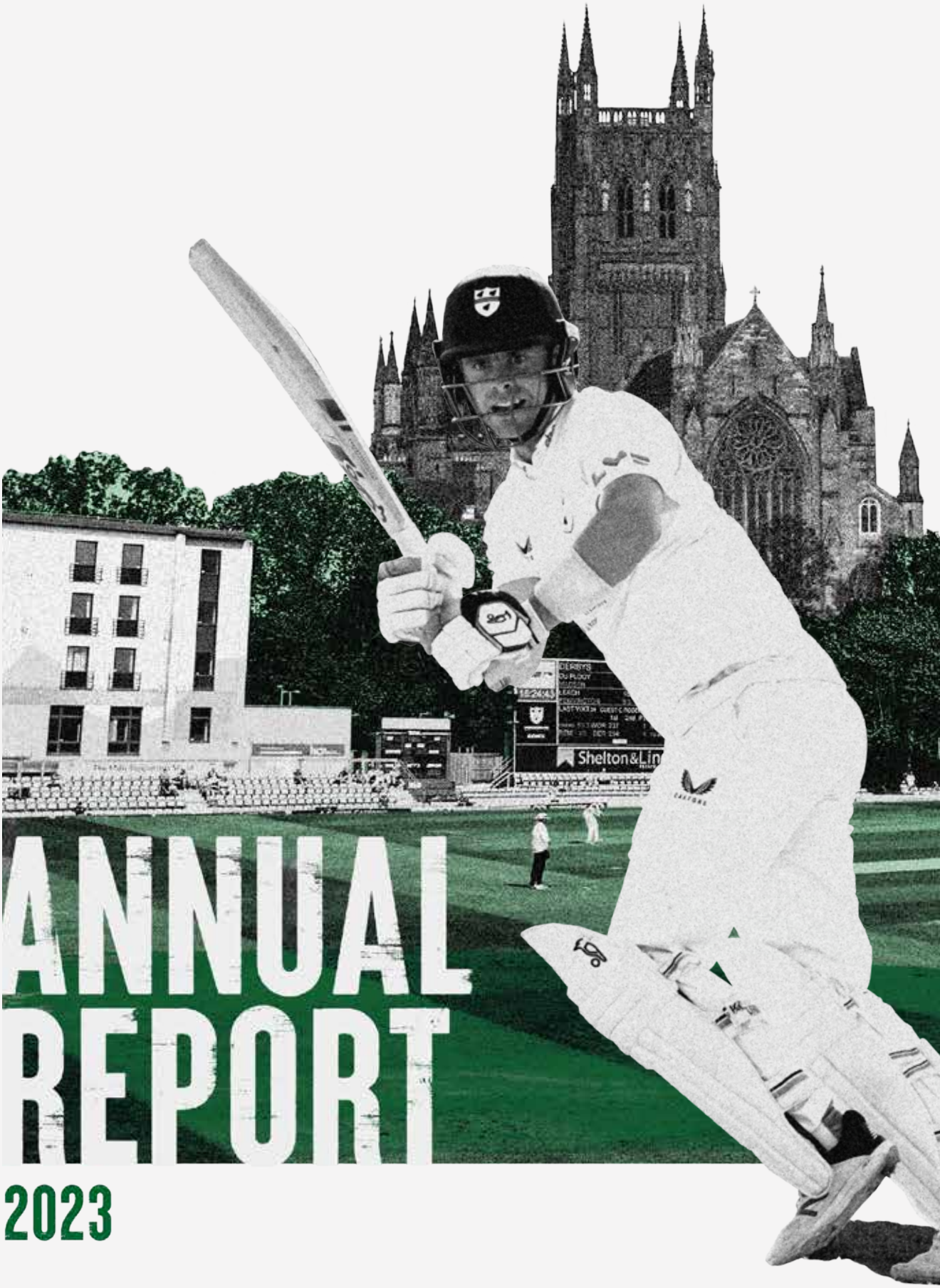




WORCESTERSHIRE
COUNTY CRICKET CLUB



ANNUAL REPORT

2023

Board of Directors 2024

(Subject to confirmation)

Chair

TBC

Vice-Chair

David Baker

Chief Executive Officer

Ashley Giles MBE

Elected Non-Executive Directors

Richard Law
David Baker
Emma Hallam
David Manning
Tom Scott
Rachel Wright

Officials of Worcestershire County Cricket Club 2024

President

Philip Neale MBE

Patrons

Viscount Cobham
The Rt Rev'd John Inge, Bishop of Worcester
The Very Rev'd Peter Atkinson, Dean of
Worcester
Baron King of Lothbury, KG, GBE

Men's Head Coach

Alan Richardson

Captains

Brett D'Oliveira
Jake Libby
Chloe Hill

Honorary Life Vice-Presidents

John Chadd
John Elliott
David Exall
Duncan Fearnley
Jack Randall
Peter Seward FCA
Doug Slade
Peter Radburn
Dave Broughall
Martyn Price
Norman Gifford MBE
Tim Curtis
Stephen Taylor
Vanburn Holder
Cynthia Crawford MBE

Honorary Life Members

Graeme Hick MBE
Phil Neale OBE
Rev'd Michael Vockins OBE
Meriel Harris
Fanos Hira FCA

Dear Member,

The Annual General Meeting of the Club will be held on Wednesday 27 March 2024 at 7.00pm in the Graeme Hick Pavilion at New Road.

Free car parking is available at the Graeme Hick Pavilion side of New Road.

Annual General Meeting 2024

Part A

1. Welcome and introduction of speakers by the Chair of the meeting, Paul Pridgeon

2. To confirm the minutes of the previous AGM held on Tuesday 11 April 2023. (Agreed by the Board and published for Members via Club website).

3. To receive the Annual Report and Statement of Accounts that accompany this notice

A. **CEO's Report**
Ashley Giles MBE

B. **Finance Report**
Sarah Gluyas

C. **Cricket Report**
Paul Pridgeon

4. To propose a vote of thanks to the retiring president Cynthia Crawford MBE

5. To appoint Phil Neale OBE as President in accordance with Rule 14.

6. To note the retirement, both as a Board Member and Chair, of Fanos Hira and to recognise his service to the Club by appointing him initially as an Honorary Life Member pending his eligibility for election as an Honorary Life Vice President at the 2025 AGM in accordance with Club Rule 16.1

7. To seek the approval of the meeting for the appointment of Cynthia Crawford MBE an Honorary Life Vice President in accordance with Club Rule 16.1

8. To seek the approval of the meeting for the appointment of Rachel Wright and Tom Scott as Elected Directors for a period of three years in accordance with Rule 17.5.

9. To receive Any Other Business notice of which has been given and approved for discussion by the Chair.

Part B

Panel Q&A Coaches & Captains



2023 Acting Chair's Report

As Acting Chair of Worcestershire County Cricket Club, I am pleased to present the annual report for 2023, a year that has showcased our commitment to excellence, community engagement, and sustainable development.

I would like to start off this report by paying tribute to Ashley Giles and Alan Richardson, who have both done a tremendous job in their first spell as CEO and Head Coach respectively.

Ashley has made such a positive impact and has been a breath of fresh air. He has come in, taken the job on in challenging circumstances, and on top of that he has had four floods to deal with this winter.

I think he has done a great job and the interesting thing for me is, you look at where the staff are at the moment, the morale has not been as high as this for a long time, and a lot of that is down to the effect Ashley has had on them.

I can't speak any higher than that of the job he has done. He has done a terrific job and I think he will continue to do so. Sometimes there has to be a change to make things more positive and that's what has happened.

This year both our mens and women's teams have demonstrated remarkable performance, with significant achievements that underscore our competitive spirit and dedication. We have navigated through the challenges of the sporting landscape with resilience,

balancing cricketing success with financial sustainability.

Our commitment to the local community and the development of cricket at all levels remains unwavering. The Academy and Pathway programs continue to nurture young talent, ensuring the future of cricket in Worcestershire is bright.

Strategic recruitment and investment in our teams have been key to our successes, reflecting our ambition to compete at the highest levels. We've also embraced our responsibility towards sustainability, implementing practices that protect our environment and foster a positive legacy.

The Club's financial health has been a focus, ensuring we remain on a stable footing to support our ambitions. This balance of performance, development, and sustainability is central to our strategy moving forward.

In conclusion, 2024 has been a year of both achievement and challenge. As we look to the future, we are excited by the opportunities to further our success, engage with our community, and promote cricket in Worcestershire. Our thanks go to our players, staff, members, supporters, and corporate partners for their continued dedication and support.

Paul Pridgeon
Acting Chair

2023 CEO's Report

I can't believe it's already eight months since I was appointed CEO of the club. So much has happened in that time, some of it very challenging, and much of it very positive. The way our men's first team performed last year was particularly impressive. Promotion back to Division One of the County Championship and two quarter final appearances in white ball cricket represent a very successful year for Alan, Brett, Jake and the players. For our Women's Rapids, success in the West Midlands Cup was also very pleasing and shows we have a very good platform to build on for the women's game in Worcestershire. In many ways it must be very close to our most consistent season on the field for many years.

Off the field we also enjoyed success, with record breaking sales during the Vitality Blast and Metro Bank One Day Cup competitions. Joe Tromans and his team have also made great strides from a commercial and sponsorship perspective, whilst Christmas was also a very busy and successful period with close to 2000 people enjoying hospitality at New Road during the festive period. Our aim is for everyone who comes through our doors, whether that be one of our supporters, a guest, staff or a player, to have a great experience. We want New Road to be a warm, welcoming and inclusive environment for all. We know we still don't always get that right, but we strive to be better and learn from our mistakes to make everyone's visit to the club as enjoyable an experience as possible.

