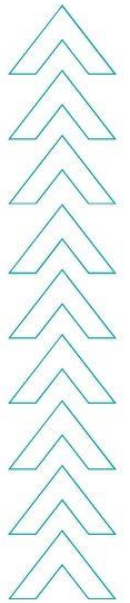




**CRICKET  
SCOTLAND**



2022

# ANNUAL REPORT

United • Dynamic • Determined • Integrity • Excellence • Inclusive

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# ANNUAL REPORT 2022

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The year was dominated by the lead up to, and subsequent publication of the Changing the Boundaries (CtB) report in July 2022. While this Annual Report is primarily focused on the 2022 calendar year, given the importance of some of the subject matter and the challenges faced by the organisation and sport, more recent updates have been included to provide a fuller depiction. The CtB report, accepted in entirety by Cricket Scotland, was clear on the many areas where we need to improve to eliminate institutional racism from our sport, and we are now fully committed to, resourced and focussed on delivering those recommendations in full.

While I have only recently started my role as Interim CEO, I have sought to speak to as many people from the sport as possible. It is clear that there is pain throughout the sport, which unfortunately is likely to continue while all reports of racism are independently and thoroughly investigated, acted upon, and lessons are learned. However, while there may be pain looking backwards, I have sensed consensus looking forwards, united by a desire to ensure cricket is a safe and welcoming environment for everyone to enjoy and for the sport to flourish for future generations.

My own observation of Cricket Scotland itself is that of a lean organisation that is in need of modernisation, that has to adapt to meet the needs of a sport that, in some cases, it has become disconnected from. Addressing this is a priority, in tandem with the vital CtB changes, to ensure the sport is well run so that there can be no repeat.

Given the above, it is easy to forget that 2022 saw a memorable cricket season. The fantastic weather throughout the summer saw titles won by Carlton CC, Ferguslie CC, Heriots CC, Knight Riders, Meigle, and Northern Counties, with many nail-biting finishes to pivotal matches.

The Cricket Scotland Match Officials Association (CSMOA) continued to establish itself as an organisation, including delivering CSMOA branded training courses for 96 participants across areas such as 'Introduction to Umpiring', as well as Stage 1, Stage 2, and Female only Stage 1 courses.

The scoring system – CS Live – continued its progress following its commencement in 2021, with all five regional associations converted to the platform in 2022 scoring their league and cup fixtures. The platform now manages over 50 competitions throughout the country involving more than 5,000 players. In addition to CS Live, a range of clubs throughout the country opted to utilise the Frogbox camera system and now regularly stream their matches with live scoring.

From a personal point of view, I have been particularly impressed with the community work that Cricket Scotland continues to deliver, with notable successes such as the Wee Bash tournaments, Tapeball, as well as our year-round Wicketz and Disability Cricket programmes. We were proud to support the Edinburgh Box Cricket tournament in March, for the first time; a fast and skillful format from India. We continue to be grateful for the ongoing support from our many partners, including the Lord's Taverners, Chance to Shine, Beyond Boundaries, the ECB, MCC Foundation and the many local partners.

At the elite end of the game, 2022 saw continued enhancement of our capability to find and nurture talent, both on-field and off-field, including new partnerships to enhance psychological capabilities of developing players. The Men's National Team showed their ability to compete with the top nations in the world when we hosted a talented New Zealand team, which was reinforced by some strong performances at the T20 World Cup, including a victory against the West Indies. The Women's National Team also showed their ability to compete against the best globally, although despite a strong showing failed to qualify for the Commonwealth Finals. We hope that the recent additional funding to the women's game will help to give the team an added ability to compete at the very highest level.

Lastly, financially we remain in a solid position, achieving a tight budget in 2022 after which continued ICC and **sport**scotland funding should allow us to make the required improvements in a financially sustainable manner.

Overall, Cricket Scotland has endured a challenging period, but we now have the resources, plan and commitment in place to ensure the sport emerges better and stronger.



