



SUSSEX CRICKET BOARD



Building Partnerships in Sussex Cricket

From Playground to the County Ground

Consultation Document



July 2007

"BUILDING PARTNERSHIPS IN SUSSEX CRICKET"

From Playground to the County Ground

CONSULTATION DOCUMENT

[Prepared by Building Partnerships Group]

JULY 2007

“BUILDING PARTNERSHIPS IN SUSSEX CRICKET”

CONSULTATION DOCUMENT

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Sussex BP Group
July 2007

“BUILDING PARTNERSHIPS IN SUSSEX CRICKET”

A CONSULTATION DOCUMENT

1. Background

1.1. A document titled “*Building Partnerships - Cricket's Strategic Plan for 2005 to 2009 - from Playground to Test Arena*” was issued by the England and Wales Cricket Board (ECB) in 2005.

1.2. That document identified the need for cricketing bodies throughout the two countries to work together to build more effective partnerships, with the overall objective of increasing participation in the sport and improving the development opportunities for talented players. The document also specified the necessity for all such cricketing organisations to establish streamlined management systems, which are “professional, effective and efficient”.

1.3. In order to drive through the delivery of the Strategic Plan, the ECB has since introduced an agreed *Memorandum of Understanding (MoU)* with the national Recreational Assembly (i.e. County Cricket Boards) and a similar, separate *MoU* with the First Class County Clubs. Both of these make it clear that much of the future payments to these organisations will be made on the basis of performance related fee payments, “in recognition of their contribution to the overall development of cricket in England and Wales”.

1.4. In 2006, the Sussex Cricket Board (SCB) and the Sussex County Cricket Club (SCCC) recognised the need to examine what actions are necessary to ensure these objectives are met within the Sussex Cricket “family”. Accordingly, the “Building Partnerships in Sussex Cricket” Group (BP Group) was established, the composition of which is shown in APPENDIX 1.

1.5. The initial aim of the BP Group has been to ensure that there are clearly defined roles and responsibilities for the various and numerous cricketing organisations in Sussex and to recommend a series of measures that will lead to greater cohesion, coordination and integration in the game throughout the county.

1.6. Additionally, in due course, the BP Group will develop a recommended “Cricket Strategy for Sussex”, which should become, as the ECB described it, “the cornerstone of a co-ordinated and objective planning process for all aspects of cricket in the county, supported by best practice management and innovation”.

1.7. In undertaking this review, the BP Group has been mindful of the work carried out by the SCB in producing its strategy “*To Sustain, Nurture and Develop Recreational Cricket 2003 - 2007*”. This was endorsed by the ECB, with priorities and action plans based on “minimum quality standards” set down in the ECB's above mentioned Strategic Plan. Much has been achieved under this strategy.

In addition, when the ECB's Strategic Plan was issued, the SCB was required to adhere to an *Improvement Planning Process*, from which an *Agreed Annual Action Plan* has been produced, which is being monitored by a newly established *Operational Management Group*. Significant progress has also been achieved in cementing links with the County Sports Partnership and the School Sports Partnerships in Sussex.

1.8. Similarly, the Group is aware of the changed constitution of the Sussex CCC, which has now become a society registered under the Industrial and Provident Societies Acts, as a result of which the Club Rules have been revised.

2. Purpose of Consultation Document

2.1. This Consultation Document has been produced after initial discussions with the Sussex Cricket Board and the SCCC Committee, and aims to secure views on a range of issues from all stakeholders in the county.

2.2. The document sets out a number of recommended changes, which are summarised in the following categories:

- Integration of the activities of the SCB and the SCCC;
- Constitution, role and membership of the SCB;
- Sharing of services and facilities amongst stakeholders;
- Increasing and maximising the use of the finances and other resources;
- Future pattern of league cricket in the county;
- Beneficial outcomes of building partnerships in Sussex cricket.

