

Clare Haughey MSP
Convener
Health, Social Care and Sport Committee
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25 May 2023

Cricket Scotland

Dear Clare,

Thank you for your letter regarding the recent reports of resignations at Cricket Scotland.

As you know, four members of Cricket Scotland's Anti-Racism and EDI Advisory Group resigned in late March, following the publication of an update by the then Chair of the organisation. I was deeply disappointed that these individuals were put in a situation where they felt they had no option other than to resign their positions. However, I fully respect and understand their decision to do so. Anjan Luthra then resigned as Chair of Cricket Scotland at the end of March.

Following these resignations and the departure of Gordon Arthur as Interim CEO, we took immediate steps to provide additional leadership and governance support to Cricket Scotland. We are committed to working with the new Cricket Scotland leadership team to provide stability and to ensure the organisation makes the positive progress that we all want to see.

While we have been sharing our quarterly updates with the Committee, most recently on 1 May, I am pleased to have the opportunity to provide some further detail of the progress made by Cricket Scotland and the additional support we have put in place to support this.

Progress and support

Cricket Scotland remains in a period of significant change and there are undoubtedly many challenges that lie ahead. It is vital that Cricket Scotland continues to address all recommendations in the Changing The Boundaries report and consults meaningfully with all key stakeholders as part of this process. Please find our most recent public update attached (Appendix A) which notes progress against each recommendation.

Across all recommendations, it has become clear that capacity has been a challenge for Cricket Scotland to deliver at the pace that we want to see. **sportscotland** is

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providing additional investment to allow a series of key senior appointments, including the arrival of Pete Fitzboydon as Interim Chief Executive. Pete has extensive experience from several leadership roles within British sport, including as Interim Chief Executive of both Badminton England and Cycling UK.

The Senior Leadership Team has been further enhanced by the appointment of Kash Taank as Head of Equality, Diversity and Inclusion, and Val Lindsay as Head of Changing the Boundaries.

The Head of Changing the Boundaries post is a fixed-term role to focus on completing the work recommended by the report. Val brings to the role 25 years in the public and private sector, specialising in HR and organisational development.

Kash has joined on secondment from his role as Sports Equalities Manager with Glasgow Life. He is tasked with finalising the Anti-Racism and EDI Strategy and Delivery Plan. As an immediate priority, Cricket Scotland is creating two new consultative forums, one focused on anti-racism and the other on aspects of equality, diversity and inclusion. This step has followed a review of purpose structure and membership of the Anti-Racism and EDI Advisory Group. Cricket Scotland has reached out to the individuals who resigned from the Advisory Group to discuss their potential future engagement.

Clearly, the referrals process is another area where significant further progress needs to be made. **sportscotland's** support for the investigation process includes contracting leading law sports firm Harper MacLeod LLP and UK-wide race equality charity Sporting Equals to independently review all complaints received.

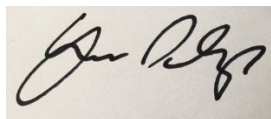
Over the summer, when these investigations are complete, the independent team will submit their reports and associated recommendations to Cricket Scotland for final decisions and actions. Cricket Scotland's appointment of a new Head of Changing the Boundaries and a new Conduct in Sport Manager are vital to ensuring that the organisation can receive those reports and deliver its own process to make final decisions on each case.

We remain fully committed to helping rebuild Scottish cricket and have provided unprecedented levels of support to Cricket Scotland since publication of the Changing The Boundaries report in July 2022. Taking into account both direct and indirect investment in cricket, that support represented an almost doubling of our investment across the financial year 2022-23. We will provide further additional investment in 2023-24 to provide the increased capacity and external support outlined above. Along side our financial investment, my staff team continue to provide extensive time and expertise on a daily basis to support Cricket Scotland.

I believe that with everyone working together, we will ensure that Scottish cricket has a bright new future, but I would reiterate that we will never lose sight of why we are here; the need for real and meaningful cultural change in Scottish cricket. I am clear that the decision to remove Cricket Scotland from special measures is one that **sportscotland** will make and we will only make it when we are completely satisfied that the recommendations of the independent review into racism in Scottish cricket have been fully delivered.

We will publish further public progress updates in July and October this year and I will of course continue to keep the Committee updated.

