

# Health, Social Care and Sport Committee

## 3rd Meeting, 2023 (Session 6), Tuesday, 24 January 2023

### Independent Review into Racism in Scottish Cricket

#### Note by the clerk

#### Background

1. On 7 September 2022, the Committee wrote to Cricket Scotland and sportscotland, highlighting significant concerns about the key findings of the Review, in particular that the governance and leadership practices of Cricket Scotland were found to be institutionally racist, and that Cricket Scotland has been placed in special measures until at least October 2023 as a consequence.
2. The Committee held an [evidence session](#) with Cricket Scotland and sportscotland on 4 October 2022 to understand more about the measures they are taking to address the findings and high-level recommendations of the Review.
3. Following that session, the Committee wrote to Cricket Scotland requesting:
  - details of Cricket Scotland's approach to addressing the HR-related recommendations of the independent review, specifically those relating to the appointment of a new HR Manager;
  - a copy of the governance review of cricket and an anti-racism and EDI strategy once published; and
  - a copy of the interim report on Cricket Scotland's response to the independent review.
4. A response from Cricket Scotland was received on 7 December 2022 and is available at Annexe A.

#### Today's meeting

5. At its meeting today, the Committee will take evidence from Cricket Scotland and sportscotland to receive an update on these organisations' progress towards implementing the recommendations of the independent review into racism in Scottish cricket.

#### Clerks to the Committee

19 January 2023

**Annexe A**

**Letter received from Cricket Scotland dated 7 December 2022**

**Independent Review into Racism in Scottish Cricket**

Thank you for your letter of 23rd November.

I can provide you with the following updates to the points raised:

- I am sorry that the members heard an overriding emphasis on Communications at the expense of HR in my responses to questions from the Committee. That was not my intention, but it did reflect my concerns at the time regarding the clarity of how progress would be made in the period ahead. These concerns have been reflected in the last two months in that we have still been unable to find a suitable candidate for the Head of Communications role, but we have a clear way forward to deliver all the requirements of the Changing The Boundaries report that come under the HR banner.
- Cricket Scotland, with the support of sportscotland, have contracted in specialist resource to:
  - review all the organisation's policies and procedures and to create a staff handbook with all the relevant people policies in one place.
  - review all job descriptions and contracts of employment
  - build and help put in place a thorough, modern and consistent people management approach for all employees. All of the above will be reviewed through an EDI lens and will be delivered through a new software system accessible to all staff. All of this is in line with the recommendations contained within the Changing The Boundaries report.
- As I intimated at the Committee session, we have decided against employing a full time HR Manager. What we are doing is finalising a contract with an outsourced HR provider that will give Cricket Scotland access to a much wider set of specialist skills than we would ever get in one employee, at a cost considerably less than the cost of employing a permanent member of staff. This will provide an efficient and high quality resource to the organisation across all aspects of HR.
- I can confirm that good progress is being made with both the Governance Review and EDI Strategy, in line with the year-end deadlines. These will require further discussion and consultation with various partners in the new year prior to publication, so I am not in a position to confirm publication dates at this stage.
- A further update on Cricket Scotland's response to the independent review will be published reflecting progress as at the end of the year, which will update the progress reported in September.

I anticipate this will go out early in 2023 and will be happy to share this with you in due course. In the meantime, the independent review team has started investigations on a number of the referrals received from Plan4Sport and Cricket Scotland is establishing the Conduct in Sport Panel which will, in due course, hear the outcomes of the investigations and make recommendations regarding sanctions or other appropriate courses of action. I hope the above is helpful and if I can provide any further clarity, please do get in touch.

Yours sincerely

Gordon Arthur  
CEO, Cricket Scotland