

2020-2025

Guernsey Cricket Operations Plan

Including a
Strategic Plan



GUERNSEY
CRICKET

STRATEGY FOR GUERNSEY CRICKET - A SUMMARY



PURPOSE

To be the sole body that provides a cricket experience to the people of the Bailiwick of Guernsey

To deliver access to our great game that meets the ability of, and aspirations of, everyone

VISION

Ensure financial stability and value for money in all activities and programmes we deliver

Operate in a safe and inclusive environment that removes the barriers to participation

To ensure all activities are underpinned by strong and effective administration and governance principles

PILLARS

AMBITIONS

Schools Cricket match structure established
across Secondary Schools

Regain CWC
50ovs place

Thriving Domestic Cricket
scene with a format to suit ALL

National Man – T20I Top 30
National Women T20I Top 25

'Spirit of Cricket' truly
define our sport
through our behaviour
and integrity

Establish a
Women's
Domestic League

Host an ODI

Be a venue host of choice for
Regional Tournaments

We will lead and promote the development of our sport being mainstream, inclusive and accessible by empowering and equipping our Members to achieve their potential

Sustained Competitive
Excellence

Access to the
Game

Growth in
Participation

Partnerships

with States of Guernsey, Sports Commission, Schools, Members, Media and sponsors to foster growth, build awareness, improve our community

Promotion

Promote our work and the work of our Members in bring cricket's individual, community and national benefits to more people

Investment

Align and mobilise the wealth o f talent we have within our resources (staff, funding, expertise) to achieve our vision

GCB PATHWAY

Officials and Coaches

- School sessions - Reception to Year 5&6
- Lunch time and After School Clubs - All years
- Future Stars (inc. Mighty Atoms)
- Holiday Courses
- Softball Leagues
- Kwik Cricket Cups
- Table Cricket
- Walking Cricket (*New 2020*)

GCB Participation & Schools Programme

GCB Development Programme (inc. Junior Clubs Programme)

- Age group coaching sessions
- Masterclasses
- Junior Indoor Leagues
- Junior Summer Leagues
- U11 Squad
- U13 Squad
- U15 Squad
- Girls Academy

