

CHESHIRE CRICKET BOARD LIMITED
MINUTES OF A MEETING HELD AT CHESHIRE FA OFFICES, MOSS FARM
ON FRIDAY 2 DECEMBER 2022 – 10.30am

- 1. Attendance:** Peter Davies (Chair), Mike Tyerman (Vice Chair), Mike Guest (Treasurer, and for Karl Bamford CYC), David Sharp (Secretary), Scott Elliott (Management Group Chair), David Humpage (Clubs), Jim Law (County Club), Nick Brooks (Independent Non-Executive Director), Di Totty (Independent Non-Executive Director), Neeruj Luthra (Independent Non-Executive Director), Julie Rafferty (County Safeguarding Officer), Richard Newton (Director of Cricket). **Apology:** Karl Bamford (CYC). **By invitation:** Nigel Muirhead (via Zoom)

The Chair welcomed Nick Brooks to his first meeting as a NED and our Safeguarding Lead. The Chair also welcomed Jim Law as the Member Representative for Cheshire County Cricket Club. Jim succeeded David Bailey as Cheshire CCC Chair at the Club's AGM on 28 November 2022. The Chair also welcomed Nigel Muirhead who joined via Zoom. Nigel will be nominated for appointment as Board Chair when Peter retires at the 2023 AGM.

- 2. Minutes of the Meeting 9 September 2022.** The date of the AGM in 3.1.4 of those minutes should read 2023. The minutes were amended and then signed as a true record.

3. Matters Arising from Minutes of the Meeting 9 September 2022

3.1 Governance - Appointments Process- (item 3.1 of 9 September Meeting).

3.1.1 Safeguarding Lead. At the Sept meeting it was agreed to offer Nick Brooks the role of Safeguarding Lead. Nick accepted and has been registered as a Director of the Board with Companies House. For neatness Nick's two-year tenure of office begins at the 2023 AGM.

3.1.2 Women & Girls Lead. At the Sept meeting the process for the appointment was agreed. A Nominations Committee (NC) was appointed, and the role was advertised. From those who expressed interest and provided a CV the NC chose two to meet and discuss the role. The NC met with the two applicants on 21 Nov and were impressed with both and, in particular, the skill sets they had to offer the Board. As a consequence, the NC recommended that we appoint both applicants as non-exec independent directors with one of them acting as W&G Lead. The Board agreed that we offer the W&G role to the one recommended for that role. The person offered the appointment as W&G Lead will be invited to join the Women's League committee. The Board also agreed that Di, Richard and Nigel meet with the other person to establish interest in joining the Board in a different capacity, and if that person was interested then the person should be offered the role.

The appointments would be made at the 2023 AGM.

3.1.3 Management Group Chair. At earlier meetings it was suggested that in view of the quality of the two applicants not appointed that consideration be given to finding another role within the organisation. The suggestion would be kept under review.

It was noted that the two applicants not appointed were actively involved in the Cheshire cricket network. One remains a valued member of the County League committee, and the other has recently joined the Youth committee.

3.2 Members Rules/Constitutions (item 3.2 of 9 Sept Meeting). The three Board Members (County Club, Clubs, and Youth) continue to consider their constitutions/rules in line with the ECB CPA Governance requirements. The County Club agreed its revised Rules/Constitution at its meeting on 28 November.

4. Board Management Group (BMG).

The BMG met on 25 November and the minutes circulated to the Directors and Member Representatives. On behalf of the BMG, Scott and Richard summarised activity since the September Board meeting as follows:

4.1 Board's Offices. Since our move to share the FA Offices at Hartford House, Moss Farm on 1 June 2022 we have still to complete storage arrangements and fully remove items from 2 Moss Farm Cottages. Whilst the FA, as owners, has priority use of the meeting rooms, the rooms are available for use by the main Committees of the three Board Members (County Club, Clubs Committee, and Youth).

4.2 Coaching Courses. The cost of courses and ways of supporting those financially disadvantaged is constantly reviewed. Discounts are available for those receiving Universal Credit, a 50% refund is offered to Clubs for its members attending Foundation 1 and Core Coach courses, and a bursary scheme for new coaches is available.