Yours sincerely,



Forbes Dunlop
Chief Executive Officer

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Appendix A: Changing The Boundaries immediate recommendations April progress update

Special measures

Recommendation: Cricket Scotland to be placed in special measures by **sportscotland**. Special measures to be in place until October 2023 to provide a full year of oversight by **sportscotland**.

Status: Ongoing (No change) ●

Board recruitment

Recommendation: Cricket Scotland to commence an immediate recruitment process for new Board members, with appointments made by 30 September 2022. (The diversity of the Board members should be a minimum of 40% men and 40% women, and ensuring that a minimum of 25% of the total Board makeup come from of Black, South-East Asian, or other mixed or multiple ethnic groups.)

Progress update:

- An interim transitional Board is currently in place.
- Transitional Board members are 100% male and 50% from ethnically diverse communities.
- Priority is to being given to the appointment of permanent Board members over the coming months to ensure Cricket Scotland meets the diversity targets set out in the recommendations. This will be monitored on an ongoing basis.

Status: In Progress (No change) ●

Action Plan

Recommendation: Action Plan to be developed by Cricket Scotland which addresses the immediate actions and short-term KPIs contained within the Changing The Boundaries report. The Action Plan should be approved by **sportscotland** by 30 September 2022.

Progress update: Initial short-term Changing The Boundaries Action Plan approved by **sportscotland**. Implementation to be reviewed to ensure it delivers against all recommendations and significantly improves not only the systems and practices but also the culture within Cricket Scotland.

- Cricket Scotland has appointed a Head of Equality, Diversity and Inclusion (EDI)
- Draft anti-racism and EDI Strategy and Delivery Plan to be further by Head of HDI.
- Once developed, the anti-racism and EDI Strategy and Delivery Plan to be fully consulted on with the cricketing community including anti-racism partners.
- Head of EDI to review status of anti-racism and EDI Advisory Group.

Status: Complete (Immediate priority to be given to finalising anti-racism and EDI Strategy and Delivery Plan as well as anti-racism and EDI Advisory Group) ●

Special measures (WDCU)

Recommendation: Western District Cricket Union (WDCU) is placed in special measures by Cricket Scotland with immediate effect.

Status: Ongoing (No change) ●

WDCU disciplinary process

Recommendation: Temporary and immediate suspension of WDCU's role in managing all disciplinary matters relating to its competitions and clubs. These are to be handed to an alternative organisation to manage.

Status: Complete (No change) ●

WDCU review

Recommendation: An urgent, independent review into the overall effectiveness of WDCU's Management Committee implementation of the disciplinary processes to be completed by 30 September 2022.

Progress update:

- New WDCU Executive Committee appointed 7 September 2022.
- 50% of newly Executive Committee positions filled by people from ethnically diverse communities.
- Independent review of disciplinary process now complete.
- Recommendations passed to new WDCU Executive Committee for further action.

Status: Complete (No change) ●

Referrals

Recommendation: Cricket Scotland addresses the backlog in referrals generated from the review. All investigations resulting from referrals to be expedited by a third party with the appropriate expertise.

Progress update: Following publication of the Changing The Boundaries report in July 2022, the number of referrals passed to Cricket Scotland has increased from 68 to 87, relating to 53 allegations of racism against 31 different people, two clubs and two Regional Associations.

In total there are 62 unique complaints, with nine considered to be non-race related. All complaints received are reviewed as part of an independent process being led by leading sports law firm Harper MacLeod LLP, UK-wide race equality charity Sporting Equals, and where appropriate, anti-racism campaign group Running Out Racism.

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Following the high-level review Cricket Scotland has confirmed that of the 53 complaints that include allegations of racism, 22 require further formal investigation. A further review of all complaints could lead to these number being amended in the coming weeks.

All complainants have now been contacted in relation to the referral process and Harper Macleod and Sporting Equals have started investigating the initial cases from the 22 that involve potential rule breaches, as well as in gathering further information on other cases which require further clarity before decisions can be taken on the next steps.

As part of this stage of the process, the independent investigation team is now directly engaging with respondents and witnesses. When these investigations are complete the independent investigations team will submit a report and associated recommendation(s) to Cricket Scotland for final decisions and actions.

Status: In Progress (No change) ●