

Gillian Martin MSP
Convener, Health, Social Care and Sport Committee
Health, Social Care and Sport Committee
The Scottish Parliament
Edinburgh
EH99 1SP

Dear Ms Martin,

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

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