- 4.3 Staff.** The Board employs 27 staff (inc three part time) comprising 19 males (inc two persons of colour) and eight females.
- 4.4 Car Lease Scheme.** The BMG agreed details and options for the leasing scheme for vehicles provided to staff. The BMG also agreed to investigate the possibility of a group insurance scheme and invited Board members to offer advice if they were aware of any suitable insurance companies or brokers which the BMG could approach.
- 4.5 Pension Scheme.** The BMG is investigating the possibility of providing a more beneficial pension arrangement for our staff than may be provided by NEST.
- 4.6 CPA Meeting.** The Board including the Cheshire CCC will be given an opportunity to present progress to ECB via the County Cricket Partnership (CPA) annual review meeting on 12 December.
- 4.7 Cheshire Cricket Trust.** The Trustees met on 21 November 2022
- 4.7.1 Cheshire Cricket Board Development Scheme.** Monies raised from the biennial YoYo fundraising event for charity organised by the Board was shared with CRY (Cardiac Risk in the Young), Place2Be (a mental health charity) and Cheshire Cricket Trust.
- 4.7.2 Support from the Trust.** Trustees confirmed the Trust's support for financially disadvantaged families to enable children attending CCB Coaching Courses. The Trustees also confirmed the Trust's support for initiatives to promote EDI. The Trust has offered support to the Cheshire Association of Groundsmen to help the recruitment of young potential groundspersons in a similar way the Trust supports umpiring recruitment.

5. Director of Cricket

- 5.1 Recreational Game Conference and Assembly 30 Nov.** Peter, Nigel and Richard attended this meeting held at Loughborough and highlighted the following:
- Independent Commission for Equity in Cricket (ICEC) Report.** It was likely that the game would face a challenging time following the ICEC report in January 2023.
- Self-generation Funding.** There was an emphasis on self-generation funding in addition to that received by Board's from ECB and Chance to Shine. *At the Board meeting Richard displayed a pie chart showing our sources of funding: 54% self-generated; 35% ECB; 17% Chance to Shine/Lords Taverners.*
- Foundations in National Counties.** Several County Boards reported on the purposes and benefits of becoming Foundations (charitable status) and how it put them in a better place to attract external funding. *At the Board meeting it was agreed that at the present time it was unnecessary for CCB Ltd to seek Foundation status.*
- Anti-Discrimination Unit.** The work of the Anti-Discrimination Unit and the importance of inclusivity throughout the game. Our website has a dedicated EDI which includes our EDI Plan and the ECB Anti-Discrimination Code.
- Recreational Game Governance.** At the Conference there was positive support for the implementation of the Portas Governance Review recommendations, specifically the proposal to set up the Recreational Cricket Board, a new ECB Sub-Committee. *At the Board meeting this proposal received support in principle. Once the ECB has finalised the details they will be circulated to Boards for their formal endorsement.*
- 5.2 CCB Countywide Plan.** Our Plan, covering all the Board's activities, distributed to members prior to the meeting and displayed on screen during the meeting stimulated a positive discussion during the meeting. The Plan will be presented to the ECB at our annual CPA review on 12 December.
- 5.3 EDI.** We continue to provide opportunities for all.
- 5.3.1 Staff training.** EDI training for staff is ongoing.
- 5.3.2 Jessica Lewis.** Jess is working to achieve Level 4 coaching qualification.
- 5.3.3 ECB tutors.** Kerry Hartnett, Joanne Herbertson and Christopher Edwards are qualifying as ECB Tutors to assist the Coach Education programme.
- 5.3.4 Staff EDI objectives.** Four of our senior executives have personal EDI objectives within the CCB Countywide plan. The presentation of these objectives has already received a commendation from ECB.
- 5.3.5 Coach Support Worker course.** The very first Coach Support Worker course in Warrington was attended in full by people from diverse backgrounds. A second is planned in Stockport (December).
- 5.3.6 Staff promotions.** Rehaan Rather has been promoted to managerial status and Jessica Lewis to senior manager.
- 5.4 Children's Development Coaching courses.** A skyscraper comparison chart was displayed on screen demonstrating that our courses remain popular. A supporting pie-chart from our

Advanced Courses demonstrated the gender (82% boys; 18% girls) and ethnicity (75% white; 25% persons of colour) of attendees.

The Board is committed to develop and create opportunities for those who may have previously never experienced cricket due to their low socio-economic backgrounds.

