



# Gloucestershire Cricket Foundation

The Bristol County Ground, Nevil Road, Bristol BS7 9EJ  
t: 01174 622228 e: [steve.silk@gloucestershirecricketfoundation.org](mailto:steve.silk@gloucestershirecricketfoundation.org)

## **1. In Attendance**

The Chair Andy Shield, Supported the CEO Steve Silk, various Trustees/Directors of the GCF, Employees of the GCF and representatives of Clubs, Leagues and other cricket related organisations and associations.

## **2. Apologies**

Various apologies for absence had been submitted and recorded prior to the meeting.

## **3. Reports**

### **3.1 Report from the Chair – Andy Shield / Addendum Nigel Hill.**

Gloucestershire Cricket Foundation continues to perform at an exceptionally high level. In the past year, GCF has delivered a wide range of cricket programmes in both the 'Cricket for Good' arena and in grassroots coaching at clubs, schools, and communities.

We have a terrific team at GCF. All our staff strive for excellence and show commitment and passion in everything they do. They work at full capacity and deliver scores of activities in a variety of settings. At the start of my report, I would like to say a heartfelt thank you for their hard work.

The GCF is using cricket to improve people's lives. Our game is full of enjoyment, fun, care and respect for our players, clubs, officials leagues and volunteers.

I'm particularly proud that we are providing more sessions in disability cricket and 'Walking Cricket' is expanding across our county.

I'm also proud to report that we exceed targets in five key areas set out by the ECB. The GCF continues to excel with a determined focus on women and girls' cricket. This includes children and girls in national programmes, clubs with a girls' section, junior teams, female activators, and coaches.

The GCF places a high priority on our people. The team has recently undertaken personal development reviews. Again, commitment, passion, and the desire to improve came across strongly in the results. This was evident at every level in the organisational structure of GCF. People are any organisation's greatest asset.

GCF is supported by a conscientious team of Trustees who support us; and challenge us on where to improve our performance and how to map our future direction.

The GCF can be rightly proud of its achievements, but we are mindful that the report from the Independent Commission for Equity in Cricket (ICEC) will be released shortly. It is likely to be tough reading and will provide a stark assessment of unacceptable behaviour in our national game.

Racism, sexism and discrimination of any kind has no place in our game. And we are determined at GCF to do all we can to make cricket a game for everyone.

We support the new chair ECB, Richard Thompson in his objective to make cricket the most inclusive sport in the country and for cricket to be a benchmark for others to follow.

It is fair to say that the commencement of the ICEC report investigations and extracts being fed back are being used as a vehicle to drive change. At a national level, I've been pleased to see a much more diverse set of people around the table at ECB meetings. This is an improvement, but we still have much more to do.

At the GCF, we have worked hard on fulfilling and improving our Equity, Diversity and Inclusion strategy which is a key part of the requirements of our County Partnership Agreement (CPA).

Our EDI sub-committee of employees and Trustees has spoken to many stakeholders to improve our knowledge of EDI, both within and outside cricket. We are determined to set a high standard in EDI in our game and I am happy to report that clubs and leagues are backing us in our desire for recreational cricket in Gloucestershire to be 'a game for everyone.'

Again, we have more work to do but our GDF EDI plan is in place and at the start of last season we launched our GRACE campaign. This clearly sets out five key goals and has been praised at a national level. We produced a set of posters for pavilions and dressing rooms and we will build on this during the year. Please have a look at this on our website:

<https://gloucestershirecricketfoundation.org/introducing-grace-our-equity-diversity-and-inclusion-edi-plan-2022/>

Safeguarding is also being built into everything we do at GCF. A safe and welcoming environment is at the heart of our recreational game in Gloucestershire. We all have a role to play in safeguarding and I would urge you all to make this a priority at your clubs and leagues.

The GCF is extremely grateful to the EDI team for their commitment and enthusiasm in driving forward our EDI plan. I'm also grateful and recognise the commitment of our people engaged in safeguarding, governance, finance and risk management as part of the CPA compliance. A separate and positive report on GCF's compliance to the CPA is attached as an addendum to this report.

Moving forward, the GCF is heavily involved in the creation of a facilities strategy to sustain and grow the game. We have reviewed the current state of cricket facilities and will report shortly on the requirements for the future and how these will be delivered.

The GCF finances are in a good state of health, and this will be detailed more comprehensively in the financial report. We're living through tough economic times, and we are planning to investigate how we can improve our sponsorship and commercial activity to help finance our key activities. It is important for us to consider how we can reduce our reliance on ECB funding.

I want to say thank you to all of you who work in cricket across Gloucestershire. I particularly want to thank all our volunteers. Your enthusiasm, drive, commitment and all those hours are hugely appreciated. Again - thank you.