Many of you will know that my role encompasses both CEO and Director of Cricket responsibilities and, as a result, a big part of my job is balancing the demands of cricket and the business. Sustainability, on both fronts, is crucial as one simply can't exist without the other. Whilst we strive to drive our

commercial revenues in order that we can grow the business and invest more into cricket, I must ensure that we don't stretch ourselves beyond our means and put the business at risk. The face of cricket is changing at speed, with new competitions and formats springing up in all corners of the world. Despite this, the fundamentals of the game remain the same. Whilst we must move with the times and continue to adapt to change, we must also find a way to protect the rich history of the game, its traditional formats and its institutions, such as Worcestershire County Cricket Club. A key part of my job must be to ensure the long-term sustainability and relevance of the Club long into the future.

The word 'purpose' seems to be used a lot when talking about the role and future of county cricket clubs. Our purpose is, of course, to play cricket, to entertain and to develop young cricketers who go on and play for Worcestershire and hopefully England. This is something we've done incredibly well in the past and must continue to do. Even if this means these players choose, at some point, to move on. We also have a very important role to play in the community and I'm very keen we develop our already close relationship with the Worcestershire Cricket Foundation to grow the number of those playing and following cricket in Worcestershire. We want those of all ages, backgrounds, and abilities to have the opportunity to enjoy the game of cricket and the facilities we have here at New Road. Ultimately, we want New Road to be the destination of choice for live sport, hospitality, and entertainment in Worcestershire.

One of the biggest challenges we faced in 2023 was the number of senior players who chose to leave New Road for other counties. It was very disappointing that Pennington, Haynes, Brown, Tongue and Cox chose to continue their careers

at other clubs, but they go with our thanks for what they have done for Worcestershire cricket, and they are always welcome back to New Road at any time in the future. Great credit must go to the coaching team and the players for the way in which they managed this disruption in the dressing room and continued to get results on the field.

We are under no illusions that Division One is going to be tough this year and when you look down the fixture list there are no easy matches. Additionally, losing so many players last year makes the task that much tougher, and perhaps our biggest challenge in 2024 will be retaining Division 1 status. However, we are delighted with the players we have been able to recruit. Alan and I are completely aligned on the principle that we need to bring the right people to New Road. That's individuals with the right skills to fit our team but also, and more importantly, the right characters who can complement and add to our environment. I'm always very aware of the importance of ensuring that we invest in the right people when we add anyone to our team, but particularly when adding anyone to the dressing room.

In Tom Taylor, Rob Jones, Ethan Brookes, Josh Cobb, Yadvinder Singh and Harry Darley there are a

great mix of characters, skills and abilities. All of them, I'm sure, will add to what we do here. Harry Darley is another young player to graduate through our academy and continues the record of success we've had in this area.

Despite the challenges, I've really enjoyed my first eight months and look forward to working with the team here at New Road on delivering the best possible experience for everyone. In my direct reports I'm lucky to have a strong and experienced group of people on both the cricket and business sides. We have a small team of staff, which means I've been able to spend time with everyone from very early on. In a relatively short period I've been able to really get to know our staff and fully appreciate the hard work and dedication they show every day.

There remain many challenges ahead and the game of cricket seems to be changing at a great speed, however, I look forward to the coming year, overcoming the challenges and to seeing all of you at New Road at some point during the summer.

Ashley Giles
Chief Executive Officer



2023 Men's First XI Report

It was pleasing for everyone to achieve the goal we had identified as wanting to achieve in red ball cricket at the start of the season – gaining promotion to Division One of the County Championship – and full credit to the players and all the support staff.

Throughout the season, we had our ups and downs in terms of performance, but the boys stood together really well and there was a real focus about what we were trying to achieve.

We stayed nice and level-headed in our approach throughout whether we put in a really good performance or one we weren't particularly happy with.

With the way the boys focused on that goal throughout the season, at no stage were we really distracted from that objective.

We had blocks of games, and we probably broke those down to help us and the real turning point for me was the two games at the out-grounds, Oakham School and Cheltenham, where we played some really good cricket on two very different surfaces.

We sat down just before the Oakham game and identified and tried to line everything up. We were fourth as we went into that game, but it was all quite tight in the table.

It was seen as an opportunity, that if we focused on the task in hand and stayed nice and calm, to achieve what we wanted to.

Once the players had talked about that, and dangled that in front of them, it became exciting rather than possibly something that could have been daunting.

All the supporters should be proud of their performance, and certainly as a support staff we were.

Equally significant away from the victories, was the way the team dug in for draws and crucial points when things didn't quite go our way.

For example, in the home games with Sussex, Derbyshire and Yorkshire, we showed some real character and fight in those.

Azhar Ali's century in the second innings against Sussex, when Ollie Robinson was on fire with the ball, is what you get from such a high-quality batter.

Against Yorkshire, we scrapped it out slightly differently, but Adam Finch and Ben Gibbon should take a huge amount of credit from that game for the way they defied the opposition with the bat, at the end and then when opening.

Throughout the 14 games, you talk about the ups and downs, and you also need little things to go your way and I think in the Yorkshire game, time was lost to rain which helped us. Similarly, against Gloucestershire, we were behind and got a bit fortunate there.

At times, we had things go our way but there will be other times when they don't. You can't control the weather, and certain aspects that come your way, but if you can roll with it, and go with it, then that gives you a chance.

We landed on the right side of things a couple of times when we weren't at our best, and sides played well against us, but it's how you respond to that. Jake Libby made a massive contribution with the bat to our success, scoring nearly 1,200 runs and with the consistency he shows, and the way he goes about his business. It's not an easy job opening the batting in England, and definitely not at Worcester, and the stats show that.

But Jake fights brilliantly against that with his performances. He came in here to partner Daryl Mitchell with the potential long term that he would take over from Daryl and that has happened.

Daryl is a legend of the club, and scored a lot of runs, and put in some amazing performances and, whilst Jake has only been here for four years, he is starting to show those, and he should be really proud of his efforts.

He works incredibly hard at his game, is very focused on what he is trying to do but is a really good team man as well.

Jake's opening partner during the second half of the summer, Gareth Roderick, also did a splendid job and was the next highest scorer. With Gareth, when we originally signed him, if you looked at his record, we knew that we were getting a good cricketer.

But what really shone out for us was his character, and how we went about his business, and what has happened with Gareth, in his three years at the club, is probably a good indictment of who he is.

He will be the first to say the first year didn't go anywhere like the way he would have liked, but the way he has responded to that has been magnificent and, whenever you ask someone to do a job, Gareth is one of those who will put

his hand up. He recognised last year that there was an opportunity to go and open the batting and he put his hand up. He talks about wanting to bat in the top three all the time, to go alongside his wicket-keeping, and he relished that opportunity.

Gareth did the opening role brilliantly well and himself and Jake worked well together for that period of time. They are close, get on really well, know each other's games, are good, experienced cricketers now.

It was really pleasing having seen Gareth struggle for a little while to watch him over this last season and a half really flourish.

The last day of the game at Cheltenham summed up what sort of character Gareth is. He was really poorly, and we were adamant that he needed to leave the field. We even sent for Henry Cullen to return from a Birmingham League game that day.

But he was very strong willed and said, 'no I'm fine, I'll tell you when I need to come off' and despite being really ill, cracked on.

Our Club Captain, Brett D'Oliveira, showed similar qualities and determination when returning to play during the finale of the season and lead



us to promotion after dislocating his shoulder.

There was no pressure on Brett to do that, but he was the one who drove that and said he wanted to play, can you get me on the park. Andrew Powell talked to him, gave him some options whilst also spelling out the dangers, but Brett saw the opportunity to get promotion and wanted to be part of that and felt he could value.

The agreement was if he felt he couldn't add value, he wouldn't play but he did brilliantly well. Having his presence on the field is huge for the lads but also the skill he showed.

Really fitting that he scored a hundred in the promotion-clinching game at Headingley. A real indicator of Brett's character.

Whilst it didn't come as a surprise that he wanted to do that, Brett as a leader has many qualities and one of them is he leads by his actions and would not ask people to do stuff he is not willing to do himself, and he does that brilliantly well.

Promotion was achieved after the news came out mid-season that several players

would be leaving New Road at the end of the summer.

I feel like I've spoken about it a lot, and don't like to dwell on it too much now, but going through it, and living through it, there were certain distractions, for the players not leaving and the ones who were leaving.

I don't think for any of them it was an easy decision. It was incredibly difficult and full credit to everyone involved who continued to play their part and it shows the character of everyone, the guys who stayed and the guys who left.

They wanted to continue to play and try and achieve something we set out to do at the start of the season. The strength of the group shows it is something they can cope with.

It was also pleasing to see a marked improvement in results in white ball cricket and we dove-tailed well as a team.

We had a strong start, and Usama Mir stood out in terms of that and gave us a couple of match-winning performances. Adam Finch in the Yorkshire game at New Road was fantastic, and we always knew that Mitch (Santner) was a quality player.



During the second half of the tournament, his contributions were phenomenal with either bat or ball, and at times both. He is incredibly calm which, when you play T20 cricket, is a huge asset to have, very laidback how he went about stuff.

We lost games away to Lancashire at Blackpool and Yorkshire at Headingley, when Michael Bracewell got injured, but again the boys stayed incredibly calm, and these things happen.

The lads all gave amazing contributions at times but Mitch during that second half stood out, as did Adam Hose in his first season.

Brett (D'Oliveira) was our T20 Player of The Year for the third time in succession and he has found ways of reinventing himself.

When I first came back here, he batted five and six and there was an opportunity a couple of years ago when Jack Haynes got injured to go and open and he did that really well and has now made that spot his own for now.

His fielding is excellent, and his bowling is massively under-rated by himself, but by no-one else and, with the tactical nous he has, he stays nice and calm on the field as well which is important.

In the Metro Bank One Day Cup, we secured another quarter-final spot, and it was encouraging to see Josh Baker perform so well.

When we signed Mitchell and Michael Bracewell, we sat Josh down and had a chat about what that might possibly mean for him in T20 cricket and unfortunately, he didn't play any of that.

But we always felt the 50 over campaign would be a good opportunity for him to get some white ball experience in and it didn't come as a huge surprise that he performed well.