6. Secretary

6.1 Rules Review. The Rules have been reviewed and the term Member Representatives added to various clauses to avoid ambiguity. The additions were agreed at the meeting. The revised Rules will be circulated to Directors and Member Representatives.

6.2 Arrangements for the AGM on 10 February 2023. All in accordance with the two-year cycle defined in the Rules:

6.2.1 Chair – Nigel Muirhead will be nominated for election for two years from the AGM. If elected Nigel will be appointed a Director of CCB Ltd.

6.2.2 Vice Chair – Di Totty will be nominated for election for two years from the AGM. Di was first appointed as a Director at the 2021 AGM.

6.2.3 Management Group Chair – Scott Elliott will be nominated for election for two years from the AGM. Scott was appointed a Director of CCB Ltd following the May 2022 Board meeting.

6.2.4 Nick Brooks - Nick will be nominated for election for two years from the AGM. Nick was appointed an Independent non-executive Director of CCB Ltd following the September 2022 Board meeting. Nick is our Safeguarding Lead.

6.2.5 Subject to actions agreed at the Dec Board meeting the persons referred to in 3.1.2 above will be nominated for election for two years from the AGM and if elected will be appointed Directors of CCB Ltd.

6.3 Nantwich CC. As agreed at the September meeting a contribution of £1000 was paid to Nantwich CC to help towards its costs in reaching the Royal London National Club Final at Lord's on 17 September.

6.4 Grassroots Cricket Awards. The second Awards evening shared with Lancashire to reward volunteers across the network took place on 7 October 2022 at Old Trafford. Our 11 Award winners (from 70 nominations) were listed in the minutes of our September meeting. At the Awards evening two of our nominees were announced as national winners: Inspired to Play – Ray Bell; and Cricket Innovators – Bernard Thorne. Others were announced as highly commended: Growing the Game – Andy Bennion & Sarah McCann; Game Changer – James Warburton. They are all listed on our website.

7. Treasurer.

7.1 RBS Bank Account(s). The operation has continued to perform in line with expectations with funding levels being maintained.

7.2 Investment. A lump sum investment remains in the Nationwide 95 Day Saver Account.

7.3 2021/2022 Accounts. The draft Accounts for the year to 30 September 2023 were circulated prior to the meeting. They show a satisfactory performance for the year. After the two Covid affected years, this year reverted to a more 'normal' year where the operation centres on our training courses and in school coaching activities, supported by core funding and specific funding monies from the ECB. The accounts were formally approved. Proposed: Mike Tyerman. Seconded: David Humpage. The accounts will be adopted at the AGM and circulated to the Members thereafter.

7.4 Forecast/Budget. Nigel commented that the availability of a three-year forecast/budget would assist us when identifying areas in which we wish to invest and enable us to make an early approach for ECB support. At present the funding arrangement with ECB under the current CPA finishes in 2024 so it is difficult to forecast beyond that date.

8. Cheshire County Cricket Club. Jim Law paid tribute to David Bailey whom he succeeded as the Cheshire CCC Chair at its recent AGM. In accordance with the Cheshire CCC constitution the Chair acts as its Member Representative to the Board.

8.1 Governance. The constitution has been revised and approved. A management committee reaching across cricket, finance, administration, governance and marketing will look after the day to day running of the Club, while the broader general committee will meet four times a year.

8.2 2023 Playing Format. 2023 will follow the same format as 2022 with the season starting on 16 April (one week before the County League). The fixtures are listed on the Cheshire CCC website.

8.3 Showcase Match. Sunday 30 July at Nantwich CC against Yorkshire CCC

8.4 Academy. Cheshire CCC looks forward to cooperating with Cheshire Youth to afford a smooth and transparent pathway for young players from age group cricket to national counties and beyond.

9. Clubs Committee. David Humpage's report was circulated prior to the meeting (**Appendix 1**).

10. Youth Cricket. The Cheshire Youth Cricket report prepared by Mike Guest on behalf of Karl Bamford, CYC's Member Representative, was circulated prior to the meeting (**Appendix 2**).

11. Women & Girls. The Women and Girls report prepared by Di Totty and Jessica Lewis was circulated prior to the meeting (**Appendix 3**).

12. Safeguarding. The Safeguarding report prepared by Julie Rafferty's report was circulated to Directors and Member Representatives prior to the meeting (**Appendix 4**).