- EPP Programme
- U19s
- National
- Women's Senior Squad

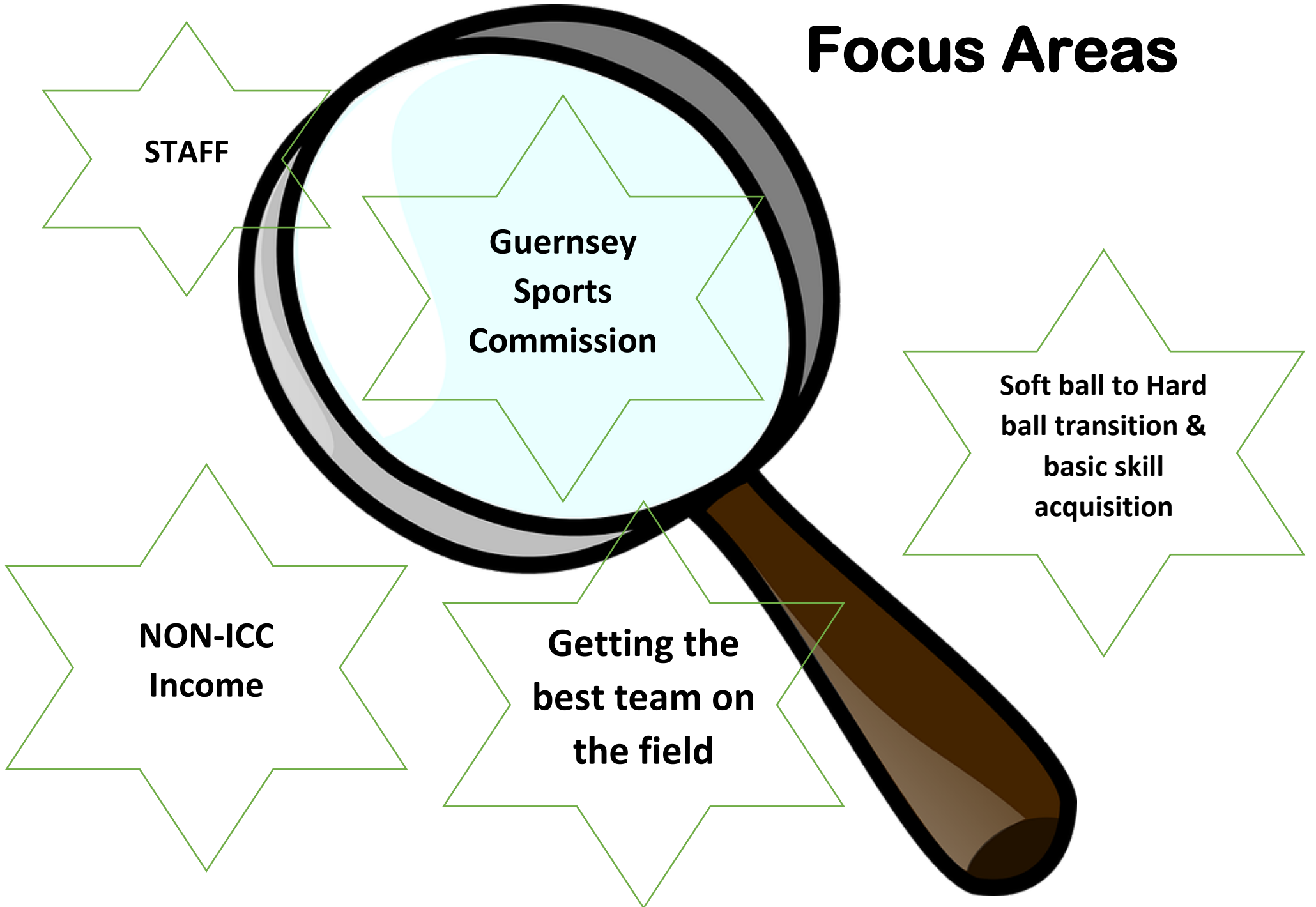
GCB Representative Cricket Programme

GCB Domestic Cricket Programme

- Evening League
- Weekend League
- CI League
- Womens Super 8's (*New*)
- Corporate Cup
- GPL

Volunteers and Parents

Focus Areas



OPERATIONAL PLAN

1 1. School Sport Partnership						
Where are we now?				Where do we want to be and by when?		
	Focus	How	When	Action Required	Progress / Status	Impact
1.1	Build upon the role already undertaken by Guernsey Cricket as a 'primary sport partner' within the school's physical education programme	Coordinate and plan programme linked to primary school physical literacy framework Staff CPD programme linked to Sports Commission.	2019-2020.	SDM to continue dialogue with GSC to ensure integration into programme Further enhance coaching pool.	Ben Ferbrache appointed. Lee Forshaw appointed.	An appropriate age and stage offer to primary schools that contributes to the overall development of an active island.
1.2	Increase participation	Deliver formal programmes in schools across years 5&6. Deliver informal programmes in schools (after school/lunch time clubs) N.B. includes EC, ECJS, LC, Blanchelande	Ongoing	Dovetailed with GSC. Focus on fundamental movement skills (striking, catching, throwing) and promoting clubs. Work with GSC to introduce the ICC ' Entry Level Programme ' into local Junior Schools Provide kit bags to all Junior and Secondary Schools.	Established and viable concept, repeating in 2020/21 Initiative being signed off with Lord's Taverners top provide funding.	Promotes cricket to young people as a activity/ sport that can provide a fun, welcoming and supportive environment to develop FMS & SSS.
1.3	Secondary Schools – increase (in)formal cricket programmes	Work with School Sports teaching teams to make cricket a focus sport in school.	2020=2021	Joint GSC/Schools dialogue to understand barriers to delivery and remove same.	Ongoing for 2020-2025 Plan	Build a connection with community Club opportunities.
1.4	Schools Cricket	Build interest and numbers so that school vs school games are viable,	2021	Use above as catalyst to build numbers and interest. Engage with schools to want to run alongside football.	Ongoing for 2020-2025 Plan Working with EC 1stXI	Create a competitive environment within school term to feed into after school and holiday cricket activities.