Pete Fitzboydon

Interim CEO

# CHANGING THE BOUNDARIES

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The independent review into racism within Scottish cricket, which was commissioned by **sportscotland** in December 2021 and carried out by Plan4Sport, was supported from the outset by our ongoing commitment to improve the way we are run. This commitment was given on the basis that in future no-one should experience racism within cricket in Scotland, and our cricketing community will be made stronger through diversity.

## Publication of Changing the Boundaries Report

The subsequent publication of the **Changing the Boundaries** report in July 2022 set out immediate recommendations, including the appointment of four new key roles to provide the relevant specialist expertise to drive the required changes identified in the report. The roles all of which have been filled are - **Head of EDI, Disciplinary Manager, HR Manager and Head of Communications**.

Another immediate recommendation was the creation of an independent disciplinary panel to hear conduct issues across the sport. A new **Conduct in Sport Panel** has since been established with appropriately qualified external representatives, and this Panel will also hear the outcomes and recommendations from the external investigation team into the individual allegations of racism in cricket. These allegations came from the in-depth consultation exercise, which we encouraged all those who felt affected by racism in cricket to engage with. To date, four cases have been closed; none of which were recommended to be heard by the Panel due to either insufficient evidence or other extenuating circumstances. The external investigation team has advised the next release of outcomes and recommendations from the referrals process will be passed to Cricket Scotland for a final decision later in June 2023.

A further recommendation from the review was to undertake an independent **Governance Review** of Cricket Scotland, based on evidence of failings in the existing governance structure. The independent legal firm Harper MacLeod LLP carried out the review which identified a disconnect between the Cricket Scotland Limited (CSL) Board and the Cricket Scotland Council Limited (CSCL) Board. It also noted a lack of clarity and understanding of each other's role and the cohesion between the two entities, including which entity is recognised as the Governing Body for cricket in Scotland.

On these findings the Governance Review recommended a move to one corporate entity with one clear Board leading the Governing Body in Scotland, supported by an effective sub-committee structure, to drive the sport forward with direct accountability to the membership. The review concluded that this revised structure would provide a robust framework for good governance, with a clear mandate to set and implement agreed strategies, all of which would ensure that: the failings identified in the '**Changing the Boundaries**' report are appropriately managed; that lessons are learned; and that significant improvements continue to be made to protect all associated and affiliated to Cricket Scotland.



Prior to launching a consultation with staff and the membership on the future governance structure of Cricket Scotland, a survey to provide an opportunity for all to **'have your say'** is being launched in June 2023. The data analysis from this survey will help shape the consultation process which will be rolled out later in August, with a final recommendation on the governance structure of Cricket Scotland going to the Membership for consideration and approval in late Summer 2023.

These are the major findings and recommendations, some of which have already been delivered alongside other relatively minor actions, all of which demonstrate the firm commitment to make the game safer, more welcoming, and inclusive to all who **'just love cricket.'**

## Equality, Diversity & Inclusion (EDI) Action Plan

As a part of our commitment to delivering positive change, an Anti-Racism and EDI Advisory Group was established in February 2023. However, due to a variety of issues several members felt they needed to resign soon after its establishment, which significantly hindered the consultation process.

A Head of EDI was appointed in April 2023, and will lead on many of the recommendations from the Changing the Boundaries Report, as well as the wider EDI agenda. Priority will be the re-establishment of the advisory group to guide delivery, which will include the roll out of Anti Racism and EDI training across the cricketing structure. There were a number of learnings from the initial group meeting, which have subsequently been incorporated into the terms of reference document.

## Communications

Following a change in the structure of the communications department in early 2022, Cricket Scotland was supported by **sportscotland's** media & communications team throughout the year.

Industry specialists, Innes & Campbell Communications, were contracted during the season to support the organisation in the lead up to the publication of the Changing the Boundaries report.

A Head of Communications was recommended following the publication of the report and recruitment commenced for this role in October 2022 and filled in early 2023.

Investment in the communications department has been identified by the report as being crucial to assist with restoring the public reputation of the organisation, as well as helping to improve relationships between Cricket Scotland and its clubs and communities. One of the first steps has been reporting around the progress of the changes implemented as part of the Changing the Boundaries report, working in conjunction with **sportscotland**.