12.1 Safeguarding Audit. Ahead of a Safeguarding Audit by the ECB Safeguarding team on 19 January 2023, the Board agreed an Anti-Bullying Policy, a Safeguarding Adults Policy Statement, a Safer Recruitment Policy, and a Whistleblowing Policy. These policies will be included on the Safeguarding section of the website alongside amendments to existing content.

12.2 Safeguarding Training for Board members. ECB has requested that all County Boards have Safeguarding Training for their members, and have engaged a company, Lime Culture, to conduct this training either face-to-face or virtual, ideally as part of a Board Meeting. We have arranged this training for our Board via Zoom for Friday morning 9 December.

13. Equality, Diversity & Inclusion (EDI). This item will remain a regular item on the agenda. The Board is committed to ensuring that cricket is accessible, safe and welcoming for all. Our EDI Action Plan underlines the Board's commitment to delivering EDI throughout recreational cricket while seeking to tackle discrimination in all its forms.

Our EDI Action Plan forms part of our PRP review meeting with ECB and in advance of that meeting the Plan has already received a commendation from ECB as example of best practice.

As with Safeguarding, EDI has a specific section on our website.

See also 5.3 above where we continue to give opportunities for all.

14. AOB - none

15. Date of 2023 Meetings. 10 February (followed by after the 2023 AGM), ~~19 May~~, 15 September and 8 December – all Fridays 10.30am at Hartford House, Moss Farm.

Signed

Appendix 1

Cheshire Clubs Cricket Committee – David Humpage

Now in the off-season attention switches to variations in rules and indeed the demise of some teams and the birth of others. In simple terms plans are being made for 2023

A final glance at the 2022 season shows that Didsbury were County League Premiership winners with a week to spare. Bowdon and Oulton Park were relegated to be replaced in the top-flight by Cheadle and Grappenhall.

In the Cheshire League Heaton Mersey were worthy champions and return to the County League after a lengthy absence with Northwich to accompany them. Runcorn and Barnton were relegated to the Cheshire League.

The Cheshire Cup Final was won by Nantwich.

It is too early to state with any certainty the changes to teams within the structure. We have indications of both leavers and new arrivals in the Sunday competition, and the possibility of one or two new teams in the Cheshire League. Woodley have indicated that they intend to join the CCL in 2024, having given the appropriate notice to the D&C.

There are several new clubs and teams in the Women's League as the female side of the game continues to expand, and no doubt Di will expand on this in her report. I had the pleasure of attending the AGM of the Women's League and the enthusiasm on show was plain for all to see. I think we will need a larger room for the meeting in 2023!

Looking ahead what are the challenges? The ground issue is the one that I have highlighted previously, and Gareth has sent out a survey to clubs to ascertain their spare capacity and their willingness to share with others.

The organizational structure of the Women's League is also on the agenda. As I mentioned previously discussions on this theme were progressing well until Ray Bell decided to step down from his role, but with Alan Rogers now installed as Secretary we hope to move forward again shortly.

Umpiring matters have also come under discussion. There is a shortage of umpires across all cricket and in an attempt to address this issue locally we have made both Stages 1 and 2 of the Umpiring Courses free of charge. It appears from first glance that numbers on the courses are indeed up this year, but translating that to umpires standing in senior games is another challenge. We shall see.

The possibility of having the umpiring appointments to both the CCCL and the CCL done by the same person is also being investigated. Again, we shall see how this proposal works out.

The Groundsmen's Association continues to lay on courses and is now active in many ways in assisting clubs with any problems. Paul Agar has indicated that he wishes to step down from his role as an ECB Pitch Advisor, and we have advertised for replacements(s). Early indications are that at least four people have put their names forward.

The CCCC Constitution is now with John Petch and I am hoping to meet with him shortly to review progress.

The County Grant Fund is now closed for 2022, but has been a great success. We have distributed grants totaling almost £200K to deserving clubs across the county, and hope to do so in 2023 when the scheme will be repeated.

Finally, the now customary thanks to Gareth and Jess. Customary it may be but sincerely well deserved.

Appendix 2

Cheshire Youth Cricket – Mike Guest

There has been little activity since the September Board Meeting within CYC, and our next CYC meeting is not scheduled until January 2023.

The new format annual awards event that took place outside at Northwich on 18th September combining the awards presentations with mixed age group limited overs cricket was a great success with over 200 people attending.