2. Community Sports						
Where are we now?				Where do we want to be and by when?		
	Focus	How	When	Action Required	Progress / Status	Impact
2.1	Ravenscroft Future Stars (Yrs 2-6) – Grow to 150 participants Extend in to winter programme (2019/20)	Summer and winter programme. Focus on parents and children playing together. Link with Island Mums with discount available. Investigate ECOF provision for pre-school children from vulnerable backgrounds.	Complete (Re-branded Tots Cricket as Mighty Atoms to sit at early years in overall programme)	Promote annually. Contact ECOF, Ben Ferbrache	Ongoing for 2020-2025 Plan	Increased skill development. Greater involvement of parents. Increased enjoyment of cricket.
2.2	Engage with Guernsey Sports Commission Street Sports Programme to introduce tape ball/cricket (*) ICC initiative	Link with GSC staff (Jenny Murphy/ Steph Batiste). Investigate resourcing	Incorporate with Lord's Taverners programme 2020	Ben Ferbrache to construct plan for implementation.	Ongoing for 2020-2025 Plan	Increased numbers of people enjoying and participating in cricket, particularly those from groups we don't always engage with it.
2.3	Build on success of women's team by creating and implementing own Development Pathway	Identify a lead for the women and girls programme. Ensure sustainability of programme (financial).	2020 ongoing	Ongoing discussion between Mark Latter and Hannah Eulenkamp	Ongoing for 2020-2025 Plan	Continued development and expansion of women's game. Clear identity for women's game.
2.4	Establish Girl's Academy	Build upon involvement: (1) Island Youth Games (2) Schools Kwik Cricket	2020 ongoing	Ben Ferbrache to construct plan for implementation. Look to run a tour alongside Sussex/Oxon Boys trip.	Ongoing for 2020-2025 Plan	Provide a future pool of players to introduce into the Women's game.

2.5	Junior Leagues -Increased involvement and engagement of Clubs in all aspects of the programme.	STEP 1 – handover running (inc. finance) of Junior Clubs directly to their Senior Club Administrators/Coaches STEP 2 – in transition year bring Club up to date with Safe Guarding and other associated good practice principles (allied to Club Coach CPD and further accreditation) STEP 3 – ensure pathway into Adult Senior cricket leagues is appropriate and achievable	Done In place but needs to be reviewed to ensure ongoing compliance. (GCB Safe-Guarding Officer role TBC) Exists but can be re-affirmed	Continued dialogue on how getting on. Introduce a ‘transition phase’ from softball to hardball to enforce: 1) Batting – defence and scoring option 2) Bowling – competent and repeatable action 3) Catching/Fielding (positions/backing up)	Handed over responsibility (ex of governance, created club identity within junior programme. Club’s becoming increasingly self-sufficient. Meeting scheduled. Clubs now understand responsibilities, policy, documents on website. Child protection officers in place or identified.	Continued integration and progression of young people in to hardball structured cricket.
2.6	Domestic Cricket -Increase standard of top level (long-term).	Strong and effective junior programme to feed into Leagues (see above)	Ongoing	Confirm key contacts, schedule, player contact information, finances. Organise meeting.	Ongoing for 2020-2025 Plan	Stronger club structure. Self-sufficient clubs. Stronger club identity.
2.7	Greater retention of players remains relevant (Long-term).	Gain regular feedback from participants on the programme they want.		Meeting review, plan, do for 2019.	Ongoing for 2020-2025 Plan	Relevant programme to meet the needs and wants of domestic cricketers.
2.8	Continue corporate cup – develop indoor version.	Work with ISC to develop corporate offer.	Begin Autumn 2019 in trial format.	Engage with participants.	Committee appointed. Venue confirmed.	Increased engagement, sport for all, new sponsors. Alternate funding stream.