He is a quality performer with some really good attributes, and he will get better and better and I'm sure his T20 opportunities will come in the future.

The previous year we hugely missed having some spin overs in the middle when he wasn't available, and Brett was away with The Hundred. Certainly, having him back this year, was a huge part about how we went about our cricket.

I look back over the season and there is also huge credit due to the support staff. I was in a new role, Kadeer Ali was in a new role, Richard Jones had just joined us,

Andrew Powell was only a year into the job, Zachary Bess came in May, Billy Boxall as analyst joined in February.

It was a completely new look. Elliot Wilson, Ryan D'Oliveira, and Carrie Lloyd were the experienced Worcestershire people but everyone else was either new to their role or the club itself.

For everyone to unite well, work together so well, and make my life a lot easier than I thought it was going to be, was fantastic.

They couldn't do anymore, supported me in everything I did. They could see when I was struggling and always helped. We ask the lads to be together on the field but, off the field, with the support staff I couldn't have asked for anymore.

I was also delighted when in mid-season Ashley Giles was appointed as our new CEO. I'm learning a hell of a lot from Ashley. My thoughts when he was appointed were that there was probably no-one more experienced or qualified in the country to do that role.

He is really excited to do the CEO role but also has so much knowledge and experience in the Director of Cricket role.

I really enjoy having someone there I can talk to whenever I need to, to bounce questions off, and to be challenged, but he's also been great in giving me a lot of space as well to let me get on with it.

I've known Ash a long time, worked with and played with him, and it feels like it is working well.

Alan Richardson
Men's Head Coach

2023 Women's 1st XI Report

It was another successful season for Worcestershire Women's Rapids who lifted their second trophy in two years.

The Rapids had proudly paraded the ECB T20 County Cup Group Two Trophy around New Road after winning the competition in 2022.

They followed this up by triumphing in the West Midlands Regional Cup tournament last summer.

The squad was strengthened for the 2023 season by the signing on loan of all-rounder Gabby Basketter from Welsh Women and she had also played for Central Sparks the previous summer. But batter Georgina Macey, the Rapids leading run-scorer in 2022, was unavailable for much of the campaign after the birth of her new baby.

The news was released early season that Rapids captain, Chloe Hill, had been awarded her first ever full-time pro contract with Southern Vipers after a successful loan spell in which she helped them reach the final of The Hundred.

Ellie Anderson and Charis Pavely linked up the squad fresh from being part of the England Under-19 side which reached the final of the ICC Women's T20 Under-19 World Cup.

But they and their team-mates were frustrated by the weather during the early part of the season.

The Rapids got to play only one match in the ECB T20 County Cup Group Two competition in which they had lifted the trophy in such impressive fashion in 2022.

The inclement elements led to the entire group programme, involving double headers against Staffordshire, Warwickshire and Leicestershire being washed out.

It meant that the first competitive match action experienced by the Rapids was not until finals day at Leek in mid-May when they went down by 37 runs to Warwickshire in the semi-finals.

Thankfully the weather improved sufficiently for New Road to stage the prestigious Charlotte Edwards Trophy finals day which was a real feather in the cap for the club.

Even so, the reserve day was required, and it was great to see the cream of women's cricket talent in action and congratulations to the Southern Vipers on retaining the title.

It was unfortunate that a finger injury ruled Chloe Hill out of the West Midlands Regional Cup group stages, sustained while on loan to South East Stars, but full credit to Clare Boycott for stepping up as captain.

She called upon all her incredible experience of more than 200 matches for Worcestershire and led from the front with her performances.

Clare finished as the top scorer not only for the Rapids but the entire competition and in every game, she made an important contribution with the bat up at the top of the order.

The Rapids provided the leading three run scorers in the WMRC with Gabby Basketter and Milly Home also making their mark.

But so many different players chipped in and anyone who was there will never forget Amy Maund's four wickets in an over against Warwickshire. It was one of those special moments she will remember for a long, long time.

How encouraging it also was to see young spinner Phoebe Brett demonstrate her potential and the flourishing pathway continues to provide a conveyor belt of promising talent. The Rapids were also well represented in

The Hundred with Chloe Hill, Ellie Anderson, Charis Pavely and Ami Campbell wildcard selections.

Hannah Hardwick also got called up as an injury replacement by Trent Rockets and, with Emily Arlott's involvement, it meant a total of six Rapids players featured.

This sort of experience can only be invaluable, being in the same dressing room as some of the cream of the women's talent, for their development.

In the autumn, there was good news for Charis Pavely who earned her first professional contract with Central Sparks.

She scored her maiden half century for Sparks in the Rachael Heyhoe Flint Trophy meeting with South East Stars at Guildford.

On a local level, Charis also made her Premier Division debut for Old Elizabethans in the Worcestershire County League, and what a debut it was with 6-53 against Chaddesley Corbett.

Ellie Anderson was awarded a Pay-as-You-Play contract by Sparks after also making encouraging progress and she, like Charis, were members of the inaugural Sparks Academy intake three years ago.

Chloe Hill was also awarded a PAYP contract by the South East Stars after her loan spell.

Ryan D'Oliveira
Pathway Coach



2023 Men's 2nd XI Report

Worcestershire Seconds enjoyed their best season in red ball cricket for 24 years and, for the younger players involved, the different experiences will only stand them in good stead going forward in their careers.

Rehaan Edavalath, Henry Cullen and Olly Cox went onto earn new professional contracts at New Road after playing for sizeable amounts of the Seconds campaign.

As a club, a big part of our DNA and purpose is developing players – not just our own players that have come through the system, but developing players that join from other clubs.

It is always pleasing when home-grown players come through and transition from the Academy; and to see Rehaan, Henry and Olly on that part of their journey and go through their own unique experiences last year was amazing.

They will be the first to acknowledge how much of a learning curve the challenges were in a season which finished with a third spot in the Championship and the most wins – six – in a year since 1999.

For young players especially, to be a part of that, to go through those game experiences, recognising when to absorb and when to apply pressure, knowing what that looks like and how it feels as a player, is incredibly important.

From an environment and morale point of view, winning games of cricket is easy. You go from game to game with confidence, feel like you can get through any passage of play, and as a coach it can be relatively straightforward.

It is important as a player to understand what that feels like and go through that and try to work out what it is that is working well. At the same time, it's important to be able to learn from losses and periods where things aren't going as smoothly. Those are the times you find out a lot about yourself and the team. My role is to remain consistent with the messaging and make sure we're judging ourselves on our values and principles of play we set out as a squad at the start of the season.

An example of that last was when we lost the first two days of the Championship match away to Lancashire due

to bad weather, and we set up a game which we eventually lost by 20 runs.

Hopefully, the learning experiences of that, being positive, playing on the front foot and willing to lose the game in the aim of winning can only be beneficial. One of the things that club captain Brett D'Oliveira has tried to instill, and it goes alongside the changes you've seen in the England team, is wanting to be positive and willing to try and win the game at the risk of losing it.

I really enjoyed my first season back at New Road where I had some great memories as a player.

It was a combination of mainly running the Second Team but also assisting with the First Team, particularly with the white ball season which was a lot of fun.

With the Seconds I really enjoyed the unique challenges of managing a side made up of players at different stages of their career. You have the rookie players, where a big part of my role was to help them transition into the squad and give them lots of support.

Then you have got guys who haven't quite made

the first team squad that week, or are coming back from injury, and then we also had some triallists.

I really enjoyed that dynamic, as well as making sure I got the messaging right in making sure that the first team and the second team were aligned. Thankfully, the lads bought into that brilliantly, and were outstanding.

For me, coaching is all about people and the relationships that you build. Everyone is different and my relationship with player 'X' would be slightly different to my relationship with player 'Y' and just understanding first and foremost how important that is in your role as coach.

The relationships you build with players is very important and the environment you create is equally so. Those two things are obviously related, and when they're done well, I think you're in a good place as a club. Last year, I believe we did that very well and played a big part in our successes.

I see a big part of my role with the Seconds as harnessing and fostering that culture and making sure that flourishes in the environment, because it's a big part in making sure players are as ready as possible when they get an opportunity in the first team.

As a club, we feel that our environment plays a big

role in the development of our best young players, and I also think we have that reputation among the other players at other counties. I think players come here knowing they are going to get better because they are going to develop and get opportunities, but I also think they like the environment and the culture - that 'Worcestershireness'.

A lot of players who come into the environment, whether it is permanent signings or overseas players embrace it and speak very highly about it.

For example, when Logan van Beek left here after his spell last summer, he spoke glowingly about our environment and how much he enjoyed playing for us. The same can be said about the late Phil Hughes - he absolutely loved it here because of what we are about, the environment, the culture.

A word about young Harry Darley who has just secured his first rookie contract. It's so exciting to see Harry come through the way he has, someone who possibly wasn't an obvious pick at the start of last year. He had a few opportunities to bowl at the professional squad last winter at Malvern where he impressed, and at the start of the summer started to perform very well for Shrewsbury CC. He was then able to put in some eye-catching performances, notably a 5-wicket haul vs

Northamptonshire 2nd XI and an excellent display against New Zealand touring side in a T20 at New Road.

His game plans are very simple and at his best hits the top of the stumps consistently with the ability to move the ball both ways. Obviously, he is still very young and is still maturing as a player and as a person but, when on the pitch with a ball in his hand, he seems to just take things in his stride which is a great attribute to have as a professional cricketer. After the progress he made last year, it is brilliant the club have made the commitment to signing him.

It's also a great story for the Pathway as it hasn't been a straight-forward linear progression, like Yadvinder Singh's career trajectory. Hopefully, it acts as inspiration for all the young boys and girls involved with the Pathway to persevere, work hard and dedicated themselves to keep getting better.

Richard Jones
Assistant Coach

2023 Academy & CTP Report

It was an enjoyable and successful first full year of the Academy, in terms of a full winter and full summer programme, since COVID.