Finally, I'd like to re-emphasise the importance of Equity, Diversity, and Inclusion in our recreational game here in Gloucestershire. This is the most important job of our cricketing era. If you see that changes need to be made at your club or league, please make them.

It is my promise as chair, that the Gloucestershire Cricket Foundation will work tirelessly to ensure that everyone is welcome in our game and that everyone will be respected whilst continuing to deliver a wide range of core cricket activities in the good for cricket and cricket for good spaces.

The 2023 season approaches, please take on board the key messages in our GRACE campaign and enjoy your cricket in a safe environment.

Andy Shield  
Chair – GCF

**There were no comments or questions arising from the Chair's report.**

### **3.2 Report from the Chief Executive Officer – Steve Silk**

#### **Objectives and Aims**

The Foundation is the governing body for recreational cricket in Gloucestershire and works in the community to deliver a range of health, education, community cohesion and cricket development projects, programmes and events.

The Objects of the Charity are for the benefit of the public generally, particularly the inhabitants of Gloucestershire and its surrounding areas, including the City of Bristol

- to promote community participation in healthy recreation by providing or assisting in the provision of facilities for the playing of and development of cricket and other sports that are capable of improving health ('facilities' in this article means land, buildings, equipment and organising sporting activities including coaching and instruction) and by working to increase levels of participation in sport and physical activity, particularly among members of socially and economically disadvantaged communities in the Area of Benefit;
- to provide and assist in providing facilities for the playing of and development of the game of cricket and other games or sport, on a recreational basis for the leisure time occupation of such persons who have need for such facilities by reason of their youth, age, infirmity or

disablement, poverty or social and economic circumstances, or for the public at large, in the interest of social welfare, with the object of improving their conditions of life, and as a means of reducing the incidence of anti-social behaviour among members of socially and economically disadvantaged communities in the Area of Benefit;

- to advance the education of people of all ages through such means as the Trustees see fit;
- to promote social inclusion for the public benefit by preventing people from becoming socially excluded, relieving the needs of those people who are socially excluded and assisting them to integrate into society. For the purpose of this clause 'socially excluded' means being excluded from society, or part of society, as a result of being a member of a socially and economically deprived community in the Area of Benefit; and
- to further such other exclusively charitable purposes according to the law of England and Wales as the Trustees see fit from time to time.

Relating directly to the objects of the charity, our work is aligned to the Inspiring Gloucestershire strategy and the ECB's cricket partnership agreement. The key pillars of our strategy are:

- 1) Creating and supporting a **strong network of clubs**, leagues, officials, coaches and volunteers.
- 2) Making **cricket more accessible** by inspiring people of all genders, ages, ethnicities and abilities to get involved.
- 3) Supporting the **performance pathway**, helping talented players fulfil their potential.
- 4) **Getting more people active** to reap the health and mental wellbeing benefits of cricket.
- 5) Using cricket as a powerful platform to **bring communities together** and break down social barriers.
- 6) Taking cricket to underserved people in difficult areas of our communities to **engage new and diverse groups**.

### **Activities and Achievements**

Each of the projects and programmes delivered by the Foundation in 2022 directly contributed to at least one of the pillars of the strategy and had a clearly defined and measurable outcome and series of ambitions. The last 12 months has seen significant growth in many areas and despite at times challenge with people resource, the achievements of the last year have been like none before on record and the Foundation should be rightly proud of its achievements.

The charity performs such a wide range of activities to achieve its objectives ranging from delivery in schools, to the running of junior and senior leagues, to the development of volunteers, to providing hot meals for children during holiday periods.

### **ECB Priorities**

The work and dedication that has been put in has been recognised by the ECB, who during the recent annual Performance Review Process, informed the Foundation that it was a leading organisation in more areas than any other county across the country, leading in the areas of Equity Diversity & Inclusion, Governance, Schools Activity, Women and Girls Participation and the Disability Pathway.

This also resulted in the Foundation over indexing by a greater amount than any other county in the country, and by some way (60+%). This is judged on the results of the recreational games 5 greatest priorities for that year, which in 2022 were:

- 1) Total number of children in National Programmes
- 2) Number of girls on National Programmes
- 3) Number of clubs with a girls' section
- 4) Number of junior teams to be playing and registered on play cricket
- 5) Number of trained female Activators and Coaches

### ***Participation Pathway***

Whilst being the 14<sup>th</sup> 'biggest' county in the country, the Foundation's work over indexed in all priority areas but none more so than in the National Programmes of All Stars and Dynamos Cricket. Gloucestershire ended up with the 3<sup>rd</sup> greatest overall number of female sign ups (1394) and 4<sup>th</sup> highest overall total number of children participating across the programmes (4585) - something that when you think of the size of counties of Yorkshire, Lancashire, Wales, Warwickshire, Surrey etc, you realise what incredible results they were.