3. Workforce Development						
	Where are we now?			Where do we want to be and by when?		
	Focus	How	When	Action Required	Progress / Status	Impact
3.1	Continue to coach, grow, motivate and upskill existing workforce.	Complete skills match/ audit of current workforce. Recognition and appreciation of volunteer efforts. Continued access to information resources.	Ongoing	Initial meeting of SDO with GSC to scope out specific actions required, appropriate timelines and costings Ben - Coaching Mark – general workforce Martin Tolcher - To delegate GACUS	Ongoing for 2020-2025 Plan	Sustainable programme of workforce development that supports the organisation fulfilling its objectives (mission and vision).
3.2	Continue support and empower GACUS.	Work with new Training Officer	Ongoing	TBD		
3.3	Improve and build succession planning across all current posts (board, employee, clubs etc).	'Who is the next you' campaign within Board and office meetings	Ongoing	Develop dialogue to incorporate within interview and review conversations.	Ongoing	Ensure a fit for purpose Board and workforce in place for the future
3.4	Regular Level 2 Courses (plus associated First Aid. Safe-Guarding) - self tutor led		Ongoing	Ben to attain tutor status GSC own courses	2020	Control own competence pathway.

4. Talent Development						
Where are we now?				Where do we want to be and by when?		
	Focus	How	When	Action Required	Progress / Status	Impact
4.1	Greater resilience, work ethic, motivation and desire to compete for Guernsey on an international stage.	Cross sport participation/sharing of ideas in sessions that both for coaches and players identifies and offers solutions to the weaknesses as prevalent. Deliver back to own sport.	Ongoing for 2020-2025 Plan	GSC co-ordination Identify 'experts in field' to bring into the programme	Ongoing for 2020-2025 Plan	Remain competitive with peer groups. This means qualify for Europe Final in T20WC on each rotation. Maintain Top 40 T20I ranking. AIM TOP 30 Gain access to CWC (50ovs) competition
4.2	Raise skill levels	Defined HP programmes for identified players to follow backed by the right coach(s) and access to facilities/technology.	Ongoing for 2020-2025 Plan	Identify 13 – 17 year old players who we see the potential in to be a the core of the National XI. Build a programme (some off island time) that will challenge and prepare them accordingly.		Qualify from ICC U19 RWCQ second tier. Obtain a Women's T20I ranking AIM TOP 35
4.3	Understand disciplines	Game based	Ongoing for 2020-2025 Plan	Head of Cricket to establish – liaise with ICC and look to incorporate with own HPP programmes.		
4.4	Ensure we cast net as wide as able to pick up 'Guerns' playing off island.		Ongoing for 2020-2025 Plan	OE's network.	Contacted RB.	

5. Governance						
Where are we now?				Where do we want to be and by when?		
	Focus	How	When	Action Required	Progress / Status	Impact
5.1	Development plan	Work with the Guernsey Sports Commission to align priorities. Consult with GSC and share with other stakeholders including ICC and their funding models.	Ongoing for 2020-2025 Plan	Continue to develop . Mark to review and add in detail.	Ongoing for 2020-2025 Plan	Clear communicable plan with delegated responsibility for actions leading to clear outcomes and impact.
5.2	Safe Guarding Officer	Embed the role within each Junior Club and ensure understanding of their role and wider awareness within Club of who they are and why they are there. Establish an external person to assume the role, reporting to the Board to provide independent scrutiny/ be point of contact for SGO in Junior Clubs.	2019-2020	Liaise with Junior Clubs and existing SGO's and check for understanding and comfort with role and responsibility. Identify person for SGC role (independent) and once in place bring together with Club SGO's	In contact. Person identified (JS) and discussions live.	Have a positive and enjoyable experience of cricket in a safe and child centred environment. All participants in cricket are protected from abuse whilst participating in or outside of the activity. Wider recognition of the concerns and issues leading to early intervention when needed.
5.3	Develop GCB Junior Club programmes to achieve a club mark programme.	Work with GSC and clubs to understand support required and communicate upwards to government.	Ongoing for 2020-2025 Plan	Mark to meet with Jenny Murphy (GSC) to clarify need.	Ongoing for 2020-2025 Plan	Provide a safe and inclusive environment for all those in Guernsey willing to participate in cricket at any level or in any role.
5.4	Well-Being – look out for and look after mental and physical wellbeing of staff, players and volunteers	Partnerships with Guernsey MIND and First Contact Health...and others to be built	In place and to be built upon	Continued learning and dialogue with partners. Raise awareness of issues and service.	Ongoing for 2020-2025 Plan	Promote positive mental and physical health in sport.
5.5	Board composition, representation of community	Seek female member, also restrict terms of office	2020	Consult Board, stakeholders and review Articles	Ongoing	Fit for purpose and representing all aspects of our game

