

Wanstead & Snaresbrook Cricket Club (incorporating Snaresbrook Football Club)



Sponsored by
Bradley & Co

Minutes of the Annual General Meeting held at Overton Drive and virtually on Zoom on Friday 31st March 2023 @ 8:00pm.

Apologies: Matloob Piracha, Joe Ellis-Grewal, Pauline Osborn, Simon Andrews, Neil Bainton, Robert Wallis, M I Fretwell, Gary Sheen, Jeremy Green, Steve Pattington, Ivor Hammond, Tom Davies, Jack Davies, Peter Richardson, Charlie Brooks, Shawaiz Saeed, Aiyaan Saleem, Anish Patel, Haaris Saleem, Jemima Ramchurn, Roger Middleditch, Mike Freeman, Viraj Mehta, Ruben Rose-Wilson, Samran Saleem, Ali Shoaib, Hammad Saleem, Riyan Shah, Kiah Mehta, Owen Humphrey, Jonathan Amiss.

The meeting was chaired by the club Chairman, Martin Pluck, who introduced the meeting. This included reading the notice of the meeting and confirming the full agenda.

Whilst the meeting was hosted at Overton Drive, members were also able to join virtually via Zoom. The turnout for the meeting was excellent.

1.0 Adoption of the Committee Report for 2022

The Chair highlighted the spirit throughout the club once again this year and emphasised how important this was to our overall success. Thankfully, no Covid restrictions had been imposed during what had been a successful season on the pitch for both senior and junior sections of the club. Nevertheless, we were still seeing impacts from Covid and global events that meant that we continued to face an ever-increasing inflationary environment, where running costs were rising, notably with regard to ground and energy costs. As a result of these economic headwinds, the Management Committee had decided that this was not the right time to proceed with the next phase of Project Heron, the extension of the pavilion at Overton Drive. This was due to the significant increase in building costs and the current scarcity of grants to help fund this work. However, the strength of the club's financial position would still allow us to invest in our facilities to secure and develop the club's long-term future. To this end, in the coming months we planned to upgrade the changing rooms, showers and Gents toilets and also to initiate a Green Project to make the club more sustainable and reduce our running costs. We would continue to raise funds to invest in the infrastructure of the club, notably the refurbishment of the pavilion. Our goal was to provide the best possible facilities to our members, and, therefore, the club would continue to strive to raise funds through social activities, membership, grants and donations.

After eight years of being the club's principal sponsor, Keatons had decided to stand down. The club would like to thank them for the fantastic support that they have given the club over this extended period. The Management Committee was delighted to announce that the club had concluded another prestigious sponsorship agreement and

we looked forward to developing a close relationship with Bradley & Co, the West End and City based Human Resources strategy and Management Consultancy firm, who had become the club's new principal sponsor. Paul Bradley had generously proposed the introduction of a Bradley & Co Club Awards scheme. Each month male and female players in senior and junior teams would be recognised for exceptional performance/teamwork. There would also be an additional Bradley & Co award for non-playing support, such as umpires or scorers.

Work was well underway on the 2023-2027 Development Plan. This would be published later this year. The club would like to thank Matloob Piracha and Len Enoch for all the hard work that they had done to date on this.

The Management Committee thanked all members for the support they had given both to the club and to each other. The Club Secretary acknowledged the outstanding dedication and hard work of all the club volunteers again this year. We looked forward to 2023 with renewed anticipation and confidence.

The Committee Report was approved – *proposed by J. Pluck and seconded by J. Mudhoo.*

2.0 Adoption of the Treasurer's Statement of Accounts for the year ending 30th September 2022

There had been several key themes for 2022:

- This had been a year of post-Covid recovery, but inflation was now hurting. Whilst the club had benefitted from Covid grants in the previous year, these were no longer available. We were unable to have the bar fully open from December 2021 to March 2022, and we played far fewer indoor games. This could obviously have had serious potential financial consequences, but we were fortunate to benefit from continued grants from Redbridge Council during this period. We need to recognise that such grant support would not be available for the foreseeable future.
- Membership income was largely unchanged when compared to 2021 but match fees increased markedly as several sides saw the return of teas this season. We also saw an increase in match expenses.
- Net bar income was flat (the first half of the period was adversely impacted by Covid but the second half was good). Unfortunately, drinks' prices were going up as the brewery was charging us more.
- As noted in the Committee Report, inflationary pressures continued to impact the club's finances and had resulted in increased costs across the board, including gas and electricity, insurance, ground maintenance and Greene King's prices.