There were lots of plus points, lots of highs, lots of opportunities for people and the excitement of getting to a cup final (The ECB Under-18 County plate) for the players was a new experience for everyone.

We haven't always done so well in the 50 over and T20 competitions as an Academy side and it was a great experience for the group.

In red ball cricket, we retained the ECB Under-18 County Championship title after another hard-fought group. Something we have put a lot of emphasis on over a long period of time now is about learning how to play red ball cricket.

A lot of the experiences of young cricketers in Pathways are short and sharp, are over quickly, so we've worked hard at being creative in the winter about learning the skills required to play long format games of cricket.

To see us benefit from that, by doing the basics for long periods of time, is exciting for us.

The thinking behind it is if we have got players who have got good red ball basics then the stuff they need to learn, the creative skills needed to play white ball cricket, we feel the fundamentals are there to learn those skills easier.

The group was outstanding throughout the whole of the year really. They played a lot of cricket together this year and one of the things I've noticed over the last three years, since the change of structures, is the Academy lads play more groups together.

Seeing some of the rookie contract players like Olly Cox and Rehaan Edavalath also playing in that side means you end up putting an exciting team on the park.

With Olly Cox, Rehaan Edavalath and Henry Cullen, it is nice for them to have their contracts renewed after their initial rookie contracts in 2023 and we wish them all success over the next couple of years and it is very pleasing to see young players from Worcestershire getting opportunities.

In addition, Harry Darley's performances almost demanded the club contracted him. He kind of was a late runner for the summer. He should have started as a new member of the Academy. A bit of a rough diamond, as people say about lots of players, and by the end of the summer it was a case of 'this kid is really good'.

He performed very strongly in all cricket he played and just looked like he was going to take a wicket every ball as the summer went on. He bowls a good first-class cricket length for this country in which he commits batters forward and it is exciting for him where his cricket might go over the next 12 months.

There is always a blend of players who perform to such a high level and players you believe have the potential to do so and we have a nice reputation at Worcestershire, and always have, of giving guys opportunities.

It works for the club and those guys who get things right get those opportunities, and they have done well.

With the new Academy intake, we've got a real nice group of cricketers in the Academy again with a slightly younger age profile.

The average age is more 15-16 rather than

17-18 so it's a bit like a cycle and there are some exciting individuals within that group.

It was nice to see one of them in Jack Home come and train with the first team just before and after Christmas and make a real positive impression on staff and players alike.

He played a lot of cricket for Shropshire's first team last year and progressed nicely and he trained with the first team down at Malvern.

It made Richard Jones sit up, and he got excited, and he has continued to grow from there. It is exciting to see where his cricket might go this summer.

Some of the younger players, who did some special things in regional cricket last summer, continue to build on the confidence they got from that. You can see that from how they are playing during the winter. Seth Essenhig, Fin Goodman, and Toby Cox are doing really well.

All three got selected for the annual Bunbury's Festival and for the guys who get that recognition it has always historically been such a wonderful experience.

Some go on from that and thrive and some plateau and certainly Seth and Toby had very positive experiences, performed very well, and consequently got invited to participate in a Young Lions game at the end of the summer.

Seth played a bit of second team cricket last year, a three-day game against SACA and a one-day game against SACA, one of the youngest of our players to play at that level.

At the start of 2023, we moved the staff around and made some decisions on what we needed and where the game was going as a whole, and it was really exciting to be able to develop Ryan D'Oliveira's role and introduce Stuart Houghton into the pathway team.

Stuart came in with a real focus on getting the foundation phase of the pathway right in the boy's programme. Because of everything that has gone on in the game

over the last few years, the entry point into the pathway is seen as a real key point to get right for pathways in making sure it is accessible to all, is inclusive, is diverse.

To have someone make sure that the experience of the players who are in it is a real positive one stands us in good stead.

We are going to be challenged in several areas moving forward in terms of making the pathway really clear in terms of how it identifies and develops talent, making it accessible, focusing on where we can help the players who have less opportunities, inclusive so it is an open trials process and in can we make sure the financial barriers are removed as much as possible.

With Stuart's involvement as Pathway Performance Coach, over the last six months we've really started to make a huge impact on those four areas of talent identification, state school opportunities, the entry point into our pathway and removing financing barriers.

Ryan is also a Pathway Performance Coach and has taken on the Women's and Girls' Pathway and that has grown from strength to strength in terms of the thought that goes into it, how it is run, more fixtures, more players involved. He deserves a lot of credit for the growth of the women's pathway within Worcestershire.

Certainly, getting the support levels right for the Women's Rapids side over the next 12 months is a key aim for us. We have improved it massively over the last five years in terms of removing as many costs as possible.

There is still a significant piece of work to be done there and we are hoping to increase support of the resources available over the next 12 months especially with the current direction of travel of the women's game where the regional cricket is out for tender. We want to run the best programme we possibly can in Worcestershire.

Elliot Wilson
Academy Coach

Equity, Diversity & Inclusion Report

Our vision is to ensure that Worcestershire Cricket belongs to everyone – our staff, our members, players, and the many visitors we welcome to our ground.

I am delighted to highlight in this report just a small selection of the many brilliant initiatives and activities that have taken place right across the club during 2023 by many people who are passionately committed to achieving our vision and I wish to publicly commend and thank the WCCC team for their hard work.

The Equality, Diversity, and Inclusion (EDI) plan for Worcestershire Cricket is broadly focused across 5 key pillars:

Environment

A significant amount of work has taken place to make the ground more accessible. There are 10 clearly marked accessible parking spaces behind the D'Oliveira stand and further spaces in the newly created car park. Following visitor feedback, those with extra accessibility needs can enter the ground by the gate adjacent to the cricket nets to reduce walking distances to seats. Particular attention has been paid to all the toilets across the ground to ensure they are more accessible and inclusive with a changing places area created for visitors who may need extra equipment to change.

There is now a spot under the family stand for visitors to safely stow wheelchairs and pushchairs for those who need it. Sensory packs are available including headphones, colouring books etc on request.

Helen Grayer and her team are continuing to work hard on signage and markings across the ground to make navigating the ground easier especially for those visitors that are visually impaired. A portable hearing loop has been installed that enables those with

hearing aids to access and enjoy the match commentary.

I would encourage anyone attending the ground or with guests with needs or concerns to get in touch with us before you visit as we will do our level best to accommodate a wide range of needs.

Data and Insight

We now collect much more detailed demographic data around employees and the cricket pathways. This is so we can continue to challenge ourselves as to whether we accurately reflect the local community we serve according to the latest census data. Whilst there is always more work to do, we have made good progress in closing those gaps. Recruitment policies and practices have all been updated to enable for instance, anonymised recruitment.

Ashley has certainly been in listening mode and several staff focus groups and feedback sessions have been held alongside regular staff surveys to ensure the club is a more inclusive environment and to also build a picture of the training needs for staff. The common theme from those sessions is that staff feel like they are part of a family, that there is a sense of belonging and feeling part of something special. This is something very precious we must continue to build and nurture.

Education

Stewards and front facing staff have undergone disability and inclusion etiquette courses to provide knowledge and comfort to assist those that need it as they visit New Road. Two fully trained stewards are always available for match days and concerts to ensure those with accessible and additional needs have an excellent and comfortable experience when visiting us.

A number of members of the senior leadership team from right across the club are in the final throes of completing an ECB sponsored EDI Leadership course over the past 18 months which is bringing fresh insights and thinking as we continue to evolve the club.

Building Diverse Teams

At the time of writing the main cricket club board now has 2 female board directors who are actively involved on the recruitment panel for a new chair which has been widely advertised. We wish to attract applications from as diverse a range of candidates as possible. On the business side, many of the senior operating roles within the club are undertaken by women.

We are delighted that we will be joined in March 24 by a full time safe-guarding and EDI officer who will work across both the cricket club and cricket board. This is a new role which enable this important agenda to develop further.

We were thrilled at the end of September to be the first club in the country to offer a full open Women's cricket trial to mirror a similar event held for men in 2022 and attracted a healthy amount of interest with the Central Sparks team supporting the initiative.

Pathways

Elliot Wilson has continued to evolve the Pathway to ensure it is as inclusive as possible for both parents and participants – by being transparent around what key attributes and skills are looked for in triallists, how the trial process is run (with a number of coaches observing triallists over 2 sessions) and ensuring the selection process itself enables children to feel comfortable, confident and to encourage them to “Be yourself with skill”. Children have been provided with training kit to try and reduce the financial barriers to participation.

For the boys' pathway, which has developed over a longer period, of the 158 boys in the pathway, 29% are from ethnically diverse backgrounds and 59%

are state school educated. This data reflects very well compared to other pathways. The girls' pathway is developing with 72 girls now participating - which continues to grow year on year. Since WCCC took ownership of the pathway in 2019 - encouraged also by greater participation in schools and of those on the pathway, 49% are state school educated. Ethnic diversity stands at 5% and whilst it is broadly comparable to the local non-white population of 6% across Worcestershire, the boys' pathway demonstrates this can be improved further.

Helen Grayer has many more plans for ground improvements. A winter multi faith room and a summer multi faith pod will be available in the summer of 2024. Further plans including a ramp into the GHP building are being investigated to further improve access.

The Club has partnered with an external agency to undertake an indepth research project across Worcestershire and the Black Country to find out what residents wants from their Worcestershire, as well as how best to reach and communicate with new, and new diverse audiences as the Club looks to grow its community.

There will be more to share with you as 2024 progresses and we will seek to update the club website to reflect the many ground access facilities now available. We want to ensure that regular visitors to the ground have a fantastic experience and feel comfortable and cared for. We also want to attract new audiences to the ground, and I hope that this report encourages people to come and see us at New Road.

Emma Hallam
Board Director





Worcestershire County Cricket Club Limited
& Worcestershire County Cricket Club Trading Limited

Consolidated Accounts

For the year ended
31st December 2023

The consolidated accounts for the year ending 31st December 2023 are extracted from the audited accounts of Worcestershire County Cricket Club Limited and Worcestershire County Cricket Trading Limited.