Our schools programme continued to grow, delivering across the programmes of GCF Active Futures, Bristol Sport 'Forever Sport', Chance to Shine primary and secondary, ACE schools programme, Table Cricket and SEND programmes, and Lords Taverners Wicketz. All in all, this saw the Foundation deliver to:

- Delivering in 175 schools
- Delivering to 16075 young children
- Delivering across 3494 hours of activity

2022 saw growth in competitions also, with more schools getting involved in both primary and secondary summer and winter competitions.

### ***Club and League Development***

In Gloucestershire, clubs and their volunteers are the heartbeat of the game. As such we align resource specifically to support clubs to ensure they can thrive and grow so enabling them to attract more people to play the game and to put bats and balls into more peoples' hands.

2022 saw support provided to:

- 174 affiliated cricket clubs
- 92 clubs with junior section
- 9 senior leagues and competitions as well as 6 junior cricket leagues across the county
- 12,400 players who play in league cricket
- More than 4,800 under 11s involved in cricket at local clubs
- 57 clubs retaining or gaining Clubmark accreditation
- 92 Clubs who were aided through the Safe Hands Management System (Safeguarding portal)

The work across the year also saw the development team support clubs with facility projects through the county grant fund. An initial budget of £147,000 soon went and due to impressive performance

from the team the ECB supported Gloucestershire and its clubs with the opportunity for more financial support. This saw an additional £100,000 pounds support clubs across Gloucestershire to improve facilities for women and girls, for creating a more welcoming environment and for environmentally sustainable projects.

### ***Women & Girls Cricket***

The women and girls game is one of the fastest growing areas of cricket in Gloucestershire and as a consequence we provide dedicated support to the development of the game. In 2022 this saw:

- 386 fixtures played in the women and girls' game, up from 217 in 2021.
- 32 entries in indoor competitions, doubled from 16 in 2021.
- 68 teams taking part in women's competition, up from 35 in 2021.
- 76 trained female coaches/activators, the 6<sup>th</sup> largest total nationwide.
- 57 clubs with either a woman and / or girl's sections.

To further support this growth the Foundation is continuing to invest in this area which will see a second full time dedicated member of staff aligned to the women and girls game in 2023. 2022 also saw new competitions, more girl only club programmes and the sport very much has a very solid foundation in preparation for a very exciting 2023.

### ***Make Cricket Accessible***

Away from the traditional club environment cricket continued to be offered through local community hubs. This area of work accelerated over the last 12 months and as a consequence of creating great partnerships, employing great people, breaking down barriers, we have seen more people through non-traditional environments engage with our game and become regular attendees, than before.

Huge thanks must go to the Lord Taverners for their support of the Wicketz Development Officer and the Disability Development Officer, to the ACE (Afro-Caribbean Engagement) Charity for their support of the ACE Bristol Development Officer and to Chance to Shine for their ongoing support of the Street Hubs. Each of these programmes enable 8 to 18 year olds to access cricket in safe and structured environments on a weekly basis throughout the year.

In the last 12 months this wider community activity saw us deliver:

- 4 weekly Wicketz hubs
- 4 weekly Super1s hubs. These are disability cricket hubs in areas across the county, providing people with all forms of disability the opportunity of playing the game
- 7 weekly Chance to Shine Street hubs (including the new Cheltenham hub)
- 2 ACE hubs
- An ACE Academy
- 4 Walking Cricket hubs (targeting 50+)
- 26 free Urban Community National Programmes that saw 890 5-11 year olds engaged
- 12 days of cricket, supported by hot meals, as part of the Bristol City Council granted Holiday Activity Fund – targeted at areas of the city with a high percentage of free school meals. This saw 120 young people physically activity in the summer and the Foundations looks to develop on this further in 2023.

- A South Asian Muslim girl's programme in Easton, Bristol, which saw over 100 five to eleven year olds get involved in cricket for the very first time.

### ***Performance Pathway***

With so much introductory activity taking place across the county there are players of all ages that get the desire and hunger to play at as high a standard as they possibly can. As a consequence, it is the responsibility of the Foundation to provide a pathway to enable people to be the very best that they can be and as such, the charity provides pathways in conjunction with other cricketing organisations.

For the boys' game, the foundation works with the Gloucestershire County Cricket Club to enable children from 10 years up, to be involved in a county or zonal programme. For girls cricket, the foundation provides a pathway for elite young players from under 11s through to under 18s, as well as a county women's' team.

For those with a disability, the foundation runs teams for the visually impaired and for those with learning and physical disabilities.