2.3. The BP Group hopes that all those involved in Sussex Cricket will find the changes recommended acceptable, in giving to clubs/other organisations in the County:

- i) as much responsibility as they wish, with the necessary matching authority to allow them to be innovative and resourceful;
- ii) as much flexibility as possible, within the overall need for central direction;
- iii) as much support, help and advice as possible, whilst accepting accountability for their actions;
- iv) the freedom of retaining their individual identities, whilst being truly part of *Cricket Sussex*.

2.4. The closing date for comments is **15th October 2007**, following which the Building Partnerships Group will reflect on the views expressed, prior to presenting its final report to the SCB and the SCCC, by 30 November 2007. That report will include a full set of recommendations, with timescales for action and an assessment of the financial implications.

3. Integration of Activities of SCB and SCCC (Board of Control)

3.1. At present, the SCB and the SCCC are two separate organisations, with their own Constitution (in the case of the SCB) and Rules (in the case of the SCCC). The SCB is responsible for the development of recreational cricket within the County, with the SCCC being accountable for running professional cricket.

3.2. The BP Group considers that greater efficiency and effectiveness would be achieved by these two principle organisations in the county pooling their resources, within one organisation. Accordingly, it is **RECOMMENDED** that the SCB and the SCCC should be integrated within a new *Cricket Sussex Board of Control*.

3.3. **APPENDIX 2** sets out the proposed Terms of Reference for the *Cricket Sussex Board of Control* and **APPENDIX 3** provides a diagrammatic model. From these, it will be noted that the Board of Control would become responsible for developing and maintaining a clear strategic direction for all aspects of cricket within the county, through a process of on-going cross fertilisation of ideas for new initiatives and innovations within the Sussex Cricket family. The BP Group has noted that the SCB already has a strategic plan, which needs to be updated, and the SCCC has stated its intention to create such a plan for the future of the professional game. In effect, the BP Group is recommending that these two elements should be brought together as one overarching “*Strategy for Sussex Cricket*”. The Board of Control should be held accountable to the ECB for this process.

3.4. In the first instance, the SCCC would retain its present Rules and, similarly, the SCB would have its own Constitution, but each would be advised by the Board of Control, which would comprise 3 lay members from each of the two organisations, supported by officers from each.

3.5. In due course, it is expected that consideration will be given by the Board of Control to the full merging of the SCCC Rules and SCB Constitution, along the lines of the Australian model, whereby a single, powerful *Cricket Association* is responsible for all aspects of cricket in the State concerned.

3.6. As indicated above, one of the key objectives for the Board of Control would be to eliminate duplication and maximise the efficient use of existing resources. Accordingly, it would wish to assess the benefits of pooling some of the specialist/technical staff from both organisations.

3.7. Such an exercise could well lead to the conclusion that both parts of the Board of Control should be headed by one Chief Executive, but in this respect the BP Group would welcome **comments on the following two options:**

Option 1A - that the Chief Executive of SCCC (Gus Mackay) be asked to take on the additional role of Chief Executive of the SCB, following the retirement of the Board Secretary (Mike Beckwith) at the end of 2007.

Option 1B – that a replacement Board Secretary be appointed, as a temporary measure, until the Board of Control has decided on the future pattern of management support services required.

In both options, it is **RECOMMENDED** that the post of “Cricket Development Manager” should be re-designated as “Director of Recreational Cricket”, a job description of which is attached as **APPENDIX 4**.

3.8. Similarly, the BP Group would welcome **comments on the following two options:**

Option 2A – that one joint Honorary Treasurer should be appointed to serve both organisations.

Option 2B – that the two separate Honorary Treasurer posts should be retained, until the Board of Control has decided on the future pattern of financial services required.

4. Constitution, Role and Membership of Sussex Cricket Board

4.1. As indicated in section 3.4 above, it is proposed that, in the first instance, the Sussex Cricket Board should retain its own Constitution.