Thoughts are now turning to the 2023 season. Managers and coaches are in place for the representative teams.

At the under 18 boys' level, we will continue to compete in the limited overs competitions, whilst in the multi day fixtures we will integrate more closely with the County Club development team/academy, arranging fixtures with local first class and national counties, which should encourage a more integrated pathway between age group and adult teams.

Regarding the National Club Competitions, we are pleased to report that Jane Williams has willingly agreed to organise the Under 15's competition, as well as the Under 13's competition, that she has successfully organised for several years. Both Mike Tyerman and Jane have done fantastic work in running these competitions and we are delighted Jane will continue in this role.

Gareth continues his good work with the various junior leagues, and we will have a fuller report on his work after the January meeting.

Karl is continuing his work on the Constitution and is expecting to put to the CYC Committee a recommendation early in 2023.

Appendix 3

Women and Girls – Di Totty

National Programmes

No new update since last meeting This summer 902 girls took part in National Programmes. 608 of these girls took part in All Stars Cricket and 294 in Dynamos. These numbers were slightly down on the year before. 2021 figures were 696 in All Stars and 314 in Dynamos.

We are currently talking to clubs about plans for next year to increase girls only offer and planning for Dynamos festivals.

Girl Guiding and Community

We visited and delivered taster sessions to 187 Girlguiding members in 2022.

In 2023 our plans are to hold winter taster sessions at a groups usual meeting place e.g., village hall, school etc. Following these we would like to invite groups down to "Hub Clubs" and hold skills circuits or festival style games for multiple groups to be part of.

Link to clubs running Girls Only All Stars (Rainbows) or Dynamos (Brownies) and Women's softball events (Guides/Rangers).

Schools

In 2023 our target is to deliver in 24 secondary schools across four different programmes; Chance to Shine, Greater Manchester project, the Westminster fund and ECB proof of concept programme. The schools we will deliver in this year are:

Birkenhead Park School, Blacon High School, Broadoak School, Christleton-Westminster Fund, Hartford High, Helsby- Westminster Fund, Kingsway, Laurus, Longendale, Lymm, Macc Academy Ormiston, Bolingbroke Academy, Priestnall, Sale Grammar, Shavington, St Chads, St James, St Nicks, Stockport School, The Grange, The Oaks Academy, Weaverham, Werneth.

League cricket

Deadline for Division 5 (Softball) CWCL entry for 2023 is the end January with the first meeting taking place on the 7th February. We have had official interest from two new clubs (Bredbury and Elworth) and another four expressing an interest.

The CGirlsCL was still split regionally with 56 teams entering the league with ambitions to play. An increase of 23 teams is an excellent achievement. That said nine of these teams did not play any fixtures. All nine clubs had girls playing mixed cricket but could not quite get fixtures sorted for girls only fixtures.

Plan for 2023 include creating a committee for the CGCL East/North. An initial meeting for this will be held on Monday 12th December* @ 7pm on Zoom.

We will then host meetings on the 6th February and 28th March to confirm teams, structure, rules for both divisions.

Aims to increase hard ball cricket and older playing offers in the East and create more sustainable playing offers in the West.

Women's Softball Festivals and Indoor League

In 2022 we delivered 24 festivals at 13 new venues. 149 teams took part with 56 unique teams. This is same number of festivals as 2021 and we are happy with the figures.

Our indoor offer has increased for the 2022/2023. In 2022 we had 5 Indoor Leagues. This winter we have six venues and are running a 'hard ball' indoor league for the first time.

Courses and Pathway

For the first time this winter we are going to run a coaching course for women and clubs. These will allow players to develop their batting, bowling, fielding and keeping skills. We will trial these courses and see if we can expand in future years.

This year we ran three girls' autumn courses and are currently running 6 advanced courses (2 more than 2021). We are planning to run district courses for the first time in 2023 which will support the growth and development of our pathway.

We have 13 girls selected in the Cheshire Girls Academy. 11 players selected in the Thunder EPP and four in the Thunder Academy.