The accounts for both of these entities were prepared and audited by Thorn Widgery Accountancy Ltd.

Copies of the full signed audited accounts are held at the Club's offices and are available for inspection throughout the year.

Accounts

Commentary

It is with great satisfaction that we present in this Annual Report the Club's commendable recovery from a significant deficit of £203,287 in 2022 to a modest profit of £13,340 in 2023. There has been an uplift in revenue across nearly all sectors of our operations. Moreover, we have effectively managed expenses in the face of inflationary pressures on salaries and commodities, alongside augmented regulatory mandates for match day operations and facility management.

There was a noteworthy 15% escalation in match ticket sales, encompassing both red and white ball games. The inclusion of the New Zealand men's tourist match and progression to two quarter-finals augmented our revenue streams significantly in 2023.

Our Catering Department delivered its most profitable outcome in several years, contributing a profit of £282,000, with potential for further expansion in hosting additional functions and events. Match day hospitality remains a sector of high demand, promising avenues for increased revenue.

The year 2023 saw the successful execution of two music concerts, with plans already in motion to double this offering in 2024, spreading across two weekends.

Membership subscriptions witnessed a 7% decrease, attributed to a decline in membership numbers. Following a sustained period of price freezes, we have revised the membership fees for 2024, which has so far resulted in renewal rates surpassing those of 2023.

The Club duly received all anticipated funding from the England & Wales Cricket Board (ECB) in alignment with

the distribution agreement. This funding included a Maintenance Grant, facilitating significant enhancements to our property, notably the new car parking facility, an inclusive changing places bathroom, pitch-side fencing, and an irrigation system.

In 2023, the Club forged a Social Value Agreement with Worcestershire County Council, pledging to offer a spectrum of services and facilities to support the community, such as a weekly soup kitchen, meeting venues, work experience opportunities, and promotional activities for Visit Worcestershire. In return the Club receives a reduction to the outstanding value of the loan between both parties.

The Club succeeded in reducing its debt from loans and overdrafts by £179,360 in 2023, bringing it down to £3,448,628. Deferred income is accounted for under Creditors, including advanced funding from the ECB to assist cash flow, which saw an increase of £141,667 in 2023, reaching £1,141,667.

Financial sustainability remains a paramount concern for the Club, as well as for other venues not hosting Test matches or The Hundred. It is imperative that we generate sufficient profits to ensure debt repayment. A strategic focus for 2024 will be the development of new revenue streams beyond cricket and the expansion of existing operations.

Sarah Gluyas
Head of Finance





Worcestershire County Cricket Club Ltd

Consolidated Statement of Comprehensive Income

For the year ended 31 December 2023

	Notes	2023	2022	2021	2020	2019
		£	£	£	£	£
Turnover	1	6,624,387	5,897,611	5,199,464	4,163,984	5,455,157
Cost of Sales		(3,281,088)	(3,074,643)	(3,289,880)	(2,778,095)	(3,484,954)
Gross Profit		3,343,299	2,822,968	1,909,584	1,385,889	1,970,203
Administrative expenses		(3,258,582)	(3,059,221)	(1,927,350)	(1,867,095)	(2,220,536)
Other operating income	2	63,235	84,805	154,153	653,980	301,846
Operating Profit		147,952	(151,448)	136,387	172,774	51,513
Interest payable and similar charges		(162,522)	(83,987)	(69,698)	(116,340)	(140,841)
Profit/(loss) on Ordinary Activities before Taxation		(14,570)	(235,435)	66,689	56,434	(89,328)
Taxation on profit on ordinary activities		27,910	32,148	(58,212)	(34,799)	7,518
Profit/(loss) for the Financial Year		13,340	(203,287)	8,477	21,635	(81,810)

Worcestershire County Cricket Club Ltd

Consolidated Statement of Financial Position

Balance Sheet as at 31 December 2023

	Notes	2023 £	2022 £	2021 £	2020 £	2019 £
Fixed Assets						
Tangible assets	3	8,012,376	7,715,331	7,835,792	8,023,073	8,197,110
Investments		15,390	15,390	15,390	15,390	15,390
		<u>8,027,766</u>	<u>7,730,721</u>	<u>7,851,182</u>	<u>8,038,463</u>	<u>8,212,500</u>
Current Assets						
Stock		84,983	51,483	73,409	38,482	26,969
Debtors	4	280,809	301,252	165,352	99,912	272,739
Cash at bank and in hand		135,501	123,790	88,791	353,039	120,577
		<u>501,293</u>	<u>476,525</u>	<u>327,552</u>	<u>491,433</u>	<u>420,285</u>
Creditors: Amounts falling due within one year	5	(3,772,240)		(2,691,071)	(2,883,869)	(2,779,014)
		<u>(3,270,947)</u>		<u>(2,363,519)</u>	<u>(2,392,436)</u>	<u>(2,358,729)</u>
Net Current Liabilities						
Total Assets less Current Liabilities		4,756,819		5,487,663	5,646,027	5,853,771
Creditors: Amounts falling due after more than one year	6	(2,469,408)		(2,950,206)	(3,175,259)	(3,439,392)
Deferred taxation		(103,294)	(131,265)	(163,413)	(105,201)	(70,402)
		<u>2,184,117</u>	<u>2,170,801</u>	<u>2,374,044</u>	<u>2,365,567</u>	<u>2,343,977</u>
Net Assets						
Share Capital		109	123	89	79	133
Reserves		2,184,008	2,170,678	2,373,955	2,365,488	2,343,844
Shareholder Funds		<u>2,184,117</u>	<u>2,170,801</u>	<u>2,374,044</u>	<u>2,365,567</u>	<u>2,343,977</u>

Worcestershire County Cricket Club Ltd

Notes to the Accounts

Extract From The Accounting Policies

The following principal accounting policies have been applied:

Basis of Preparation Of Financial Statements

The financial statements have been prepared under the historical cost convention unless otherwise specified and in accordance with Financial Reporting Standard 102.

Basis of Consolidation

The consolidated financial statements present the results of the Group and its own subsidiaries ("the group") as they formed a single entity. Intercompany transactions and balances between group companies are therefore eliminated in full.

Going Concern

The directors have undertaken their assessment of continuing to operate in the foreseeable future within the current and anticipated resources available and the ability to realise assets and settle its obligations in the normal course of business. This assessment includes the consideration of material uncertainties. The directors make their going concern assessment in respect of a period of one year from the date of approval of the financial statements. The directors conclude it is appropriate to prepare the financial statements on the going concern basis.

Tangible & Fixed Assets

All plant and machinery over £500 are capitalised and are held at cost, net of depreciation and any provision for impairment. Depreciation is charged so as to allocate the cost of assets less their residual value over their estimated useful lives, using the straight-line method.

Plant and machinery and improvements to property depreciation is provided at 20%, freehold property at 2% and freehold land is not depreciated.

Grant Income

Grants are accounted under the accruals model as permitted by FRS102. Grants relating to expenditure on tangible fixed assets are credited to profit or loss at the same rate as the depreciation on the assets to which the grant relates. The deferred element of grants is included in creditors as deferred income.

Stock

Stocks are stated at the lower of cost and net realisable value.

Pensions

The Group operates a defined contribution plan for its employees. A defined contribution plan is a pension plan under which the Group pays fixed contributions into a separate entity. Once the contributions have been paid the Group has no further payment obligations.

Deferred Taxation

Deferred tax balances are recognised in respect of all timing differences that have originated but not reversed by the reporting date.

Notes to the Accounts

	2023	2022	2021	2020	2019
	£	£	£	£	£
1 Turnover					
Subscriptions	332,419	357,973	298,431	144,829	414,454
Match receipts	378,321	287,816	95,502	11,887	366,259
England & Wales Cricket Board	3,880,839	3,604,295	3,849,616	3,473,128	2,839,936
Catering	1,169,653	956,213	431,010	183,918	1,179,052
Commercial	418,621	319,839	221,029	237,639	433,782
Retail sales	65,758	103,359	76,797	42,313	-
Worcestershire County Age Group (Pathway)	105,121	62,054	63,115	7,720	97,359
Car parking income	160,337	150,513	122,192	62,550	124,315
Concerts	113,318	55,549	41,772	-	-
	<u>6,624,387</u>	<u>5,897,611</u>	<u>5,199,464</u>	<u>4,163,984</u>	<u>5,455,157</u>

2 Other Operating Income

Sundry income	9,948	54,737	52,893	63,818	227,904
Government grants receivable	-	-	76,150	586,452	-
Donations received	53,287	30,068	25,110	3,710	73,942
	<u>63,235</u>	<u>84,805</u>	<u>154,153</u>	<u>653,980</u>	<u>301,846</u>

3 Tangible Fixed Assets

	Freehold property	Property improv'ts	Plant & machinery	Total
	£	£	£	£
Cost				
at 1 January 2023	7,905,924	-	894,290	8,800,214
Additions	-	606,657	25,985	632,642
Disposals	-	-	-	-
At 31 December 2023	<u>7,905,924</u>	<u>606,657</u>	<u>920,275</u>	<u>9,432,856</u>
Depreciation				
At 1 January 2023	438,096	-	646,787	1,084,883
Charge for the year	87,619	121,331	126,647	335,597
Disposals	-	-	-	-
At 31 December 2023	<u>525,715</u>	<u>121,331</u>	<u>773,434</u>	<u>1,420,480</u>
Net Book Value				
At 31 December 2023	7,380,209	485,326	146,841	8,012,376
At 31 December 2022	7,467,828	-	247,503	7,715,331