An increase in resources, including the recruitment of a Social Media and Marketing Executive as well as investment in upgraded technology, has enabled immediate improvements to be made in creative output. Longer term, the creation of a detailed communications strategy, including the embedding of anti-racism narrative through wider communications, aligned with the newly defined strategic goals of the organisation, will create a framework for Cricket Scotland to communicate its internal and external messaging in a more transparent and consistent manner.



# DEVELOPMENT

## Domestic Cricket

Thanks to an incredible spell of good weather over the 2022 season, leagues and competitions throughout the country were able to play the vast majority of matches without any rain interruptions.

National junior and senior cup competitions all received an increased entry from the 2021 season and congratulations to all our winners in 2022.

In the domestic leagues, Carlton CC defended their Women's Premier League title in a thrilling final day's action pipping West of Scotland. Ferguslie CC were triumphant in the WDCU Premier League and Heriots CC defended their Eastern Premier League title.

In the NESC Grade 1, Knight Riders narrowly beat Bon Accord to the title, whilst in the SPCU NE Championship, Meigle took the trophy and then successfully won the promotion to the EPL. In the NOSCA Senior League, Northern Counties won ahead of Forres St Lawrence.

Ferguslie won an exciting Grand Final versus Forfarshire to lift the Willie Morton /Morton Memorial Trophy. All domestic league results are available on each of the respective regional CS Live websites.

2022 Roll of Honour- Youth	
U13 ECB Vitality Cup:	<b>Carlton CC</b>
U14 Scottish Cup:	<b>Grange CC</b>
U15 ECB Vitality Cup:	<b>Clydesdale CC</b>
U16 Scottish Cup:	<b>Grange CC</b>

2022 Roll of Honour- Senior	
CS Challenge Cup:	<b>Morton CC</b>
T20 Men's Scottish Cup:	<b>Forfarshire CC</b>
BB Women's T20 Scottish Cup:	<b>Northern Lights</b>
CS Men's Scottish Cup:	<b>Forfarshire CC</b>





# Supporting Domestic Cricket

## CSMOA

2022, the second year of the Cricket Scotland Match Officials Association's (CSMOA) existence, was a year of fine-tuning and consolidation. With a membership of 166 umpires and scorers, 2,363 umpire appointments were issued and scorer appointments were made to just under 100 fixtures.

The newly developed CSMOA branded training courses took place with 96 participants attending Introduction to Umpiring, Stage 1, Stage 2, and Female only Stage 1 courses pre-season. Assessor training by David Jukes and Neil Davidson took place in March and Observer Reports and Advisor reports were provided throughout the season to support development and categorisation.

Our three international ICC umpires were Allan Haggo, David McLean, and Ryan Milne.

And finally, two new Management Committee roles were created: EDI & Child Wellbeing Manager and a Female Pathway Manager.

Cricket Scotland would like to take this opportunity to thank the Management Committee and other volunteers in the CSMOA for the enormous amount of voluntary time that they continue to give, providing cricket in Scotland with the vital component of umpires and scorers.

## CS Live

Following the investment in 2021 of the digital scoring platform CS Live, all five regional associations converted to the platform in 2022 scoring their league and cup fixtures.

The platform, which was adapted to suit each of the regions league rules and points systems, now manages over 50 competitions throughout the country involving more than 5,000 players. In addition to CS Live, a range of clubs throughout the country opted to utilise the Frogbox camera system and now regularly stream their matches with live scoring.



## CS Development Team

The Development Team were delighted to resume indoor activities after the pandemic with plenty of Wee Bash tournaments, Tapeball and Foundation 1 coaching courses around the country early in the year, as well as our year-round Wicketz and Disability Cricket programmes. We were proud to support the Edinburgh Box Cricket tournament in March, for the first time, a fast and skillful format from India.