4.2. In this respect, a key focus of the BP Group’s attention has been the clear message received from the ECB that it intends to devolve an increasing level of responsibility to County Boards. This and the advent of performance related payments, further endorses the need to ensure that the Boards are “*fit for purpose*”. In giving this message, the ECB does not wish to imply that the SCB has not operated in an effective and efficient way. However, the new demands being placed on it by the ECB Building Partnerships Strategic Plan means that more “professional” planning and management arrangements needed to be put in place. A good start has been made through the *Improvement Planning Process*, but more can be done.

4.3. Accordingly, the Group has examined in some depth the Board’s current Constitution, in order to identify whether it contains the appropriate level of matching authority to deal with these greater responsibilities. The conclusion is that although the Board has achieved a great deal since its inception, the time is now right for the Constitution to be amended in order to strengthen the role of the Board.

4.4. At present, the Board’s stated prime objective is “**to promote the game of cricket at all levels through partnership of the professional and recreational cricketing bodies and other appropriate agencies within the County of Sussex**”. It is **RECOMMENDED** that this be changed to “**to be the governing body for recreational and youth cricket throughout the County of Sussex**”

4.5. This change would require a revised Constitution for the Board, which would ensure that there are clear lines of accountability for all of the recreational and youth

cricket organisations affiliated to the SCB and that they are all genuinely integrated within the overall pattern of services. At present, there is some evidence that a number of the organisations are “floating in organisational space” (F.I.O.S.) and that no system is in place for monitoring their efficiency and effectiveness.

Accordingly, it is **RECOMMENDED** that the SCB Constitution be changed, along with a modified supporting organisational structure.

4.6. Attached as **APPENDIX 5** is the current SCB Constitution, with **APPENDIX 6** being the recommended Constitution for the future. **APPENDIX 7** outlines the proposed representative organisational structure for managing recreational cricket. It will be noted that the following are the significant proposed changes to the SCB Constitution:

- A change from “Aim and Objectives” to “Role and Responsibilities”;
- A different pattern of SCB Management Committee and Sub Groups;
- The establishment of 4 Area Cricket Associations (ACAs), which would work in partnership with Community Sports Networks (CSNs) across the county;
- The introduction of a Board Forum;
- Revised representation on the Board’s Management Committee and Sub Groups, with both elected and co-opted (i.e. appointed) members.

4.7. An essential ingredient of the above mentioned changes is the proposed establishment of 4 Area Cricket Associations and **APPENDIX 8** provides a model constitution for these. It is important to note that the Annual General Meetings of each Association would facilitate a clear democratic form of elected representation. The ACAs and CSNs would provide a fully supportive network for clubs, on a local basis.

5. Sharing of Services and Facilities

5.1. As a result of its research, the BP Group is certain that much can be done to better utilise the wide range of services and resources that are already provided by the SCCC and the myriad of clubs/associations/organisations that operate within the county.

5.2. In this context, it is useful to distinguish between the organisation and purpose of professional cricket on the one hand, and recreational/youth cricket on the other. The following are some distinctions:

Professional = Relies on paying supporters for its continuation.

Recreational = Relies almost entirely on volunteers for its existence;

Professional = Spectating

Recreational = Participating;

Professional = Paid staff at SCCC

Recreational = Unpaid amateurs within clubs.

In addition, it is, of course, important to note that professional cricket relies heavily on recreational cricket clubs and other organisations for the production and development of players with the potential to become first-class cricketers.

5.3. The challenge for everyone involved is to combine the expertise of the SCCC staff with the enormous unpaid commitment of the club coaches, umpires, scorers, administrators, tea persons, fund raisers, etc.

5.4. It is **RECOMMENDED** that a series of detailed reviews be undertaken of the following elements, with a view to improved integration and liaison:

- shared websites and/or greater participation in the existing “Sussex Cricket” website;
- shared administrative/financial management resources;
- centralised support in the recruitment of volunteers (e.g. appointment of a Sussex Cricket Volunteer Co-ordinator);
- shared and/or model codes of conduct (e.g. players; coaches; parents, etc.);
- shared and/or model policies and procedures;
- shared data sources;
- shared archives;
- model corporate governance systems (including risk management);
- agreed criteria for facilities audit;
- combined handbook for “Cricket Sussex”.