Notes to the Accounts

	2023	2022	2021	2020	2019
	£	£	£	£	£
4 Debtors					
Trade debtors	106,855	188,926	97,809	39,732	159,643
Other debtors	-	1,560	2,105	-	205
Prepayments and accrued income	173,954	110,766	65,438	60,180	112,891
	<u>280,809</u>	<u>301,252</u>	<u>165,352</u>	<u>99,912</u>	<u>272,739</u>
5 Creditors: Amounts falling due within one year					
Bank overdrafts	523,538	720,855	386,534	5,461	157,434
Bank loans	302,857	355,551	396,350	256,674	216,602
Other loans	146,500	146,500	146,500	531,500	461,503
Trade creditors	353,973	284,412	153,679	138,512	152,095
Other taxation and social security	254,051	293,505	297,492	273,390	425,568
Finance lease and hire purchase contracts	6,325	33,651	40,642	39,016	37,041
Other creditors	156,626	113,777	91,756	55,848	84,603
Accruals and deferred income	2,028,370	1,438,666	1,178,118	1,583,468	1,244,168
	<u>3,772,240</u>	<u>3,386,917</u>	<u>2,691,071</u>	<u>2,883,869</u>	<u>2,779,014</u>
6 Creditors: Amounts falling due after more than one year					
Bank loans	970,169	1,260,672	1,633,222	1,421,622	1,577,789
Other loans	1,499,239	1,228,226	1,249,035	1,396,674	1,741,684
Finance lease and hire purchase contracts	-	6,323	38,387	77,401	118,391
Accruals and deferred income	-	23,042	29,562	279,562	1,528
	<u>2,469,408</u>	<u>2,518,263</u>	<u>2,950,206</u>	<u>3,175,259</u>	<u>3,439,392</u>
7 Loans					
Amount falling due within 1 year	449,357	502,051	542,850	788,174	678,105
Amount falling due within 1 - 2 years	421,589	421,589	548,580	508,294	902,126
Amount falling due within 2 - 5 years	1,252,910	1,015,071	1,089,654	910,558	974,257
Amount falling due after 5 years	782,555	1,052,238	1,244,023	1,399,444	1,443,090
	<u>2,906,411</u>	<u>2,990,949</u>	<u>3,425,107</u>	<u>3,606,470</u>	<u>3,997,578</u>

Additional analysis, not forming part of the audited accounts

	2023	2022	2021	2020	2019
	£	£	£	£	£
8 Cricket expenses					
Players and other cricket staff wages	2,452,909	2,253,661	2,159,917	2,135,520	1,912,505
Healthcare	161,681	127,984	138,689	124,118	126,897
Academy	65,896	49,917	27,737	36,733	45,851
WCAG (Pathway)	89,328	66,731	49,950	18,514	97,359
Stewarding & staging	121,618	111,469	81,760	9,287	66,984
Ground staff costs	141,070	146,107	119,197	110,234	121,615
Sundry cricket costs	550,070	471,630	444,743	180,901	470,705
Total	3,582,572	3,227,499	3,021,993	2,615,307	2,841,916
9 Commercial Activities					
Catering revenues	1,169,653	956,213	431,010	183,918	1,179,052
Sponsorship & advertising revenues	396,137	310,975	222,001	237,639	359,834
Retail revenues	65,758	103,359	76,797	42,313	-
Concert revenues	113,318	55,549	23,826	-	-
Subscriptions	332,419	357,973	298,431	144,829	414,454
Match ticket revenues	378,321	287,816	95,502	11,887	366,259
Car parking revenues	160,337	150,513	122,192	62,550	124,315
Total	2,615,943	2,222,398	1,269,759	683,136	2,443,914
10 Wages					
Directors	88,626	-	-	-	154,435
Players and coaches	2,452,909	2,253,661	2,159,917	2,135,520	1,912,505
Administration	365,886	344,427	210,009	288,839	430,853
Catering	388,589	419,535	329,664	303,566	502,850
Commercial	247,124	292,925	222,604	183,910	194,546
	3,543,134	3,310,548	2,922,194	2,911,835	3,195,189
11 Total Debt					
Bank overdrafts	523,538	597,065	297,743	5,461	157,434
Bank loans	1,273,026	1,616,223	2,029,572	1,678,296	1,794,391
Other loans	1,645,739	1,374,726	1,395,535	1,928,174	2,203,187
Finance leases	6,325	39,974	79,029	116,417	155,432
Total	3,448,628	3,627,988	3,801,879	3,728,348	4,310,444





2023 Player Stats & Tables

Senior Men & Women



COUNTY
CHAMPIONSHIP
est. 1890

Jake Libby had a season to remember in the opener's role in the County Championship and enjoyed his most prolific season.

Libby's tally of 1,153 runs was his best ever and the second time in three seasons he had topped the four-figure mark for Worcestershire in the red ball format.

Only Durham's Alex Lees (1347) and Derbyshire's Leus du Plooy scored more runs last summer than Libby.

He joined Worcestershire for the 2020 season and has scored more runs – 3,414 at an average of 50.64 – than any other player in English first class cricket during the current decade.

Libby came within two runs of scoring back to back double centuries against Sussex when dismissed for 198 at Hove.

But his innings of 69 on a challenging bowler-friendly pitch against Leicestershire in a low-scoring game at Oakham School was equally significant in securing a priceless victory.

Libby played a major part in securing promotion but there were also plenty of other significant contributions.

Gareth Roderick was promoted to open the innings from mid-June alongside Libby and he totalled nearly 700 runs to finish as the next highest run-scorer as the pair flourished at the top of the order.

His durability and stickability was evident when batting for most of the final day to score a match-saving century against Derbyshire at New Road.

Roderick was also a capable and tidy performer behind the stumps with only Ollie Robinson (Durham) and Oli Sussex (45) registering more than his 40 dismissals.

Club Captain, Brett D'Oliveira, enjoyed a golden finale to the summer and bravely defied a shoulder setback to play in the final three Championship matches.

It was fitting that D'Oliveira should score the superb century against Yorkshire at Headingley in the final match that effectively sealed promotion.

Azhar Ali, in the final one of his two seasons with Worcestershire in which he had been a model overseas professional, showed his quality in scoring an unbeaten century to defy Sussex's England pace bowler Ollie Robinson, who took 14 wickets in the game at New Road.

Newcomers Adam Hose and Matthew Waite were the other main contributors with the bat but the lower order also stepped up when required on different occasions.

The last pair of Adam Finch and Ben Gibbon highlighted this by defying visiting Yorkshire for 37 overs during a last wicket stand of 63 which ate up valuable time and then immediately

Batting Averages

Player	Mat	Inns	NO	Runs	HS	Ave	100	50	CT	ST
JD Libby	12	23	3	1153	198	57.65	4	5	11	
BL D'Oliveira	12	21	3	661	103	36.72	1	4	4	
MJ Waite	11	20	4	565	109*	35.31	1	3	4	
BMJ Allison	3	4	0	134	75	33.50	0	1		
AJ Hose	11	19	1	566	85	31.44	0	3	8	
GH Roderick	13	24	1	696	123	30.26	1	3	38	2
JA Haynes	12	22	3	573	134*	30.15	2	1	15	
AW Finch	7	11	6	128	33*	25.60	0	0	3	
Azhar Ali	14	26	1	612	103*	24.48	2	1	1	
BJ Gibbon	8	9	4	116	41*	23.20	0	0	7	
Kashif Ali	4	6	0	133	93	22.16	0	1		
JO Baker	5	7	1	130	75	21.66	0	1	6	
LV van Beek	2	3	0	59	53	19.66	0	1	1	
JA Brooks	1	1	0	18	18	18.00	0	0		
EJ Pollock	8	15	0	255	56	17.00	0	1	6	
OB Cox	1	2	1	17	15	17.00	0	0	6	
J Leach	14	22	4	259	53	14.38	0	1	3	
JC Tongue	5	7	4	40	16*	13.33	0	0		
DY Pennington	8	10	1	101	26	11.22	0	0	2	
EM Edavalath	1	2	0	15	15	7.50	0	0		
TR Cornall	1	2	0	10	6	5.00	0	0	1	
Usama Mir	1	2	0	1	1	0.50	0	0		
NA Saini	1	1	1	0	0*		0	0		



**COUNTY
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Joe Leach was once again the lynchpin of the Worcestershire attack in first class cricket as the joint third highest wicket-taker in Division Two of the County Championship.

The all-rounder clocked up the 450th first class wicket of his career when he trapped Yorkshire batter George Hill lbw on day three of the final game of the season at Headingley.

It was a proud moment for Leach who ended the campaign with 48 scalps and Worcestershire's leading wicket-taker for the sixth time since he transitioned from middle order batter to front-line bowler a decade ago.

Only the Durham duo of Ben Raine (60) and Matthew Potts (54) clocked up more wickets in 2024.

Leach again also showed his durability in playing all 14 Championship matches and only Raine (485.0) surpassed his tally of 433.1 overs.

But team rather than individual goals have always been the number one priority for the player nicknamed 'The Bison' who was promoted to Division One with Worcestershire for a third time.

It was a breakthrough summer for Adam Finch who topped the bowling averages of the regular members of the attack.

He made significant strides forward with the quality and consistency of his performances, including the first two five-fors of his career against Glamorgan at Cardiff and Yorkshire at New Road.

Finch's seven wickets in the victory over Gloucestershire at Cheltenham, achieved during the final session on day four, was also a telling factor.

Matthew Waite showed his all-round abilities in his first full season with Worcestershire after an initial loan spell in 2022 before moving from Yorkshire on a three year contract.