Finally, the county now also boasts three over 50's teams, three over 60's teams and one over 70's team, all of which play a calendar of fixtures across the year.

In all of the performance pathways, those involved get comprehensive winter and summer training programmes as well as extensive match schedules. The results of such pathways has seen boys and girls go on to 1<sup>st</sup> class contracts and players selected for higher honours.

### ***Workforce Development***

All of the above named activities would not be able to take place without the drive and determination of volunteers and paid specialists. It is the responsibility of the foundation to provide educational courses for all forms of volunteer across the game of cricket, inclusive of coaches, umpires, scorers, groundskeepers, teachers, young leaders and the army of day-to-day volunteers that are the bedrock behind every Cricket Club in the county.

### **Financial review**

#### ***Fundraising***

The foundation generated £38,898 from direct sponsorship in 2022 which was a marginally increased figure from that in 2021. In most cases this support came from local or regional businesses who supported the aspirations of the foundation in specific work areas. A new partner this year was EESI, a facilities management company from Stroud, who wanted to support those with disabilities, and so signed up to a three year deal of support for the county disability teams.

In addition, the foundation ran two annual golf days which were once again great successes, bringing in nearly £13,000 from across the two days.

With this being the first year since moving from Gloucestershire Cricket Board to the charity, early steps have been made to set up further charitable fund raising functions, including a JustGiving site, based around raising money for specific campaigns, as well as working with Lancashire Cricket Foundation and their lottery scheme, Friends of the Foundation. This has had some early success but significantly more work is required in this space to generate new funds to enable even greater amounts of activity across the county.

All funding received/ raised is utilised to employ staff to develop and deliver projects, programmes and events that directly impact on the charities strategic aims.

### ***Financial Review***

This is the first year of operation of Gloucestershire Cricket Foundation which, as a charity, has the intention to at least break even on an annual basis.

The financial statements reveal a surplus for the year of £151,093 on income of £992,733. Of the surplus £40,412 was unrestricted, with a larger amount of £110,681 restricted for specific areas of work. The year ended with net assets of £487,061, of which £376,380 were unrestricted, whilst £110,681 was restricted.

Our unrestricted reserves at 30th September 2022 now stand at £376,380. This includes £33,384 held as potential redundancy costs and £292,356 designated in case of shut down – as per our reserves policy below.

The Trustees are looking to invest the non-designated reserves of £50,000 in to people resource so enabling the game in Gloucestershire to reach and impact even more people.

The financial position represents a strong and stable position allowing the Trustees to deliver on the charitable objectives.

### ***Reserves Policy***

The Trustees have earmarked sufficient cash resources that they feel are prudent to meet the needs of the mitigation of adverse risks as identified by the risk register. Aside from retaining a prudent amount in reserves the majority of the charities funds are to be spent in the short term with no funds held for long term investments.

Before becoming a charity, the Gloucestershire Cricket Board agreed a Reserves Policy with Andorran (the chartered accountancy practice that examines the annual Financial Accounts). This stated that reserves should cover 2 to 6 months running costs, depending on the security of the organisation's income streams. The reserves must be "Unrestricted Funds" i.e., Funds that the company is free to use as it sees fit.

Up until October 2021, the Board did not believe that it was necessary to set the policy at the top end of the range as suggested by Andorran; this was due to the secure nature of core funding from



the ECB, Chance to Shine, Lords Taverners, etc. and so 'Whichever is the greater of 3 months Running Costs plus Redundancy Costs or the Replacement Cost of Depreciated Assets' was agreed upon.

The stability of finance going in to 2022 though, following Covid and Brexit, became more unstable than in previous years and whilst the ECB have a new signed broadcasting deal, it is believed that there may be tougher times ahead. For this reason, the Finance, Risk & Audit Committee (FR&A) took the 'Reserves Policy' agenda item to the 13/10/2022 meeting, with a recommendation of increasing the term to 6 months.

It was decided that it should be amended from "Whichever is the greater of 3 months Running Costs plus Redundancy Costs or the Replacement Cost of Depreciated Assets" to "Whichever is the greater of 6 months Running Costs plus Redundancy Costs or the Replacement Cost of Depreciated Assets". The logic is that if the Company is wound up, it does not need to replace assets and understanding that assets are considerably less than running costs, plus redundancy, the reserves policy is based on **6 months Running Costs plus Redundancy Costs**.

It believes that the policy needs to provide cover for:

- 1) Late payments
- 2) Any need to coherently wind up the company or find alternative sources of funding.
- 3) The exposure to redundancy costs

The FR&A Committee proposes that the Company requires Reserves (Unrestricted Funds) to cover:

- 1 and 2 above - 6 months running costs – Currently £292,356
- Redundancy Costs – Currently £33,385

Total = £325,742

The Reserves target will be reviewed annually as part of the budgeting process, with the budget set to ensure that Reserves are on track.