A wide range of programmes were once again available to clubs to help grow and retain their membership with support from our team of Regional Development Officers, Disability Cricket Development Officer, Women and Girls Development Manager and Workforce Development Manager. The focus is on first experience with All Stars Cricket and Dynamos Cricket, with Girls-only Dynamos centres proving a great way to start a girl's programme in the club environment.

## Women & Girls' Cricket

The growth of women and girls cricket continued with more clubs starting a women and/or girls section resulting in the introduction of the Challenger League, a friendly hard-ball format, designed to bridge the gap between the Wee Bash and the Women's Premier League. The CricHIIT online Activator training was developed allowing this great concept to be shared with a global wider audience. The charity Beyond Boundaries continued to support our women and girls' programmes: the Wee Bash indoor and summer edition, female coaching course support and the Beyond Boundaries T20 Women's Scottish Cup.

## Disability Cricket

Super 1's and Table cricket continued to be delivered around the country and 3 clubs, Livingston CC, Fraserburgh CC and Galloway CC received Disability Champions Club (DCC) status, in partnership with the charity Beyond Boundaries and the ECB, making the total DCC's to six. An online training course for Table Cricket was developed and successfully delivered and the UK's most Northern Super 1s hub got up and running in Shetland!

## Wicketz

The Wicketz hubs in Govanhill, Pollokshields and Springburn continue to thrive in partnership with the Lord's Taverners, Active Life Club and Glasgow Caledonian University. Beyond Boundaries again kindly provided funding for free All Stars and Dynamos programmes at each of the hubs as part of their HOWZAT! Programme. The new Edinburgh hub in Liberton became well established on a Friday afternoon and a second hub was successfully launched in Craigroyston.

## Partners

With partners Chance to Shine, we delivered Whole School Programmes and year-round Street Cricket in Aberdeen and Edinburgh and the Secondary Schools Girls Leadership programme in Dumfries.

In partnership with the MCC Foundation, a 10-week hub programme for girls and boys was delivered in Glasgow at High School of Glasgow and in Edinburgh at George Watson's College.

Partnership working is essential for many of our Development Programmes and we are very grateful to the Lord's Taverners, Chance to Shine, Beyond Boundaries, the ECB, MCC Foundation and the many local partners for their continued support.

## Workforce Development & Coach Education

The lifting of COVID restrictions meant the face-to-face element of coach development was reintroduced in 2022.

The decision was made in Q3 2022 to align ourselves with the new Coach Education and Development programme run by the ICC, moving away from the ECB formal education courses.

The new ICC programme will run at 4 levels from Foundation to Level 3 (piloted 2024)

There was a significant amount of delivery in 2022, including the following:

- ECB Foundation Course - 7 courses with 73 attendees
- ICC Foundation Course (online) – 220 courses sign ups
- ICC Level 1 – Two courses with 20 attendees
- Teacher Training – Two workshops with 17 attendees
- Working with Parents in Sport workshop – Three workshops with 60 attendees
- Table Cricket Course – Four courses with 34 attendees
- Chance to Shine coach training - One two-day course delivered in Scotland





# PERFORMANCE PATHWAY

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After the previous years of disruption due to COVID, we finally returned to an entire cricket programme for the various Regional and Pathway groups for winter/summer 2022. In total, 82 games were played in the Performance Pathway in 2022.

The year's main highlight was the excellent performance by the women's u19s squad to qualify for the inaugural Women's u19s World Cup. The squad led by Katherine Fraser beat the Netherlands 3-0 to qualify for the event in South Africa in January 2023.



## National Squad Highlights

There were many highlights for the National squads, including:

- Men's u19s participated in the u19s World Cup in West Indies in January 2022. In a challenging group, the squad performed strongly in matches against Sri Lanka and Australia.
- The National Boys u15s took part in the ECB u16s one-day competition
- The National u17s Boys took part in the ECB u18s one day and the T20 cup
- The National u15s Boys beat Ireland 3-1 in the Celtic Cup Series hosted by Dumfries CC
- The National u17s drew the Celtic Series in Belfast 2-2
- The National Girls Emerging Squad played Durham, Northumberland, as part of their summer programme.



