Vipers, promoted to Division 1 this year, have just recruited a level 3 coach to work primarily with their women and girls. So that throws down the gauntlet to others and shows that they mean business!

The annual game v MCC will be Thursday 11 August 2022.

## Appendix 6

### County Safeguarding Officer – Julie Rafferty

**1. Safe Hands Training** - Face to face Safe Hands workshops were due to start in October 2021, but due to the concerning coronavirus situation, a decision was made to postpone any delivery until early 2022.

We are hoping to deliver face to face Safe Hands workshops for new and existing Club Safeguarding Officers from February to April 2022. The ECB Safeguarding team have stated that the Safe Hands workshop cannot be delivered online by County Board trainers at this stage, but will be reviewed.

It is anticipated that the initial locations for the training will be Macclesfield, Romiley, Neston and the Cheshire FA and dates will be confirmed in the New Year.

**2. CPA Safeguarding Standards** - Work has continued to imbed the CPA Safeguarding standards in the Cheshire Cricket Board Safeguarding practices.

Most CCB employees have completed the Safeguarding Induction e-Learning and it has now been confirmed that all board members are expected to complete this training as well. The ECB should have sent the link to all board members to access the training.

CCB employees have also completed the Home Office Prevent e-Learning. The link to this training will be circulated to board members for completion. Further local Prevent training is being organised in conjunction with Cheshire Police and Cheshire West and Chester Local Authority for February 2022.

To show an acknowledgement and commitment to safeguarding in accordance with the CPA recommendations, the following documents are copied below for discussion at the forthcoming board meeting:

**County Board Safeguarding Standard Statement** - The Cheshire Cricket Board is committed to safeguarding and protecting children, young people and adults at risk to enjoy the game of cricket, both recreational and/or professional formats of the game.

Individually and collectively, we are signed up to the ECB Safe Hands Policy and are committed to deliver the ECB Safeguarding Standards as set out in the County Partnership Agreement.

We recognise our collective and individual safeguarding responsibilities and accountabilities.

We commit to:

- Implementing preventative safeguarding measures and creating safe and enjoyable cricket settings.
- Having clear, simple processes in place for reporting concerns.
- Ensuring safeguarding concerns regarding children and adults at risk are managed appropriately and thoroughly in conjunction with the ECB, Statutory agencies and other organisations as appropriate.

This commitment is made by our Board of Directors as signed and listed below to show our commitment to delivering the Safeguarding Standards for Cricket.

Board Position	Name	Date	Signature
Chairperson:			
CEO/County Lead			
Board Safeguarding Lead:			
Board member:			
Board member:			
Board member:			

#### County Safeguarding Structure

Board Safeguarding Lead	Contact Details	

County Safeguarding Officer	Contact Details	

#### Deputy Safeguarding Officer

This is the individual or individuals that will deputise in the event of the County Safeguarding Officer being on leave or unavailable.

Name	Contact Details	

### Code of Conduct – Board members

**Introduction** - The Cheshire Cricket Board takes its role as a provider of cricket for under-18s very seriously. Their wellbeing is paramount in all decisions taken by us. All children and young people we come into contact with have the same protection regardless of age, disability, gender, race, religious belief, sexual orientation or identity. The Cheshire Cricket Board also commits to safeguarding adults at risk.

We act in accordance with legislation, statutory guidance and the ECB Safe Hands Policy and we work collaboratively with the ECB in relation to concerns about the safeguarding of children, young people and adults at risk.

**Who this Code of Conduct applies to?** This Code of Conduct applies to all board members, as safeguarding is everyone's responsibility.

**Board member obligations** - It is our expectation that all our board members sign a code of conduct and will at all times act in the best interests of children and young people under the age of 18 as outlined in the ECB Safe hands document. The welfare of children and young people must always be paramount. We also expect board members to act in the best interests of adults at risk in cricket.

This includes an expectation that board members will:

- Undertake safeguarding education or training as required.
- Read and comply with the ECB Safe Hands Policy.
- Be appropriately vetted if required to do so as specified in Safe Hands.
- Act in an appropriate way at all times when in contact with children, young people and adults at risk, whether face to face, via social media, phone or by any other electronic communications.
- Recognise the importance of confidentiality when working with children, young people, adults at risk, their families and their data.
- Promptly report any concerns about safeguarding or the protection of children, young people and adults at risk in Cricket to the County Safeguarding Officer or ECB Safeguarding Team.
- Be familiar with and use the whistle blowing policy if you suspect or believe that safeguarding concerns have not been appropriately addressed by the Cheshire Cricket Board.
- Accept that, by taking this role, cricket may deem you to be in a relationship of trust with under-18 participants that you are in contact with through your role.
- Act with integrity at all times
- Seek advice from the County Safeguarding Officer or ECB Safeguarding Team if required.

Further information can be found in Safe Hands: [ECB Safe Hands Policies & Procedures](#)

Alternatively, if you have any queries or concerns regarding the Code of Conduct or safeguarding generally, please speak to the County Safeguarding Officer in the first instance.

Please sign and return a copy of this Code of Conduct to acknowledge you have read, understood and agree to comply with the document.

Breaches of the Code of Conduct are taken seriously and could lead to you being unable to be a board member with us, the involvement of the statutory agencies and the ECB.

Name:

Signed:

Date:

**3. Safeguarding themes** - Since the last board meeting the themes and issues dealt with by the CoSO relate to:

- Report of bullying, involving coach and junior member – resulting in suspension, further training and apology
- Suspension of cricketer from all cricketing activities due to not adhering to DBS process
- Several reports of historic racist incidents – one subject to investigation and liaison with club
- Inappropriate behaviour of coach - contacting junior members using several social media platforms
- Several DBS related enquiries