### **Grants**

We are eternally grateful that our funders continue to support us, especially the England and Wales Cricket Board/Trust with £414,000, Chance to Shine with £123,000, ACE charity with £50,000 as well as the Lords Taverners and many other significant supporters.

### **Future Plans**

The Gloucestershire Cricket Foundation is committed to growing the game of cricket in Gloucestershire across all areas, Women & Girls, Disability, junior sections within clubs as well as all junior and senior league structures. It aims to use the power of cricket to deliver accessible and enjoyable opportunities that grow the sport, tackle inequalities, improve health and well-being and enable people to fulfil their potential across the county.

In line with Inspiring Gloucestershire, the county strategy for the period 2020-2024, the major aims continue to be:

- To support cricket clubs across the county so that they can provide their memberships with ever improving facilities and the very safest of environments
- To provide a participation pathway that enables cricketers of all ability levels to be able to access, play and enjoy the game
- To provide a performance pathway that enables the more elite players to be able to reach their targets through high quality practice and match-play programmes,
- To continue to resource the women & girls' game so providing the same opportunities for females as we do males
- To develop people through a catalogue of 'workforce' courses so supporting volunteers in all aspects of the game
- To make cricket accessible to as many people as possible from all walks of life and from all backgrounds. Cricket can be played by all and the intention is to provide it for all.

There will be a great number of activities that will fall under each of the above headlines but there are also some specific priorities that the Foundation aims to achieve in 2023:

- Design, launch and deliver a new Young Volunteering Programme
- Establish partnerships with universities for student placements and work experience
- Co design and deliver a new West of England Premier Women's League
- Increase numbers engaged in National Programmes
- Construct and launch a new Community Strategy

### **Structure, Governance and Management**

Gloucestershire cricket foundation is a Charitable Company Limited by Guarantee, governed by its memorandum and articles of association dated and adopted, 31<sup>st</sup> March 2022. It is a registered charity with the Charity Commission.

The Trustees who have served during the year and since the year end are set out on Page 1. The Trustees meet at least six times per year and on any other occasion as judged necessary in order to review progress and determine matters of strategy and policy.

Any decision necessary from the Trustees shall be determined by the majority of votes of the Trustees present and voting on the question.

All Trustees serve a three year term following which they can seek reappointments. The existing Trustees have the power to appoint further Trustees provided they have attained the age of 18 years and are not disqualified from taking office. The Trustees are not actively recruiting at present but have measures in place to consider potential applicants as they might arise.

For the recruitment of new Trustees, the charity has a nominations committee which is comprised of both Trustees and independent members. The committee's ambition is to have a blend and mix of representatives from across the county, with at least 30% of each gender, as well as representation from across all demographics.

New Trustees undergo training and an induction to brief them on their legal obligations under Charity and Company Law, the content of the memorandum and articles of association, the committee and decision making processes of the Foundation, the strategy and recent financial

performance of the charity. Trustees are encouraged to attend appropriate external training events where these will facilitate the undertaking of their role.

The Board of Trustees is skills based and is of maximum 12 members in size. To support the full board a Finance, Risk & Audit Committee meets at least four times per year to review the budget, analyse the forecast, maintain an appropriate and comprehensive risk register, whilst also ensuring all audit and governance work is compliant (along with the Governance Committee).

The operational management of the charity is led by the Chief Executive, who is supported by the Operations Manager and the Community Development Manager. The performances of these positions and the charity itself are reviewed at Board Meetings and any decisions on remuneration of all staff members are ratified by the Trustees.

### **ECB Governance**

The Foundation complies with the Charity Commission governance as well as at least the silver tier of the governance framework of our main funder. The County Partnership Agreement (CPA), which regulates the relationship between the Foundation and the ECB, is annually agreed and signed, and we are committed to continuing to meet the CPA standards and at least a minimum silver tier governance standard (currently Gold).

### **There were no questions or comments arising from the report of the CEO**

### **3.3 Finance and adoption of annual accounts. Phil Carter & Mark Lambert**

The accounts for the year ending 30<sup>th</sup> September 2022 attached as addendum to the minutes were approved by the meeting.

It was noted that these set of accounts are the first set accounts submitted as a charity, as such and as a requirement of operating as a charity were more comprehensive that when operating as a Cricket Board.

#### **3.3.1 Governance Report – Nigel Hill**

Governance Committee 2022 report

2022 saw the successful submission of our County Governance Framework submission to the ECB, as part of our County Partnership Agreement contract, under which we receive significant ECB funding. The Framework requires us to set out in detail how we address a wide range of governance issues, and a large number of supporting documents have to be uploaded to the ECB server. The exercise is a comprehensive review of each county's governance standards.