## Regional Squad Highlights

Regional squad highlights included:

- The Girls u18s Regional Series, which consisted of only T20 cricket in the lead-up to the WCQs, was won by the Eastern Knights.
- The Caledonian Highlanders won the Boys u17s Regional Series, which included 1-day, 2-day and T20 fixtures.
- The Boys u15s Regional Series, which included 1-day and T20 fixtures, was won by Eastern Knights.

## Pathway Partnerships

We continued to develop our partnerships to help enhance our pathway, with highlights including:

- We continued our partnership with Glasgow Caledonian University for Sport Psychology support. Students from their Masters in Sport Psychology course are now supporting both the male and female pathways.
- Increased access to strength and conditioning for male and female pathway players.
- A continuation of the partnership with 'Support Within Sport' has been an invaluable welfare support service for players and staff at all levels.
- We continued the partnership agreement with Dollar Academy to be a training and playing venue partner for our National Pathway teams.
- A continuation of the partnership agreement with Dumfries Cricket Club to host the Celtic Cup series matches in Scotland.
- A continuation of the partnership with Napier University to provide training facilities and support for the Performance Academy programme



# HIGH PERFORMANCE

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## Women's International Cricket

The Women's team started the year in Malaysia intending to qualify for the Commonwealth Games. With COVID restrictions very much still in place the team beat Kenya and Malaysia but were defeated by stiff opposition, Sri Lanka, and Bangladesh.

It wasn't until August that the women next played international cricket. The team started their preparation for the World Cup qualifier with a series against Fairbreak XI winning 1 of the 2 games before going on to play Ireland. The Irish series saw the women play their first international game at Grange CC. The Irish won the series 2-0 with the last game lost to the rain.

After the Irish series, the team went to the UAE in a bid to qualify for the T20 World Cup. The team started strongly beating the USA by 79 runs but then lost to a highly talented Bangladesh team, meaning that only a victory against the Irish would be enough in the final group game to get the team to the semi-finals. Sadly, the Irish were the better team on the day and won by 19 runs. The team went onto the playoff rounds beating the UAE comfortably scoring 172 runs and then losing to Papua New Guinea in the final match.



## Men's International Cricket

2022 was a busy year of cricket, playing catch-up after Covid. The National team played 20 ICC World Cricket League 2 (WCL2) games. The team managed to win 15 of the 20 WCL2 games which propelled the squad to a commanding position at the top of the WCL2 Table meaning that only 3 points would be required to win the league. This was achieved in Nepal in February 2023.

New Zealand was the main attraction of the summer as we hosted them in two T20Is and one ODI. New Zealand brought a strong side full of young talent and won the T20Is convincingly. However, in the ODI Scotland posted a credible 306 and at 132 for 3 at 24 overs Scotland were in with a chance. It wasn't until the class of Chapman and Mitchell came in to take New Zealand home. This showed that the team are still capable of competing with the best and provided vital preparation for the T20 World Cup later in the year.

The World Cup, based in Hobart, started with a bang. Scotland won their first game convincingly against the West Indies. This was a tremendous feat considering the West Indies only won the T20 World Cup six years previously, showing that the gap between Scotland and full member nations is getting smaller and smaller. Defeat against Ireland and Zimbabwe meant that the team went home early but there were things to be extremely proud of.

We said goodbye to Callum Macleod who retired from all international cricket to take up a teaching and coaching role and Kyle Coetzer retired from T20 cricket. We thank Callum for his services to Cricket Scotland and we wish him all the best for the future.



## Regional Cricket

### Women's Regional Series

The women's series was played with the Stormers and the Eagles playing a two-match series. The Eagles managed to come out on top winning the series 2-0.

### Men's Regional Series

The men's series was played over a T20 format this year to give the men's players a platform to showcase their skills before competing at the T20 World Cup. The Western Warriors and the Eastern Knights fought it out in the final with the Eastern Knights coming through to win by 29 runs.