Cheshire Women's Cricket League (CWCL)

Season 2022 - Overview

The season finished successfully with just under 200 people attending the Annual Presentation Evening held at the Halton Stadium at the beginning of October. Following a short Q & A session, Laura McLeod presented the winning teams and individuals with their trophies. The divisional winners were as follows

Division 1 – Leigh

Division 2 – Upton

Division 3 East – Hayfield

Division 3 West – Porthill/Northern Stars

Division 4 – Lindow 2s

Division 5 East (Softball) – Macclesfield

Division 5 West (Softball) – Alvanley

At a well-attended AGM in November, an application to join the League was accepted from New Mills whereas the application from Hightown Hurricanes was rejected.

Greenfield successfully applied for promotion to Division 2, Lindow 2s and Buxton 1s were promoted to Division 3. Alvanley, Macclesfield and Toft were admitted to the hardball Division 4 as were Buxton 2s and Lindow 3s.

Stockport Trinity were relegated to Division 2, Ashton on Mersey and Woodley will join forces and play in Division 3 and Wistaston elected to drop to Division 4.

Season 2023

The total number of clubs now stands at 28 with 37 hardball teams in Divisions 1-4, the number of softball teams in Division 5 is currently 16, with numbers expected to grow in 2023.

Division 1 – 8 teams; Division 2- 7 teams; Division 3 – 10 teams; Division 4 – 12 teams. The structure of Divisions 3/4 will need to be reviewed in January, with potential regionalisation.

A review our development plan will take place in the new year and adjustments will be made to reflect the current position and create a blueprint for moving forward. The new W&G Lead will be expected to have a role in formulating the new plan.

We are currently reviewing the red/pink ball preferred supplier, potentially moving away from Readers and using Lords or Oxbridge.

The challenge as always is the need to grow the volunteer base to support the growth in the game and the impact more teams have on the demands for pitch time.

As always thanks to the Board and to Richard and his team for the support given to the League and our clubs.

Appendix 5

County Safeguarding Officer – Julie Rafferty

Safe Hands Management System (SHMS) – Phase 4

Phase 4 is to extend SHMS access to the remaining 11/12 clubs (see below) and to encourage and support them to achieve compliance on the system, ensuring that all Cheshire Cricket Clubs are compliant on SHMS by the end of the 2023 season. This is seen as an important step to imbed better safeguarding culture in clubs. Full support will be given to these clubs, including SHMS support sessions.

Audlem	Burton	Compstall*	Heaton Mersey Village	Merseyside Sport & Cultural	Saughall**
Birkenhead	Cholmondeley	Europa	Kerridge	Rostherne	The Groves

St Marys		Exiles			
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*With Marple, although to establish if still operating separately

**disbanded Saturday side but will still have mid-week league team

Safe Hands Training

The dates for the face-to-face Safe Hands workshops will be released soon and published on the website and circulated to CSO's and club contacts, with courses due to be delivered in February, March and April 2023 in all areas of the Cheshire Cricket area

CPA Safeguarding Audit – January 2023

Due to the impending Safeguarding Audit on Thursday 19 January 2023, by the ECB Safeguarding team, lots of work is ongoing to ensure that all safeguarding policies and procedures are imbedded and can be evidenced in the correct way

As part of the review process, the following activity has been taking place:

- a. Amendments to the Safeguarding section of the CCB website
- b. Creation of additional policies based on templates recommended by the ECB Safeguarding Team
 - Cheshire Cricket - Anti Bullying Policy - V1.0 draft.docx
 - Cheshire Cricket - Safeguarding Adults Policy Statement - V1.0 draft.docx
 - Cheshire Cricket - Safer Recruitment Policy - V1.0 draft.docx
 - Cheshire Cricket - Whistleblowing Policy V1.0 draft.docx
- c. Youth Engagement Strategy development
- d. Management of audit timetable
- e. Arrangement of Board Members Safeguarding training – Friday 9 December 09:30 to 11:30hrs via Zoom/ Teams

Safeguarding themes and issues

Since the last board meeting the themes and issues dealt with by the CoSO relate to:

- Review of safeguarding agreement
- Safeguarding inductions
- Encouraging new DBS verifiers at board, county and club level
- Collaboration with other CoSO colleagues
- Tracking changes to CSO in clubs
- Criminal behaviour of player/ captain and subsequent discipline action
- Dealing with a transgender case
- Advice regarding junior captains in open age cricket
- Safeguarding review of a club following a safeguarding incident

Additional responsibilities

Working with the Cheshire County Cricket Club and Cheshire Youth Cricket to ensure that all safeguarding policies and procedures are in place

End