

SOUTH WESTERN DISTRICTS CRICKET

TRANSFORMATION COMMITTEE REPORT: 2015/16

by MR C.E. SCHEEPERS

PURPOSE OF THE COMMITTEE

The purpose of the Transformation Committee is to:

- a. guide, monitor, review and evaluate the Company's progress on Transformation, with specific reference to the following pillars, viz. -
 - Ownership (Organizational culture);
 - Management Control (Good Corporate Governance);
 - Employment Equity;
 - Skills development;
 - Preferential procurement;
 - Enterprise development; and
 - Socio-economical.
 - Access
 - Excellence
- b. Ensure that SWD Cricket embraces the principles of transformation across all facets of the company's activities;
- c. Develop and implement an appropriate transformation strategy;
- d. Design, implement and regularly review plans and processes aimed at facilitating Transformation in SWD Cricket;
- e. Implement integrated annual reporting to stakeholders on aspects of transformation;
- f. Enable effective communication between directors, management and external advisers in relation to transformation;
- g. Provide an objective and independent forum to discuss significant matters relating to transformation.
- h. Review and recommend targets for each element of the BEE scorecard to the Board and Transformation Committee for approval;

- i. Monitor and assessing the policies and plans in place to achieve the targets and the effectiveness thereof.
- j. Assess performance in each area of the BEE scorecard to ensure that meaningful progress is made to achieve agreed targets for the Board and each business area;
- k. Drive Transformation of the Company within the context and confines of relevant legislative regimes to ensure total compliance by the Company and all of its operations and new business acquisitions of the company.
- l. Assist management in the formulation of the Company's transformation and social responsibility policies and strategies.
- m. Help set and / or review, on an annual basis, the appropriateness and completeness of yearly action plans/programmes and other steps for advancing these strategies (transformation and social), which includes defining proposals and project plans.
- n. Monitor and measure progress in executing the Company's transformation strategy and each year's action plan.
- o. Audit and amend all Human Resources Policies and Procedures creating impairments or not aligned to spirit and intent of the Company's transformation policy and strategy.

BOARD COMMITTEE MEMBERS & MEETINGS

The following members served on the committee:

- a. Mr Calvyn Scheepers (Chairperson)
- b. Mr Leroy Hector
- c. Mr Andrew Jantjies
- d. Ms Shireen Noble
- e. Mr Franco Coerecius
- f. Ms Genevieve Anthonty (Board's Transformation Officer)
- g. Mr Albertus Kennedy (CEO) – *Ex Officio*

The committee had the following meetings:

- a. 11 June 2015:
 - i) Implementation and Monitoring of Action Plans
 - ii) Revision of the CSA Member Projections on Transformation Dimensions and the Department of Cultural Affairs and Sport Transformation Monitoring targets and the compilation of an action plan with the aim to correct areas of concern. The committee introduced specific alignments to the programs to be introduced to ensure efficient transformation.
 - iii) Introduction of a Transformation Officer for the Board
 - iv) Employment Equity Plan

- b. 9 November 2015:
 - i) Strategic Transformation Trust Fund Application
 - ii) Outcomes of EPG Report
 - iii) Progress Report: Training of Umpires, Scorers and Coaches
 - iv) Schools Cricket
 - v) Talent ID Plan
 - vi) Development Clubs

- c. 14 April 2016:
 - i) Approval of the Adjusted Transformation Action Plan and progress there-of
 - ii) Approval of Revised Terms of Reference
 - iii) Feedback: Quality of Opportunity review
 - iv) Feedback: Transformation Planning 2016/17
 - v) Feedback: Eden Sport Council Transformation Indaba
 - vi) Feedback: Transformation Scorecard & EPG Report

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- d. 23 May 2016:
- i) Quality of Opportunity Review
 - ii) Transformation Summary Report: 2015/16
 - iii) Transformation Planning: 2016/17
 - iv) Feedback: Eden Sport Council Transformation Indaba
 - v) Transformation Budget
 - vi) Last EPG report
 - vii) Revised Action plan

Eden Sport Council: Transformation Indaba

On Saturday 21 May 2016, the Eden Sport Council (EDENSC) hosted a Transformation Indaba with the view to revisit the requirements and objectives for its members (50 affiliated sport federations & 5 municipal sport councils).

The topics under discussion were as follows;

- Transformation & the value of the score card
- Academic view of Transformation
- Women sport view
- Farm Worker sport view
- Coaches view
- EDENSC Transformation Plan & Policy
- Resolutions adopted to pave the path forward

From the outset it was made clear that Transformation is non-negotiable, but it is a legal requirement to address the inequalities of the past. *“Transformation is a conscious, deliberate, planned and goal-directed process of fundamentally restructuring the very conditions that we have in the past led to the deliberate exclusion of the majority of our people from meaningful participation in most sports. As such, transformation has its core, issues such as the demographic representivity of teams and sports governing bodies, the equitable allocation of resources to historically-excluded communities and the role of sport in building a new patriotism and a democratic South Africa”.*

Therefore, sport transformation must be an integral part of the vision and programmes of each individual federation. By adopting this philosophy we can contribute to address the historical and social inequalities and move towards an increased access and opportunities for all South Africans.

To realize the above, the participants adopt the following resolutions:

- a. Coaching – Up skilling of coaches, sharing of knowledge and experiences which will entail a generic approach (coaching clinics to be planned)
- b. Facilities – Determine/Analysis of sporting codes who functions within your area, database of facilities within your area and the region.
- c. Schools – Involvement of schools – transformation starts at grass root level.

To end of: ***“Transformation isn’t a future event; it’s a present day activity”.***

Transformation Overview Report

Action Step	Status
1. Development of Employment Equity Policy 2. Development of Employment Equity Plan	Achieved
3. Senior SWD Team – 3 Black African players as per CSA directive (2015)	Achieved
4. Senior SWD Team – 7 players of colour in the starting eleven of whom four black African players	Achieved
5. Senior Women’s Team – Two Black African Female	Achieved
6. Club cricket – 6 players of colour in the starting eleven of whom two African players. (Premier league at least 1 BA player for the majority of games for 1 year, for a team qualifying for National Club Champions) Non adherence will led to disqualification.	Ongoing and more engagements with clubs
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Action Step	Status
<p>7. Training of ten (10) accredited black African coaches, Level 1 – 5 Level 2 – 5 Level 3 – 1 umpires (5) and scorers (5)</p>	<p>Level 1 – trained 5 BA candidates Level 2 – trained 4 BA candidates Level 3 – Siya Nskosana is currently busy with his course. Umpires – 8 BA candidates trained Scores – 11 BA candidates trained</p>
<p>8. Exploring disability and women cricket at club level</p>	<p>Three schools participating in the LSEN schools league. Die Bult High School closed down. Carpe Diem School is the only intellectually impaired school who participate in Western Cape activities. A Women's cricket coaching clinic was held in Beaufort West on the 19th March 2016 to increase awareness of women in sport. The goal is to establish a club in the Central Karoo region.</p>
<p>9. Awareness and programmes on HIV/AIDS</p>	<p>Lecture for Semi-Pro & Academy Players TBC</p>
<p>10. Awareness and programmes on social cohesion, peace and development. Celebration of calendar days</p>	<p>Achieved – Madiba Day Engagement</p>
<p>11. Quality of Opportunity</p>	<p>As per CSA requirements</p>
<p>12. Transformation Scorecard/EPG Report</p>	<p>As per CSA requirements</p>

