

# Health, Social Care and Sport Committee

## 28th Meeting, 2022 (Session 6), Tuesday, 4 October 2022

### Independent Review into Racism in Scottish Cricket

#### Note by the clerk

#### Introduction

1. At its meeting today, the Health, Social Care and Sport Committee will hold an evidence session on racism in Scottish Cricket, following the recent publication of findings and high-level recommendations from the [Plan4Sport independent review into racism in Scottish cricket](#).
2. 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.
3. The purpose of this session is to understand more about the measures Cricket Scotland and sportscotland will be taking to address the findings and high-level recommendations of the Review.
4. The Committee will take evidence from:
  - Gordon Arthur, Interim Chief Executive, Cricket Scotland
  - Forbes Dunlop, Chief Operating Officer, sportscotland
5. Written submissions have been received from Cricket Scotland and sportscotland in advance of this session. These are included in Annexe A and Annexe B respectively.

**Clerks to the Committee**  
**29 September 2022**

**Annexe A**

**Letter received from Cricket Scotland on 26 September 2022**

**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 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

## Annexe B

### Letter received from sportscotland on 27 September 2022

#### Independent Review into Racism in Scottish Cricket

Thank you for your letter regarding the independent review into racism in Scottish cricket report. I have set out below a brief summary of the review, progress since the report was published, and sportscotland's wider approach to tackling racism and racial inequality in sport.

I look forward to discussing this important issue with the Committee on 4 October.

Yours sincerely,  
Forbes Dunlop  
Chief Operating Officer

### Update on the Independent Review into Racism in Scottish Cricket

#### Background

Following the allegations of racism at Yorkshire County Cricket Club heard in detail in November 2021, Scottish cricketers began to share their stories and experiences of racism. This led to sportscotland instigating an [independent review into racism in Scottish cricket](#).

Led by global equality, diversity, and inclusion (EDI) experts Plan4Sport, the review began in January 2022 with a clear mandate to create a confidential space through which anyone could share their experiences of racism and discrimination.

#### Methodology

Plan4Sport undertook a comprehensive approach to gathering information for the review and implemented the following activities to inform this report:

- Desktop review
- Consultation meetings
- Online surveys
- Case management

The review process included almost 1,000 direct engagements from a broad cross-section of all levels of Scottish cricket.

sportscotland would like to thank everyone who contributed to the review, particularly those who came forward to share their experiences.

#### Findings

The review found the governance and leadership practices of Cricket Scotland to be institutionally racist. The review recorded 448 examples that demonstrated institutional racism. Reoccurring themes were mapped against 31 indicators of

institutional racism, with 29 failing to meet the standard required and only two partially meeting the standard.

As part of the review 68 individual concerns have been referred for further investigation. Of these, 31 relate to allegations of racism against 15 different people, two clubs and one regional association. These investigations will be concluded in due course.

## Recommendations

The Changing the Boundaries report includes three immediate high-level recommendations, with associated sub recommendations, including:

- Cricket Scotland is placed in special measures by sportscotland until at least October 2023.
- Cricket Scotland to commence an immediate recruitment process for new independent Board members.
- Action Plan to be developed by Cricket Scotland which addresses the immediate actions and short-term KPIs.
- 1. Western District Cricket Union (WDCU) is placed in special measures by Cricket Scotland with immediate effect.
  2. Cricket Scotland addresses the backlog in referrals generated from the review.

## Progress

The findings in this report are deeply concerning, and in some cases shocking. Sport should be a welcoming place for all and it is unacceptable that anyone has suffered racist abuse and discrimination while playing the game they love.

sportscotland is working with and supporting Cricket Scotland to help change the culture of Scottish cricket. Since publication of the review, progress is being made against the recommendations. This progress includes:

**Board recruitment:** Following the resignation of the previous Board of Cricket Scotland, the review recommended the immediate recruitment of new independent Board members. Positions were advertised on 15 August, with an intentional approach to reach a diverse audience. The deadline for applications has closed and interviews are taking place.