There are three levels which are attainable, Bronze, Silver and Gold. We have aimed straight for the Gold level.

There was an enormous amount of work required to pull together the submission and the accompanying documents, and I want to pay tribute to Steve and his team, because most of the processes we needed were already in place and being operated, and very few needed drafting from scratch.

I am pleased to report that the ECB have responded as follows:

ECB view Gloucestershire Cricket Foundation as a "leading organisation" in relation to your governance arrangements and practices. The Foundation is compliant with all mandatory governance requirements and we acknowledge and are supportive of your efforts to work towards enhanced, best practice governance arrangements

This is a great credit to Steve and the team.

The Governance Committee's role, in the meantime, is to make sure that we continue to apply all of these processes effectively. A detailed, line by line, review was carried out in February. I am pleased to report that this found that governance at GCF continues to be at a very high standard, and that no material governance failings were identified.

The Governance Committee has also carried out a significant amount of work on our Risk Register, which allows us to monitor the key risks to GCFs operations and finances. We also have in place an annual plan which ensures we don't forget any of the wide range of statutory deadlines we have to meet.

A lot of work was carried out during the year to maintain and improve the effectiveness of the board and the executive, and I'm happy to report that the outlook from a governance perspective is strong.

### **3.4 Development Groups**

#### **3.4.1 Youth league and Performance Development – Jim Donaldson**

All Youth Leagues within the County, an overview of the Boys County Performance Age Groups, Boys 'Zonal' age groups, together with Youth work in the Community and Schools, come within the Group's remit. We comprise representatives of each of the six Youth Leagues (Gloucestershire Youth Cricket League, Bristol, Cheltenham & Gloucester, Cotswold, Leaden Vale and Stroud). The GCF is represented by Scott Tremaine, Gareth Dawson, and Chris Munden. We oversee the Gloucestershire Youth League, County Rounds of the Boys Vitality National U13 & U15 KO Cup, the Gloucestershire Leagues U10 Festival, and the NatWest U16 & U19 T/20 Gloucestershire Competitions.

Thank you to everyone involved with the Group including the GCF Staff, who work tirelessly across the County with excellent results. This past year saw Jeanette Tate step back from her role of overseeing the County elements of the National Cups, and we thank Jeanette for her contributions over the years. Thank you also to everyone involved in so many areas with youth cricket across the County, where hundreds of matches and training sessions take place safely through the summer, week in, week out, largely through the commitment of (often unsung) volunteers.

Talking of volunteers, the Group discussed the extremely important and challenging subject of 'Ensuring Sustainable Youth Leagues in the County'. We are all aware that gaining volunteers for Roles is increasingly challenging, but Youth Leagues will fail to provide the level of service that young players and their Clubs need for their progressive development without volunteers coming forward to run the activities. All the Leagues are aware of the need for sustainability, but it is worryingly clear that some Leagues are currently seemingly running on the 'shoestring' of just one or two volunteers. While some of our Leagues are independent, some are part of the Senior Association. If the 'Volunteer shoestring' breaks because the workload/expectations become too great, or for some

other reason, what then happens to the young players involved? Please contact Scott at the GCF if you are interested in knowing more on this subject.

2022 thankfully was the Season when 'normality' returned to youth cricket after the two previous 'Covid' affected years. Full 'pre-season' activities were able to take place, leading in to a season where the weather was generally pretty good. Gloucestershire saw record numbers of children involved in All Stars and Dynamos at Clubs, with the County punching well above its weight in comparison to others in terms of population figures. The various Cup Competitions ran successfully, and the Leagues generally reported numbers of teams holding up well, with most matches played. The Under 10 Leagues Festival, again kindly hosted by Beaudesert School and sponsored by Martin Berrill Sports, ran smoothly, the weather was kind, and the volume of cricket played provided ample opportunities for the promising young players to gain more experience and show their potential.

The relatively new but increasingly likely subject of 'Extreme Heat' Weather Warnings led to interesting and widely divergent opinions being expressed amongst the Group about the Safety of Young Players in such situations. 'Heat/The Sun' is a very subjective matter amongst Adults, often dependent upon their personal resilience and experiences, which means Coaches, League Administrators and Parents also have widely varying and strongly held opinions about if and when it is 'safe' for Children (all Under 18s) to be playing cricket outdoors. On the face of it, current ECB Guidance appears to put the onus ('Duty of Care') on the individual, which, with such a divergence of opinion, only increases the chances of significant disagreement. The ECB have been asked if they will review their current Guidance in these circumstances.

