



National Cricket Academy

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Gillian Martin MSP
Convener, Health, Social Care and Sport Committee
The Scottish Parliament
Edinburgh
EH9 9ISP

26th September, 2022

Dear Ms Martin,

Independent Review into Racism in Scottish Cricket

Thank you for your letter of 7th September, regarding the above review.

Cricket Scotland has fully accepted the findings of the report and is committed to implementing the recommendations as soon as possible.

Review of Referrals

Since the publication of the 'Changing The Boundaries' Report, it has been a priority to progress the referrals regarding alleged racist behaviour in the sport. Cricket Scotland, with support from sportscotland, have put in place an independent process to urgently progress these referrals. Sporting Equals have been contracted to provide the independent support to Harper Macleod LLP, who are acting on behalf of Cricket Scotland, to 'triage' all the referrals, group them into a number of similar cases and propose a methodology to prioritise referrals that may need to go on to a full investigation. This 'triage' process should be complete by 14th October, but in the meantime, investigations have already commenced into a number of the referrals.

Cricket Scotland Action Plan

Plan4Sport made a number of recommendations that will ensure that Cricket Scotland is completely changed and which will create a governing body fit for the future, during a period of 'special measures' which will last until September 2023. Cricket Scotland and sportscotland have turned the recommendations into an Action Plan and an update on Cricket Scotland's progress against this plan will be published at the end of September, the communications for which are currently being drafted. This includes formatting the plan into an accessible and digestible format.

The immediate action under the plan were to recruit a new Board of Directors, ensuring all recruitment was undertaken with a thorough EDI approach, to undertake a full governance review of the sport, and to establish an Anti-racism and EDI Advisory

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Group to drive a completely new EDI strategy for the sport of cricket in Scotland. The Board recruitment process has progressed well. Interviews for the position of Chair are almost complete, and once an appointment is made, the Chair will join the panel for the recruitment of new Directors.

The governance review will start very soon. Harper Macleod LLP have been appointed to run the review, the scope of work and budget have been signed off and the review should be complete by the end of the year, to enable restructuring to take place before the start of the 2023 season.

The EDI Advisory Group will also begin work shortly. Advisory Group members are being approached, a draft Terms of Reference has been produced and the group will be chaired by the new Chair of the Board, once appointed. A number of other recommendations were made by Plan4Sport, which fall under these main three pieces of work, for example a new disciplinary process will be one of the recommendations that comes out of the governance review.

I hope this provides the Committee with a useful update on progress made since the publication of the 'Changing The Boundaries' Report and I will look forward to attending the session on Tuesday 4th October to answer the Committee's questions on this subject.

Yours sincerely

Gordon Arthur
CEO, Cricket Scotland

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