**Governance review:** The report recommended that Cricket Scotland undertake a governance review. sportscotland has supported Cricket Scotland to engage sports governance experts Harper Macleod LLP to undertake this work. The scope will include how disciplinary processes are managed across the sport.

**Action plan:** The review included a target of 30 September for Cricket Scotland to put in place an action plan to address the immediate actions and short-term KPIs set out in the review. A draft plan has been shared with sportscotland and will also be

shared with the Running Out Racism campaign group before being published by the end of the month.

**EDI Taskforce:** The terms of reference is being drafted for the formation of an Equality, Diversity and Inclusion (EDI) taskforce and potential members identified. Running Out Racism will be invited to sit on the group. The taskforce will support the development of a new EDI strategy, including anti-racism proposals, training and education programmes, and improved data collection.

**Western District:** As recommended, Western District Cricket Union (WDCU) were placed in special measures by Cricket Scotland and suspended from their role in managing all disciplinary matters. A new and diverse WDCU executive management committee was appointed at a Special General Meeting on 7 September. WDCU's disciplinary processes will be reviewed as part of the Cricket Scotland governance review being undertaken by Harper Macleod LLP.

**Referrals:** The report recommended that all investigations resulting from referrals from the review process be expedited by a third party with the appropriate expertise. Harper Macleod LLP and Sporting Equals have been appointed to undertake this work, with support from Running Out Racism where appropriate. The referrals released by Plan4Sport must be assessed, categorised, prioritised then actioned as part of a thorough process. A collaborative group has been established to do this, which includes those with lived experience of racism, legal expertise, and an understanding of sport. On 13 September, Cricket Scotland published detail of this approach to managing referrals coming out of the Plan4Sport review.

### **Sportscotland approach to racism in sport**

Immediately following publication of the review into cricket, sportscotland convened a conference call for CEOs of other Scottish Governing Bodies of sport to share the findings. While sportscotland is currently considering the implications of the review for the whole sporting system, this should not be seen in isolation. sportscotland was already working to address racism and other forms of inequality in sport. Consideration of the Changing the Boundaries report will continue to inform that wider work.

sportscotland's corporate strategy, [Sport For Life](#), sets out the direction for sport and sportscotland. It celebrates how everyone in Scotland can benefit from sport. It sets out our commitment to inclusion underpinning everything we do.

In September 2020, UK Sport, Sport England, sportscotland, Sport Wales and Sport Northern Ireland came together to set out to Tackle Racism and Racial Inequality in Sport (TRARIIS) with the collective ambition to have a sporting system which is truly inclusive and properly reflective of UK society. In June 2021, we published the outcomes of our joint [TRARIIS review](#). The findings were based on an extensive analysis of publicly available data on race and ethnicity in sport, as well as research into the lived experiences of more than 300 people. The review made clear that racism and racial inequalities exist in sport in the UK and have resulted in ethnically diverse communities and individuals being consistently disadvantaged, discriminated against, and excluded from sport and physical activity.

Following the review, we committed to work with relevant groups or communities and co-create solutions to deliver real, lasting change and earn their trust. We agreed to work together on [five overarching commitments](#), ensuring these are aligned to our individual strategies and remits, and developing tangible and transparent action plans. These commitments relate to People; Representation; Investment; Systems; and Insights.

We are publishing regular updates on our progress. Our most recent [update](#), in July 2022, included sportscotland's employment of a dedicated equality, diversity and inclusion manager, the development of a partnership with ethnic diversity in sport experts Sporting Equals, investment into the Scottish Ethnic Minority Sports Association, Scottish Kabaddi, the Scottish National Diversity Conference and Diversity Awards.

sportscotland's equality outcomes for 2021-25 identify people who are part of our diverse ethnic communities as one of four focus groups for this period.