### **3.4.2 Women & Girls Development Group Laura Charles-Price**

#### **Under 11 Girls**

The U11 girls have had a fantastic season, with their skills and match awareness hugely improving throughout the year. Everyone in the team has contributed with runs and wickets, really helping to build a positive team environment. The side started the season strong with wins against Bristol Grammar School & Dorset. Going into the July the girls prepared for a string of games on back-to-back Sundays. A strong win vs Worcester set the tone, hitting 153-5 and bowling the opposition out for just 48! It was fantastic to see the girls showing off all the skills they had worked on through the winter with standout performances of this game being Xanthe 68\* and Charvi 3-3.

The following 2 games saw the girls playing through the heatwave, which they coped with brilliantly. Ice pops and water guns kept the girls cool as they cruised through a 2-win victory vs Dorset, including a first county half century for Isla Ray in game 2. Week 2 of the heatwave proved more difficult; the 30-degree heat and a strong Somerset side ended in 2 significant losses. Despite this the girls walked away with smiles and took lots of learning away from the games. These results really showed the supportive atmosphere between the girls who have supported one another through all the highs and lows during the summer.

Jumping forward to August saw some very excited players (and coaches!) arrive at Rugby School festival. It was an amazing experience with lots of laughs, pink zinc striped faces and high-quality cricket which saw the girls win 4 out of 5 games. Highlights included a huge team effort bowling Northamptonshire out for 46 which included 6 different wicket takers; a rapid 50\* from Evie vs Oxfordshire; some great catches including a 1 handed effort from Sienna, lots of chicken pasta salad for lunches, and trading The Hundred match attack cards.

The season concluded with 2 wins which turned out to be the highest team batting totals all year with Glos setting a huge 163-6 vs Berkshire and 158-4 vs Oxfordshire, both of which the opposition were unable to chase. Highlights included 33 for Mia & 37 for Sienna vs Berkshire and 65\* for Xanthe vs Oxfordshire.

### **Performance of the Year**

This player has worked extremely hard this summer to improve her skills and has shown great dedication with her performances throughout 2022. This performance, however, stood out at the U11s Girls festival where she was opening the batting against Oxfordshire and hit 50 not out off only 26 balls which set an extremely positive tone for the match and helped us to victory. This years U11s Girls Player of the Year goes to **Evie Tadman**

### **Player of the Year**

A strong all rounder and even proving very hand behind the stumps too, this player has scored over 250 runs this season and holds the teams top two individual batting scores with 68\* against Worcestershire & 65\* against Berkshire showing her capability of playing shots all around the ground. Also taking a handy 3 for 8 off 3 overs against Oxfordshire, this years U11s Girls Player of the Year goes to **Xanthe Bolam**

### **U13s Girls**

The season got underway in early May, with a couple of warm up fixtures against Millfield School. A resounding 10 wicket win in the first match and a composed 31 run win in the second match, including a 4fer for Amelia Funnell and a hat-trick for Suri, set the tone for what turned out to be a very productive season.

The girls played their first competitive CAG fixture against Warwickshire where they prevailed by 31 runs – defending a total of 137. The girls overpowered Wiltshire a week later, winning by 8 wickets, a 3fer for Olivia Mackenzie, who took a wicket with the very first ball of the match. The teams great form continued against Somerset thanks to a gracious knock of 91 by Megan Ahearne and a 3fer for Suri Shah again showing great talent with the ball.

The girls went on to beat Oxfordshire in back-to-back T20's, winning by 59 runs and 8 wickets respectively. Imogen Davies with a fine 50 off just 33 balls and wickets were shared amongst 6 different bowlers in each of the two games. The squad recorded home victories against Cricket Wales and Devon as well as competing in the Kings Festival which was a great experience on and off the field for the players involved. A special mention to Rona Mackenzie for taking 4 for 17 against Cricket Wales.

The season finished positively with further victories against Oxfordshire, Somerset and Cricket Wales, Amelia Funnell scoring a well composed 76 against Oxfordshire and an exciting finish where the team defended a score of 67 against Cricket Wales, dismissing them for 61 with 7 different bowlers picking up wickets.

Lead U13s Girls Coach Ryan Walker said it has been an absolute pleasure to coach this group of players, many of whom I've got to know really well over the last 2 years. They've always looked out

for each other, always had each other's backs throughout the season – the true essence of teamwork!

### **Performance of the Year**

An outstanding spell from this bowler saw her pick up an incredible 4 wickets for 9 runs against Somerset. The U13s Girls Performance of the Year goes to **Olivia Mackenzie**

### **Player of the Year**

A superb all rounder in the making, this player scored 335 runs in the season which featured 2 half centuries striking at a rate of 111 she also added 7 wickets and 6 catches. An exceptional captain who has a willingness and desire to learn, the U13s Girls Player of the Year goes to **Imogen Davies**

### **U15s Girls**

The 2022 season was an excellent year for this years' Team. The format for the session was a mix of 8, ECB A Division County One Day Championship 40 over games, within "Group 9 Southwest"; 6 County T20 Competition Friendly fixtures, within a National League setup, and several friendly fixtures, against Malvern College, Buckinghamshire, the TEDDIES 100s in Oxford, and the return of the Malvern Festival mixed in along the way.