We planned the following investment in club facilities:

- New Gents toilets and showers at Overton Drive – c£30,000.

- Artificial pitch at Nutter Lane – £10,000. The cost for this was covered by an ECB grant.
- Roof repairs to Overton Drive pavilion, store cupboard and tea hut/equipment shed – c£10,000.
- Overton Drive outfield drainage improvements – c£5,000.

The club was in good financial shape and we had achieved a small profit for this financial year. However, the ongoing economic challenges highlighted the need to focus on income generation initiatives in the next 12 months.

The Treasurer’s Statement of Accounts was approved – *proposed by T. Hebden and seconded by C. Hurd.*

3.0 Club Constitution Amendments

The Management Committee had proposed a change to clause 20 (Safeguarding) of the Club Constitution. The proposed amendment stated that the club would fully adopt the principles of the ECB Anti-Discrimination Code and also adopt and implement the ECB Safe Hands – Cricket’s Safeguarding Policy and any future versions of this policy. This was a highly important issue and we would soon be publishing a club protocol on ‘Equality, Diversity and Inclusion’ (EDI).

The revised Club Constitution Amendments were approved – *proposed by S. Phillips and seconded by A. Akram.*

4.0 Election of Officers, Vice-Presidents and Management Committee

The Officers and Management Committee members would be as follows:

President	John Gray	
Vice-Presidents	Mrs C. Richards F. Rumsey G. Jelley Mrs G. E. Pluck L. Enoch N. Hutchings S. Phillips Mrs L. Rising	Mrs P. Osborn M. J. Mead H. Chambers C. J. Hurd T. Hebden N. Rathakrishnan N. Baldwin S. Andrews

Club Management Committee

1. Honorary Club Secretary	Nigel Hutchings
2. Honorary Club Treasurer	Mark Bentley
3. Cricket Secretary	Martin Pluck
4. Bar Sub-Committee Chairman	Scott Emmons

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| 5. Social Sub-Committee Chairman | Scott Emmons |
| 6. Club Captain | Arfan Akram |
| 7. Other representatives of the members | Matloob Piracha
Joe Ellis-Grewal |

The Chairman would be elected at the next Management Committee meeting.

The Club Safeguarding Officer, Niru Williams, and Len Enoch would both be co-opted onto the Management Committee.

Honorary Auditor Alun Evans

The election of the Officers, Vice-Presidents, Management Committee and Honorary Auditor was approved – *proposed by D. Parsons and seconded by S. Phillips.*

The President and Management Committee were thanked for all their hard work during the year.

5.0 Subscriptions

Whilst the club was always reluctant to recommend increasing subscriptions or match fees, ever-increasing costs meant that, as we indicated was likely last year, we were reluctantly recommending an increase in all membership subscriptions by up to 10%.

The recommendation for 2023 annual subscription was approved– *proposed by S. Phillips and seconded by C. Hurd.*

6.0 Match Fees

Martin Pluck had carried out a survey of other comparative clubs and noted that, whilst subscriptions were broadly in line with what other clubs charge, our match fees were somewhat lower. Therefore, in light of the continuing cost pressures we were facing, the recommendation was that adult match fees should increase to £13.00 (£6.50 if no teas were provided) and junior match fees to £6.50.

The recommendation for 2023 match fees was approved – *proposed by C. Hurd and seconded by S. Phillips.*

The meeting was formally closed by the Chair.

7.0 Club updates

The following updates followed the main AGM:

7.1 Safeguarding & EDI – Niru Williams

Niru Williams introduced herself and explained that in her role as Club Safeguarding Officer she worked closely with Phil Knappett, the County Safeguarding Officer for Essex. She covered the following topics:

Safeguarding at Wanstead

- The club had an established Safeguarding Policy, with associated processes and procedures to protect children and vulnerable adults.
- The Policy was reviewed/updated regularly to reflect any new or changed ECB requirements.
- Management processes to deliver Policy promises included:
 - ⇒ Codes of Conduct (Members Charter and Family Charter).
 - ⇒ Human Resources (HR) – volunteer selection and training.
 - ⇒ Risk Assessment for all activities.
 - ⇒ Disciplinary procedures.
- Feedback
 - ⇒ Whistleblowing: ‘Howzat! – What do you think?’.
 - ⇒ Complaints procedure.
 - ⇒ Regular reporting to Management Committee (standing agenda item).

