

Clare Haughey MSP

Convener  
Health, Social Care and Sport Committee  
The Scottish Parliament, Edinburgh, EH99 1SP  
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25 May 2023

Dear Clare,

Thank you for your letter of May 10, asking for an update on Cricket Scotland's (CS's) progress in improving Equity, Diversity and Inclusion (EDI) following recently reported resignations. As noted, there have been several resignations and departures from Cricket Scotland over recent months. Four members of the Anti-Racism and EDI Advisory Group stepped down from their voluntary roles in late March, followed by the resignation of CS's Chair and two Board members in early April.

I would seek to reassure you that the resignation of the Chair, and changeover of Interim CEO, has not unduly interfered with the delivery of improvements. While it has been an unwelcome distraction, the pace of change has not been slowed. The focus over recent months has been on securing funding for, and the subsequent recruitment and onboarding of, three key members of staff: a Head of EDI; a Head of Changing the Boundaries; and a Conduct in Sport Manager. We have been successful in securing exceptional professionals to fill all three of these roles, all started work in early May, and all are now making good progress. We are grateful to sportscotland for their support in filling these positions.

The resignation of members of the EDI Advisory Group has had a negative effect, both in our ability to consult with key partners on our plans, and in public perceptions around progress within the organisation. However, the Head of EDI had his EDI Action Plan agreed at the Board of May 23, which included a priority to establish a new forum to consult with on our Anti-Racism and EDI plans.

The former members of the Anti-Racism and EDI Advisory Group have been contacted to assess their interest in joining the new consultation forum. While the former Advisory Group only had one meeting, the discussion and subsequent feedback has influenced the design of the new forum. In particular, it has led to the creation of two forums: one to consult on Anti-Racism plans; and one to consult on wider EDI plans. This will ensure that work on Anti-Racism is progressed as quickly and effectively as possible, with work on other EDI elements – concerning people with other protected characteristics – will also be implemented as soon as possible,

where complementary to the Anti-Racism work. The EDI Action Plan includes the use of a 'co-creation model' with both groups to allow them to design the detail of interventions, which will ensure members of the groups have significant influence over future plans.

We have implemented a new Conduct In Sport Panel (CISP) and process to provide robust, consistent and fair handling of all disciplinary matters. This has involved both the creation of a best practice process and policy, and the carrying out of a thorough, transparent and inclusive recruitment process that has resulted in the appointment of an independent panel of 16 people. For any given case, three of the panel will be used to hear evidence and adjudicate if any sanction is required.

While the creation of the CISP is positive progress, much of our work around EDI must be focused on preventing incidences occurring in the first place. Since taking office four weeks ago, I have been listening to as many people from around the game as possible, while doubling down on implementing EDI and related governance improvements. The latter has included a thorough review of all plans, and embedding of best practice project management principles.

As actioned in the Changing The Boundaries (CTB) report, CS has published a Governance Review – authored by Harper Macleod – which sets out how the sport should be structured and run. A key recommendation is the creation of a single entity to replace the Council and Cricket Scotland Board, to provide a single point of accountability and leadership. This, and some other recommendations, require the approval of our members to change, and so a comprehensive consultation exercise with the game is being planned for this Summer and a draft consultation document created. This will not only seek to gain the members' approval for governance improvements, but also gain their input on how they would like the game to be administered by CS. While this consultation exercise is conducted, we have begun to refer to the Board as the Transitional Board, to make it clear that this will be replaced in the future by a new 'Permanent' Board once the changes have been approved.

Delivering the recommendations of CTB and Governance Review is vital to building a platform by which the game can be run effectively. In parallel with the direct recommendations, we are also working to build the capacity of Cricket Scotland to administer the game effectively. This will ensure cricket thrives in the future and is able to achieve the best-in-class administration that the game needs and deserves.

Over and above the organisational improvements, an important future focus will be a more proactive approach to communication with the game, with partners and with the public. This is both to demonstrate our progress and to demystify the situation; particularly the distinction between the improvement plans related to the CTB report, and the referrals that are being independently investigated.

In terms of key appointments, on May 23 the Board approved a plan to recruit a new Board Chair, three Independent Non-Executive Board Directors (INEDs), and the CEO. This will start immediately, with the Board's Nominations Committee

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overseeing the processes, and the support of a specialist recruitment company. This will help us to access as wide and diverse a candidate pool as possible, with a view to securing the best possible candidates. In terms of timing, the Chair, INED and CEO recruitment processes will be conducted in parallel, albeit the Chair appointment will be made before the CEO. This will allow the incoming Chair to be involved in the final selection and appointment of the CEO. The timetable as it stands is to appoint a Chair and NEDs in August, followed by the CEO in early September, which is ahead of the deadlines published in our CTB Action Plan.

I hope that the above provides a comprehensive response to your letter. While there have undoubtedly been setbacks, I am confident that the progress made in the last few months, particularly the key appointments, will have a far-reaching positive impact. My focus is on delivering the change that both CS and the wider game needs, and we are now fully resourced to do so.

Yours sincerely,



**Pete Fitzboydon**  
Interim CEO