Credit must go to the team for their consistency throughout the season and for individuals stepping up to the plate in crucial situations when needed most. Our batters have gone from strength to strength converting half centuries into bigger scores, whilst our bowlers have been accurate with the ball – finishing off a few matches very quickly! It has been brilliant to see this team go from strength to strength, in particular seeing them bonding so well together to produce some excellent victories.

The results say it all for this age group, Winners of the Group 9 South West Comp & coming second overall in the England & Wales T20 Friendlies comp.

### **Performance of the Year**

We have had some really notable personal performances this year. But we believe for this year this has to be for her fantastic spell of bowling of 5 wickets for 9 runs against Devon. Our U15s Girls performance of the year goes to **Bethan Manning**

### **Player of the Year**

This player has supported the team in all aspects of the game, fielding, batting and bowling, these include fantastic runouts, top line bowling figures 4-15 v Middlesex; 3-31 v Devon; and batting high lights of 108 (138) v Berkshire, 99 (93) v Northumberland, 69 (71) v Cornwall and 54 (60) v Wales. Our U15 Girls player of the year is **Prarthana Reddy**

### **U18s Girls**

The Gloucestershire Under 18 Girls enjoyed a season to remember, reaching new heights as a team and as individuals.

After a slow start they were utterly dominant across three formats, including becoming the first Glos team to reach the ECB T20 Finals Day. They also finished with the two highest wicket-takers in the country – Rachel Le Poidevin and Liv Daniels, the top allrounder – Bea Ellis – the top wicketkeeper Katie Jones and the second highest T20 runscore in Izzy Patel.

Early defeats to Devon and Somerset, while disappointing, proved to be the catalyst that sparked the team into life. A 135 run win over Cornwall in their third game hinted at the true character and class of the side and from here they never looked back. They won the remainder of their 40 over games by huge margins – by more than 100 runs or 8 wickets in every match. The highlight of this run was a 9 wicket win over Devon who were the eventual national champions.

The mid-point of the summer was marked with the girls' first experience of two-day cricket. And it is fair to say they took to it pretty well with a ruthless demolition of local rivals Somerset by an innings and 152 runs!

The team continued to show their ability to adapt to different formats with an impressive T20 campaign that saw them win all bar one of their matches and top their group. This saw them qualify for the national Finals Day at Loughborough and a semi-final meeting with Lancashire.

In a game decided by the finest of margins the girls did themselves proud but fell agonisingly short, losing with two balls to spare. But once again the group showed their character and fighting spirit to bounce back from that disappointment and finish the season in style by beating Leicestershire in the third/fourth play off.

### **Performance of the Year**

When a team is struggling you need your big players to step up and boy did this player do that. Having lost the first 2 matches of the season the skipper asked for a promotion to open the batting. The result was an incredible innings of 125 from 95 balls which lead her side to an emphatic 135 run win over Cornwall and kick started the most successful season ever by a Gloucestershire Under 18 team. The performance of the year goes to **Bea Ellis**.

### **Player of the Year**

Sometimes in cricket the stats can tell a story as well as any narrative. This player scored 542 runs at a strike rate of over 100 and took 25 wickets at an average of 8. She made a century, took a five wicket haul - 5-13 v Wales - and contributed 5 run outs and 7 catches. She was the third highest runscore in ECB competitions in 2022 and finished in the top 10 for bowling. As if that wasn't enough she captained the side well and is an exceptional person. The player of the year is **Bea Ellis!**

## **4. Constitution Changes/Amendments**

**4.1 Name Change** – it was noted that the name of Razi Shebab Ahmed should be the correct spelling for inclusion in the constitution.

**4.2 Other Changes to Constitution** – There were no other changes.



## **5. Elections**

**5.1 Re elections due to approved terms paper** – It was reported that the terms of non-executive directors/trustees Mr Mark Lambert and Mr Razi Ahmed had reached their conclusion within the terms criteria of the organisation. Both person have expressed a willingness to continue their involvement and were duly re-elected with the approval and appreciation of the meeting .

**6. Presentations** – There were items of business.

**7. Any Other Business** – There were no pre-notified items of business to be transacted, and no other business was raised from the attendees of the meeting.

This being the case the Chair thanked everyone for their attendance and declared the meeting closed at 8.13pm.

Signed.....

Date.....

**Andy Shield Chair**