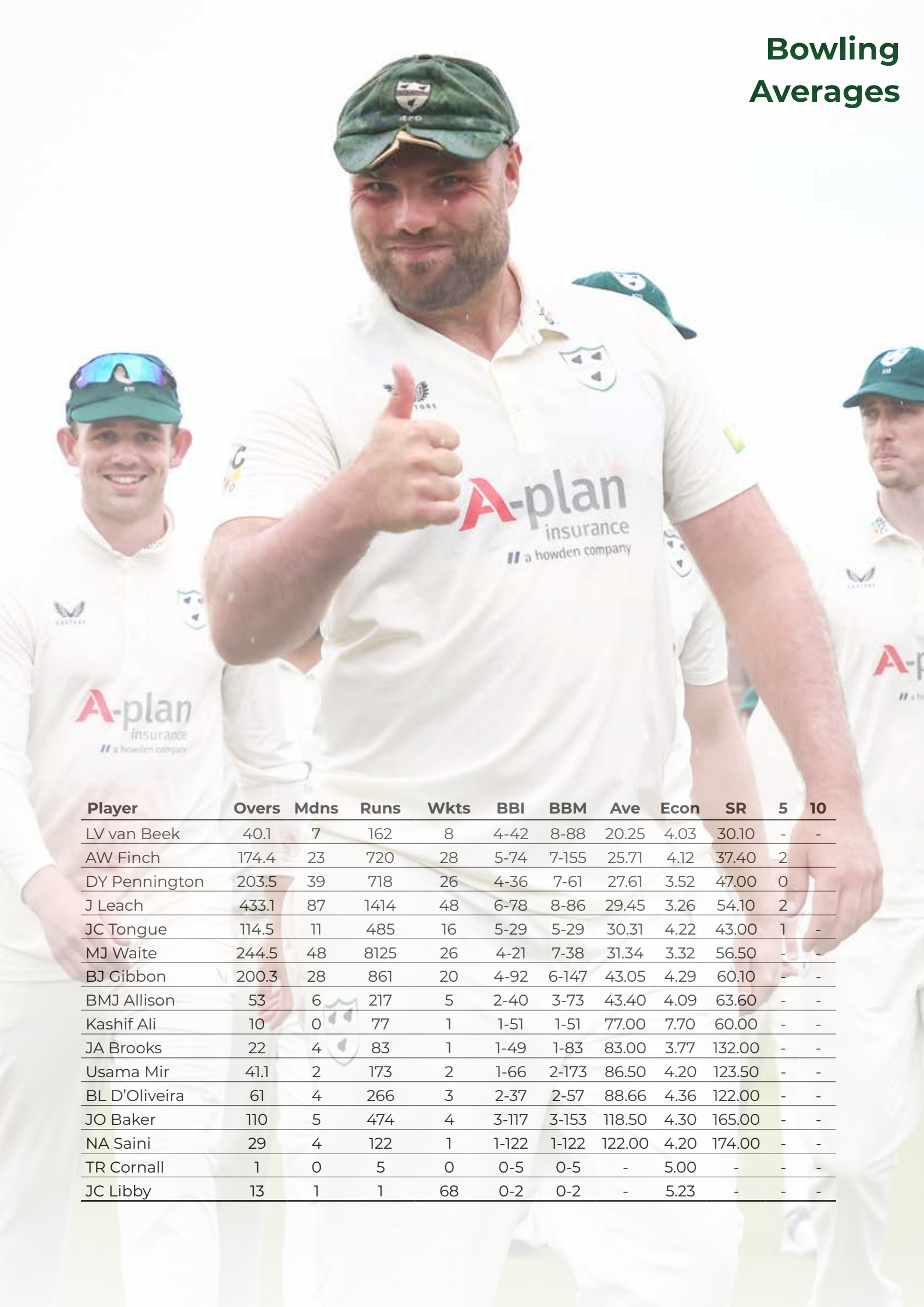
He often chipped in with important wickets as first or second change bowler to add to his contributions with the bat.

Dillon Pennington also produced some impressive performances during the second part of the season to ensure his final season at New Road ended on a high.

Ben Gibbon will be looking to build on his first two years as a professional cricketer in 2024 after making some minor adjustments to his action this winter.

As a left armer, Gibbon adds variety to the attack and his willingness to learn and work and develop are major assets.

Bowling Averages



Player	Overs	Mdns	Runs	Wkts	BBI	BBM	Ave	Econ	SR	5	10
LV van Beek	40.1	7	162	8	4-42	8-88	20.25	4.03	30.10	-	-
AW Finch	174.4	23	720	28	5-74	7-155	25.71	4.12	37.40	2	-
DY Pennington	203.5	39	718	26	4-36	7-61	27.61	3.52	47.00	0	-
J Leach	433.1	87	1414	48	6-78	8-86	29.45	3.26	54.10	2	-
JC Tongue	114.5	11	485	16	5-29	5-29	30.31	4.22	43.00	1	-
MJ Waite	244.5	48	8125	26	4-21	7-38	31.34	3.32	56.50	-	-
BJ Gibbon	200.3	28	861	20	4-92	6-147	43.05	4.29	60.10	-	-
BMJ Allison	53	6	217	5	2-40	3-73	43.40	4.09	63.60	-	-
Kashif Ali	10	0	77	1	1-51	1-51	77.00	7.70	60.00	-	-
JA Brooks	22	4	83	1	1-49	1-83	83.00	3.77	132.00	-	-
Usama Mir	41.1	2	173	2	1-66	2-173	86.50	4.20	123.50	-	-
BL D'Oliveira	61	4	266	3	2-37	2-57	88.66	4.36	122.00	-	-
JO Baker	110	5	474	4	3-117	3-153	118.50	4.30	165.00	-	-
NA Saini	29	4	122	1	1-122	1-122	122.00	4.20	174.00	-	-
TR Cornell	1	0	5	0	0-5	0-5	-	5.00	-	-	-
JC Libby	13	1	1	68	0-2	0-2	-	5.23	-	-	-

Men's Vitality Blast Averages



Worcestershire's overseas players did the Rapids proud in helping bring about a significant upturn in fortunes in the 2023 Vitality Blast.

New Zealand all-rounder, Mitchell Santner, and Pakistan leg spinner, Usama Mir, played significant roles in securing a quarter-final spot in the T20 competition.

Santner, in his third spell at New Road, became only the fourth Rapids player to score 400 runs in a Blast campaign.

He matched the achievements of Phil Hughes (2012), Daryl Mitchell (2015) and Riki Wessels (2019).

Santner also showed his prowess with the ball, chipping in with 12 wickets and was the Rapids most economical bowler, conceding only 7.28 runs per over.

Usama was signed for an initial three games as a replacement for Santner after his involvement in the latter stages of the IPL.

But he returned for the second half of the tournament after New Zealander Michael Bracewell's unfortunate achilles injury against Yorkshire at Headingley. He showed his quality in topping both the Rapids bowling and batting averages.

In addition to consistently making breakthroughs with the ball, Usama produced some spectacular hitting to give the innings late momentum and he had the Rapids best strike rate of 162.96.

Rapids fans are delighted Usama is returning to New Road for the 2024 competition.

Adam Hose was also a major success with the bat in his first season at New Road and narrowly failed to emulate Santner in falling three runs short of the 400 mark.

The ability which has earned contracts with major T20 cricket franchises all around the world was evident on many occasions.

Club Captain Brett D'Oliveira again showed what a key performer he is in the short format of the game.

He was voted the Rapids T20 Player Of The Year for a third successive season and 369 runs and 15 wickets demonstrate his importance.

D'Oliveira produced his career best T20 bowling figures with 4-11 in the victory over Notts Outlaws at Trent Bridge.

Worcestershire's total of 226-5 against the Outlaws was their second highest ever in T20 cricket and only one run short of the 227-6 versus Northamptonshire Steelbacks at Kidderminster in 2007.

The Rapids made a habit of posting big totals last summer and scored 222-5 versus Derbyshire Falcons, 198-6 against Yorkshire Vikings and 196-9 at the hands of the Steelbacks.

D'Oliveira took over as captain of the Rapids for the Blast on an official basis in 2023 alongside skippering the side in the County Championship.

Pat Brown finished as leading wicket-taker with 24 although his economy rate of 11.09 was the highest of the Rapids bowlers.

The Rapids came so close to earning a home quarter-final tie, only missing out on net run rate to second placed Lancashire in the North Group, before eventually losing to Hampshire at the Ageas Bowl.

Batting

Player	Mat	Inns	NO		HS	Ave	BF	SR	100	50	CT	ST
Usama Mir	11	6	3	132	39	44.00	81	162.96	0	0	7	
AJ Hose	15	15	5	397	61	39.70	272	145.95	0	2	9	
MJ Santner	12	12	0	404	64	33.66	267	151.31	0	3	5	
BL D'Oliveira	15	15	1	369	51*	26.35	262	140.83	0	2	10	
JA Haynes	15	15	0	353	63	23.53	242	145.86	0	1	4	
OB Cox	15	12	3	195	46*	21.66	151	129.13	0	0	10	3
Kashif Ali	15	15	3	238	69	19.83	194	122.68	0	1	5	
EJ Pollock	15	12	5	138	38*	19.71	101	136.63	0	0	4	
MG Bracewell	7	7	1	91	55	15.16	73	124.65	0	1	4	
AW Finch	10	6	3	41	30*	13.66	31	132.25	0	0	2	
PR Brown	15	2	1	10	10*	10.00	13	76.92	0	0	12	
DY Pennington	14	4	3	8	7*	8.00	11	72.72	0	0	5	
MT Stanley	1	1	0	1	1	1.00	1	100.00	0	0		
JC Tongue	3	1	0	1	1	1.00	2	50.00	0	0		
MJ Waite	2	0										

Bowling

Player	Overs	Dots	Runs	Wkts	BBI	Ave	Econ	SR	4
Usama Mir	44	92	321	19	4-42	16.89	7.29	13.80	1
MT Stanley	2	4	17	1	1-17	17.00	8.50	12.00	
BL D'Oliveira	34	55	280	15	4-11	18.66	8.23	13.60	
PR Brown	48.3	74	538	24	4-25	22.41	11.09	12.10	1
JC Tongue	10	24	109	4	2-35	27.25	10.90	15.00	
MJ Santner	47.3	102	346	12	2-19	28.83	7.28	23.70	
DY Pennington	41.4	105	344	11	2-11	31.27	8.25	22.70	
MG Bracewell	24	44	232	7	2-20	33.14	9.66	20.50	
AW Finch	35.2	70	355	7	2-18	50.71	10.04	30.20	
MJ Waite	4	4	40	0	0-9	-	10.00	-	

Men's One Day Cup Averages



Josh Baker had a 2024 Metro Bank One Day Cup campaign to remember in helping Worcestershire Rapids reach the quarter-final stage.