Equality Diversity and Inclusion (EDI) – what is it?

- ECB's Anti-Discrimination Code was its response to the Equality Act 2010 – a legal requirement to tackle racism and EDI at all levels.
- Protected characteristics – age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.
- Players and other participants must comply.
- We could not be passive observers – all participants must actively ensure that EDI requirements are met.
- As a large community club, we were particularly vulnerable. Failure to meet EDI requirements could have the following impacts:
 - ⇒ Reputational.
 - ⇒ Denied grant funding.
 - ⇒ Unable to attract sponsorship.
 - ⇒ Unable to attract good players and engaged members.
 - ⇒ Failure to obtain Clubmark accreditation.

EDI – Progress Report

- There were existing robust procedures in place, including a social media audit.
- Appointment of 3 EDI Advisers to support/advise our Management Committee.
- Len Enoch had been driving the development and publication of EDI Protocols with a new Communications Policy, including online safety. This was available on the club website.

- Duty of care to members.
- Compulsory EDI training for certain categories of club participants – those who played an active role in the club.
- The ECB had put together a good online training course:
<https://antidiscriminationrecreationalgame.ecb.co.uk>

How can you help?

- Report any concerns.
- Volunteer
 - ⇒ Safeguarding, including first-aid.
 - ⇒ Data Protection.
 - ⇒ Risk Management.
 - ⇒ Human Resources.
 - ⇒ Equality and Diversity.

The Management Committee recorded their thanks for the outstanding work that Niru had done in relation to Safeguarding and EDI.

7.2 Upcoming cricket season (juniors) – Jon Gritten, Head of Junior Cricket

Highlights of 2022

- 360 junior members.
- 170 games played – we won around 2/3rds of these.
- Monday evening Tape Ball League.
- Women’s and Girls’ Festival.
- The weather!

Continued growth of girls’ cricket

- Thursday women’s & girls’ evening.
- High level coaching.
- Focus on playing more games and festivals:
 - ⇒ U11 festivals.
 - ⇒ U13 & 15 Essex league & ECB National T20.
- A women’s 2nd XI.

Plans for 2023

Providing the right opportunities for our 350 junior members

- Thursday/Friday evening sessions.
- Tape Ball League for younger players.
- ECB, Essex and Met District competitions.
- Aim to increase the number of friendlies.
- Aim to encourage more volunteer managers, umpires and scorers

Members who would like to support the junior section should contact Jon Gritten.

7.3 Upcoming cricket season (women) – Saba Nasim, Women’s Captain

Martin Pluck provided the update as Saba was not able to attend the AGM in person.

- There would be a new Women’s Hundred League.
- The Women’s 2nd XI were joining a league and would be playing in Division 2 of the Essex Women’s Premier League.
- Training – this would take place on Thursday evenings.
- 14th May – Women’s League starts.

7.4 Upcoming cricket season (adult men) – Joe Ellis-Grewal, 1st XI Men’s Captain

- The 1st XI was playing in 5 competitions again this season – League, Dukes Essex League Cup, Dukes Essex T20, ECB National Cricket Club Championship, Club Cricket Conference Cup (Bertie Joel Trophy).
- All men’s teams would be actively competing to win their respective leagues.
- It was important for the selection process to be transparent. Players would always be picked on merit – stats do not lie!
- We should all “play the game the right way”. It was important that all teams adhered to the Spirit of Cricket.
- Training would be on Wednesday evenings. All players were encouraged to attend.
- It should not just be question of turning up and playing games – players should consider how they can help both their team and contribute to the club as a whole.
- The plan was to organise monthly social events – players were encouraged to participate in these.
- Don’t hesitate to raise any concerns or questions that you may have.

7.5 Upcoming cricket season roadmap.

- Now – renewal of adult and junior membership open.
- 7th April – Overton Drive Working Party.
- 12th April – nets open.
- 12th April – Wednesday night adult training starts.
- 15th April – first adult men’s match (1st XI Friendly)
- 21st April – junior training starts.
- 6th May – adult men’s leagues start.
- 14th May – women’s league starts.

The meeting finished with the Chair reiterating his thanks to all members for everything they had done for the club and the community that they served over the past 12 months.