6. Barriers To Participation						
Where are we now?			Where do we want to be and by when?			
	Focus	How	When	Action Required	Progress / Status	Impact
6.1	Overcome financial barriers to participation for individuals.	External funding sources – Inclusion fund to support those who may not be able to afford any cricket activity.	Ongoing	Reach out to potential investors	Underway, some grants already given for cricket based activities. A number of young people already engaged with cricket have been able to access some opportunities that they might not have been able to.	Increased levels of inclusion, greater participation base, access for all, greater awareness of support available.
6.2	Identify those children needing support.	Direct conversations with class teachers to identify those who may need financial support through GSC contacts.		Link with Sports Commission and schools to identify those children and make aware of support available.		Early engagement, positive feedback from parents.
6.3	Identify best process of integrating people from challenging backgrounds in to mainstream cricket	Target/ guided to working with and supporting specific individuals that may benefit/ show an interest in cricket who come from challenging backgrounds. Construct a plan.	Partnership with GSC and link to Barriers to Participation Report (Casey Osbrough) Use criiio ?	Ben Ferbrache to meet with Casey Osbrough when in post.	Ongoing for 2020-2025 Plan	Access to vulnerable families and opportunity to engage early.

7. Facilities						
	Where are we now?			Where do we want to be and by when?		
	Focus	How	When	Action Required	Progress / Status	Impact
7.1	Ensure the long term access to sufficient and appropriate facilities to accommodate the quantity and level of sport to be played.	Build partnerships with facility providers (current and potential) to secure short and long term tenures.		Communication with current site owners. Review terms of use in place and secure accessibility as required.		Ensure long term future of sport in a safe and suitable environment.
7.2	Work with current and potential land site owners to identify, build business case and secure access to future facilities.	Communication.				
7.3	Regular management and risk assessment of current facilities to ensure ongoing suitability and safety.	Create and use template to report on status.		Liaise with relevant parties to create suitable template.		Fit for purpose – manage over use and wear and tear and ensure continued access.
7.4	Partnerships with other sports to share/manage facilities and grounds staff/equipment.	Reach out directly and through Sports Commission survey.				Full use of facilities as available in a manner that allows maximum value for money on all sides.

8. Grants and Funding						
	Where are we now?			Where do we want to be and by when?		
	Focus	How	When	Action Required	Progress / Status	Impact
8.1	To be financially independent of ICC for the core elements of the Pathway.	Create sufficient non-ICC income to meet Admin, Domestic Cricket, Junior and Participation cricket programmes and Education.	Ongoing	Work with potential sources of income; <ul style="list-style-type: none"> • States • Sports Commission • Corporates • Public, via lottery/raffle • Lord's Taverners • Charitable trusts • HNWi's 		Provide Guernsey Cricket with the certainty of funding to deliver year on year it's Strategy and Pathway programmes.
8.2	To make Guernsey Cricket a target for public and private funding.	Emphasise the values and benefits of cricket participation beyond being a pure sport and how this might align with the strategies of other bodies campaigns and programmes.	Ongoing	Create a 'values of Guernsey Cricket' document to attract and educate organisations to the benefits of partnering with Guernsey Cricket.		Move ICC funding to shape HP, facility spend and longer term projects creating the infrastructure to maintain Guernsey Cricket across the Pathway.

KEY ACTIONS/OUTCOMES 2020

WHAT?	WHEN?
Establish National Training Squad (20) and minimum standards for inclusion/consideration for selection to Playing Squad (14).	Q1 – prior to full ISC programme sessions
Establish ICC Europe Div 2 U19 WCQ Squad and training/playing programme ahead of July 2020 Qualifiers.	Q1 – prior to full ISC programme sessions
Deliver Domestic Cricket ‘reboot’ for 2020 summer following agreement to structure in December 2019 AGM.	Q1 – Q3
Establish ‘Future Greens EPP’ and reach out to Sussex/Oxon for programme activities and possible inclusion of own players.	Q1
Adopt and Deliver Women & Girls Development Plan	2020
Continue to adhere to our ‘3 Pillars’ in all we do.	Ongoing