The left arm spinner ended with 17 wickets, the second highest number in a season by a Rapids bowler since tournament began a decade ago.

Wayne Parnell, with 22 wickets during the 2019 season, was the only Rapids player to collect more scalps in a One Day Cup campaign than Baker.

Only Oliver Hannon-Dalby (Warwickshire), Ian Holland (Hampshire) and Chris Wright (Leicestershire) finished with more wickets than Baker in last summer's tournament.

It was a welcome boost for Baker after a lengthy spell out of action with a back problem as the Rapids reached their second quarter-final of the summer after their success in the Vitality Blast.

He was a model of consistency and his tally of wickets included three-fors against Durham (3-53), Derbyshire (3-29) and Sussex (3-35) and an economy rate of just 5.33 runs per over.

Baker and Brett D'Oliveira, formed an effective spin partnership during the early part of the group before Worcestershire's Club Captain suffered a dislocated shoulder.

Overseas player, Logan van Beek, also made his mark with the ball.

One Day Cup captain, Jake Libby, transferred his outstanding form in the County Championship into the 50 over competition.

Libby led by example to finish as the Rapids leading run-scorer with 397 runs at an average of 66.16.

He hit four half centuries with a top score of 86 against Gloucestershire at New Road and, in away fixtures, 82 not out versus Northamptonshire, 73 against Derbyshire and 70 in the quarter-final with Hampshire which the Rapids came so close to winning.

Rob Jones showed his ability during a loan spell with Worcestershire before completing a permanent move from Lancashire on a three-year contract until the end of the 2026 season.

He was next highest run scorer with 366 and the highlight a magnificent century against Northamptonshire at Wantage Road.

The stand of 194 was the highest by Worcestershire for the third wicket against Northamptonshire in List A cricket.

The most spectacular innings of the competition by a Rapids player was Kashif Ali's memorable performance against Derbyshire at the Incora County Ground.

On a wet and miserable day, Kashif illuminated proceedings in the 30 overs a side contest by smashing 88 off just 36 balls.

It was an astonishing display of ball striking which included seven sixes and eight fours and Kashif was on course for Worcestershire's fastest ever List A hundred before his dismissal.

Batting

Player	Mat	Inns	NO	Runs	HS	Ave	BF	SR	100	50	CT	ST
JD Libby	9	8	2	397	86	66.16	408	97.30	0	4	6	
Kashif Ali	9	8	2	353	88	50.42	259	136.29	0	3	4	
RP Jones	9	8	0	366	122	45.75	440	83.18	1	2	5	
Azhar Ali	5	5	0	211	78	42.20	240	87.91	0	2	3	
GH Roderick	6	6	0	253	137	42.16	258	98.06	1	1	3	
OB Cox	9	7	2	179	58	35.80	186	92.23	0	2	7	1
LV van Beek	5	3	1	53	41*	26.50	41	129.26	0	0	1	
BL D'Oliveira	3	3	0	69	28	23.00	74	93.24	0	0		
MJ Waite	7	6	2	90	44	22.50	105	85.71	0	0	3	
J Leach	7	5	2	62	41	20.66	67	92.53	0	0	2	
BJ Gibbon	4	2	1	18	13*	18.00	16	112.50	0	0	2	
DY Pennington	8	4	1	34	15	11.33	32	106.25	0	0	2	
EJ Pollock	4	4	0	36	25	9.00	59	61.01	0	0	1	
JO Baker	9	5	2	14	8*	4.66	21	66.66	0	0	4	
CW Jones	1	1	0	0	0	0	1	00.00	0	0		
PR Brown	4	1	1	2	2*	-	4	50.00	0	0	4	

Bowling

Player	Overs	Mdns	Runs	Wkts	BBI	Ave	Econ	SR	4	5
BL D'Oliveira	25.2	0	142	7	3-37	20.28	5.60	21.70	-	-
LV van Beek	41.5	4	225	10	4-58	22.50	5.37	25.10	1	-
PR Brown	33	1	211	9	4-51	23.44	6.39	22.00	1	-
JO Baker	76.1	3	406	17	3-29	23.88	5.33	26.80	-	-
DY Pennington	62.1	2	355	13	3-47	27.30	5.71	28.60	-	-
CW Jones	7	0	28	1	1-28	28.00	4.00	42.00	-	--
BJ Gibbon	26	1	175	6	3-58	29.16	6.73	26.00	-	-
JD Libby	7	0	35	1	1-18	35.00	5.00	42.00	-	-
MJ Waite	47	2	248	6	2-42	41.33	5.27	47.00	-	-
J Leach	46	2	241	1	1-36	241.00	5.23	276.00	-	-

County Championship - Division Two

	Team	M	W	L	T	D	Pts
P	Durham	14	7	1	0	6	233
P	Worcestershire	14	5	3	0	6	167
3	Sussex	14	3	1	0	10	150
4	Leicestershire	14	3	4	0	7	142
5	Glamorgan	14	1	1	0	12	139
6	Derbyshire	14	0	4	0	10	113
7	Yorkshire	14	3	6	0	9	109
8	Gloucestershire	14	0	6	0	8	97

Vitality Blast - North Group

	Team	M	W	L	T	N/R	Pts	NRR
Q	Birmingham Bears	14	9	5	0	0	18	1.120
Q	Lancashire Lightning	14	8	4	1	1	18	0.432
Q	Worcestershire Rapids	14	9	5	0	90	18	0.054
Q	Notts Outlaws	14	7	6	1	0	15	0.726
5	Derbyshire Falcons	14	7	6	0	1	14	0.058
6	Northants Steelbacks	14	8	6	0	0	14	0.058
7	Durham	14	6	6	0	2	14	-0.040
8	Yorkshire Vikings	14	3	10	0	1	9	-0.642
9	Leicestershire Foxes	14	2	11	0	1	5	-1.807

Metro Bank One Day Cup - Group B

	Team	M	W	L	T	N/R	Pts	NRR
Q	Warwickshire	8	7	1	0	0	14	1.301
Q	Gloucestershire	8	6	2	0	0	12	0.83
Q	Worcestershire	8	6	2	0	0	12	0.533
4	Glamorgan	8	4	3	0	1	9	-0.065
5	Durham	8	4	4	0	1	7	-0.841
6	Northamptonshire	8	3	5	0	0	6	0.391
7	Somerset	8	3	5	0	0	6	-0.285
8	Derbyshire	8	2	6	0	0	4	-0.47
9	Sussex	8	1	7	0	0	2	-1.453



Women's Rapids Stats



Long serving all-rounder Clare Boycott led by example from the front as Worcestershire Women's Rapids stand-in captain for the majority of their successful West Midlands Regional Cup campaign.

Boycott finished as the leading run-getter in the entire competition with 135 from four innings at an average of 33.75.

Her highest score was 50 against Cricket Wales but she made important contributions with the bat in all four games.

She figured in a century stand with Gabby Basketter against Cricket Wales, 72 with Milly Home versus Warwickshire and 55 with Georgina Macey in the group encounter with Staffordshire. Worcestershire provided the top three run-scorers in the 2023 tournament with Basketter (112) and Home (93) also making their mark.

Home's 52 in the final against Staffordshire at Kenilworth Wardens CC was the competition's highest individual score.

Boycott also made an impact with the ball and picked up five wickets at just 7.20 runs apiece.

She skippered the Women's Rapids for all three group games before Chloe Hill returned from injury to skipper the team for the final and to victory over Staffordshire.

Boycott called upon all her experience of more than 200 appearances for the County to help lead the Rapids to trophy glory.

Amy Maund was the Women's Rapids leading wicket-taker in the WMRC with seven including a memorable four in one over – with a hat-trick – against Warwickshire.

It was an astonishing performance and her 5-23 that day was the second-best individual bowling performance in the tournament behind Beth Gammon of Warwickshire who registered 5-20 versus Cricket Wales.

Spinner Phoebe Brett's 4-27 from 10 overs against Cricket Wales was also a crucial contribution.





Batting

Player	Mat	Inns	NO	Runs	HS	Ave
Gabby Basketter	3	3	0	112	50	37.33
Clare Boycott	4	4	0	135	50	33.75
Milly Home	3	3	0	93	52	31.00
Georgina Macey	2	2	0	55	30	27.50
Bryony Gilgrass	4	4	1	65	20	21.65
Hannah Hardwick	2	2	0	36	29	18.00
Chloe Hill	1	1	0	15	15	15.00
Rosie Ward	1	1	0	15	15	15.00
Ellie Roberts	3	3	0	40	22	13.33
Melissa Watson	2	2	1	12	10*	12.00
Jess Humby	4	4	0	15	8	3.75
Flora Bertwistle	4	4	2	5	2*	2.50
Amy Maund	4	4	0	9	6	2.25
Olivia Gough	3	3	0	4	4	1.33
Phoebe Brett	2	2	0	2	1	1.00
Millie Carr	2	2	0	2	1	1.00
Charlotte Roberts	3	0	-	-	-	-

Bowling

Player	Overs	Mdns	Runs	Wkts	Best	Ave
Clare Boycott	14.2	3	36	5	2-10	7.20
Phoebe Brett	17	0	63	6	4-27	10.50
Amy Maund	28	3	101	8	5-23	12.63
Charlotte Roberts	13	1	64	4	2-19	16.00
Gabby Basketter	17	2	48	3	2-20	16.00
Millie Carr	2	0	16	1	1-16	16.00
Flora Bertwistle	35	4	122	5	2-20	24.40
Jess Humby	10.3	1	48	0	0-12	-
Hannah Hardwick	8	0	33	0	0-14	-
Melissa Watson	1	0	11	0	0-11	-



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