# FINANCIAL & COMMERCIAL

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## Finance Report

Cricket Scotland Limited delivered a surplus of £122k. This was despite the continued fallout of Covid-19 and its impact on our ability to deliver cricket in the first quarter of 2022. The main factor in this surplus figure was the decision by the International Cricket Council (ICC) to convert a significant Covid-19 related loan of £274k into a grant.

We came into the financial period anticipating a deficit but with the knowledge that we had sufficient deferred revenue and retained earnings to ensure that we finished the period with a positive position on the balance sheet. The move by the ICC had a significant impact on our final period figure.

We were able to operate a larger schedule of fixtures for all pathway and international teams. This was due to pent up fixtures, particularly for the Men's international Cricket World League fixtures. This resulted in the hosting of two Cricket World league series and the Men's International team playing in three overseas. The Women's international season started in January in Malaysia at the Commonwealth Games Qualifiers and included two home series and a qualifier in Abu Dhabi.

We also hosted a bi-lateral against New Zealand Men. Cricket Scotland has no permanent stadia and as a result the organisation has a high exposure to increased costs for infrastructure and services. Inflationary costs relating to the war in Ukraine also played a significant impact and we have seen costs increases across every department.

Our income came back strongly in 2022 with a £678k (29%) increase on 2021; this includes the write off from the ICC. Our home fixtures and the strong attendance at matches saw our match day, broadcasting and sponsorship income increase as we hosted only the Zimbabwe Men's team in 2021. Our main funders continue to be the ICC and **sportscotland**. **Sport**scotland's support over the financial period has been vital to our continued operations.

However, while our income grew significantly, our cost base also grew by £666k (30%) which was a combination of additional activity and increasing costs. The staff salaries and the costs of hosting our home fixtures with temporary stands are our main outlay. This resulted in the difficult decision to restructure our staff set up in Q4.

## Future Financial Outlook

In 2023 we will come to the end of our current funding cycle with the ICC and while the rest of 2023 will be a challenge financially, we are very optimistic about the financial stability of the organisation in 2024 and beyond.

We knew that 2023 was going to be a challenge for the organisation. The recommendations of the Changing the Boundaries Review are being put in place and to do these properly it will take a significant amount of investment both short and long term.

We are also continuing positive discussions with partner bodies regarding facilities. A feasibility study has been completed.

## Commercial

After a challenging year in 2021 due to the restricted number of international matches, Cricket Scotland re-established its commercial partnership with Parkmead, Lords, Sports Radar and Masuri in 2022.

New partnerships were formed with Destination Sport, our travel partner, CRX and Laserbook for ground rights during the New Zealand and CWCL2 home series. Broadcast rights for the men's New Zealand fixtures were also sold to various global networks.



# LOOKING FORWARD TO 2023

As set out throughout this report, the primary focus in 2023 has been on delivering changes related to the Changing the Boundaries Report and subsequent Governance Review. This is vital and non-negotiable, as is restoring the confidence of all communities in Cricket Scotland through demonstrable change.

As well as this, there is a wider opportunity in 2023; to ask Scottish Cricket what they want Scottish Cricket to look like in the future. Once agreed, this will define a clear role for us as a governing body to play in bringing it to fruition, supporting the sport in the way it wants and needs to be supported. To this end, the biggest ever consultation exercise in Scottish cricket has been commenced, starting with an open survey of everyone in the cricketing community and followed by a series of in-person consultation events across the country, where the full results will be shared.

The result will be a draft strategy completed by October, ready for fresh leadership to apply the finishing touches to. In terms of future leadership, we have recently begun the search for a new Chair and permanent CEO to lead the organisation, together with three new Independent Non-Executive Board Directors, with specialist knowledge and experience. It is envisaged that these Board appointees continue in the new governance structure – to be agreed in late Summer – and are joined by new appointees, the make-up of which will be agreed by the membership as a part of the consultation.

Overall, in years to come, 2022 may be looked back on not only as a period of pain, but also of a pivotal period in Scottish Cricket. A year when the sport came together to set out an agreed future direction and resolved to unite to achieve it.