5.5. The BP Group would **welcome comments on what other services could be shared and/or integrated.**

6. Increasing and Maximising Use of Finances and Other Resources

6.1. The sources of funding to cricket in the county are various and numerous, and include the following:

- direct grants from the ECB, for on-going revenue support;
- direct grants and loans from the ECB for one-off revenue or capital support;
- membership subscriptions to SCCC;
- entrance charges (for professional game);
- membership subscriptions and match fees for recreational/youth game;
- sponsorships;
- one-off grants/loans from various funding agencies/supporter clubs.

6.2. The BP Group wishes to place on record the appreciation of every participant, spectator, and volunteer in the county for the truly magnificent financial contributions made by the other vital part of the Sussex Cricket “family” – the sponsors, supporters clubs, charitable trusts, *Friends* and other fund raising organisations. The many hundreds of £000s donated from these sources are crucial to the running of the game. It is the responsibility of the SCB and the SCCC, through the Board of Control to ensure that such finances are being utilised in the most suitable and effective way,

including an examination of how best to achieve maximum use of government and other matching funding.

6.3. The BP Group is also immensely impressed by the enormously energetic voluntary efforts that are being used to raise funds throughout recreational and youth cricket. However, there is concern that these efforts may not be as successful and productive as it could be. It is suggested that the financial and other benefits to recreational clubs/organisations could be significantly improved if these efforts were better co-ordinated, by combining the skills of all those involved in running the professional and recreational games.

6.4. Accordingly, it is **RECOMMENDED** that a full review of the funding of cricket in Sussex is undertaken, with a view to achieving a single county-wide approach to the following:

- Co-ordination of funding from ECB (*it should be noted that funds from the ECB are respectively ring-fenced between professional and recreational cricket*);
- Sponsorship;
- Securing government and other matching funding;
- Marketing advice and support (e.g. workshops, facilitation and sharing best practice);
- Insurance pooling for all clubs affiliated to the SCB (e.g. a “Sussex Cricket Insurance Pool”);
- Bulk buying/centralised procurement;
- Centralised equipment loan/hire store.

6.5. As well as the lack of an overarching *Strategy for Sussex Cricket*, as indicated above, the BP Group has been advised that the SCCC has no system of annual business planning, which it is considered should exist in an organisation with a turnover of over £3.5 million.

Accordingly, it is **RECOMMENDED** that the SCB and the SCCC should develop a joint business planning system, together with proper procedures for assuring collective corporate governance.

6.6. In addition, it is **RECOMMENDED** that the dates of the financial years of the SCCC and the SCB be rationalised. At present, the SCCC financial year ends on 31 October and the year end for the SCB is 31 December.

7. Future Pattern of League Cricket in the County

7.1. Of the 241 cricket clubs affiliated to the SCB, 147 have teams involved in one or more of the five weekend leagues in the county. Between them, the five leagues have some 30 divisions, catering for the clubs’ 1st, 2nd, 3rd and 4th X1s.

7.2. Each of the five leagues are organised separately by enthusiastic and well organised groups of volunteers. Each league has its own constitution and playing conditions, as well as separate regulations and codes of conduct, etc. The five leagues are as follows:

- Sussex Cricket League;
- East Sussex League;
- Sussex Invitation League (exclusively for clubs based in West Sussex);
- West Sussex League;
- Mid Sussex League.

7.3. Currently, there is some doubt as to whether the leagues are held accountable (or, indeed, should be held accountable) for the effective and efficient running of their organisations, other than to their respective collective memberships. In the case of the Sussex Cricket League, the Premier Division (of 10 clubs) appears to be accountable to the ECB directly, whereas there is great uncertainty as to whether its 2nd Division (10 clubs) is accountable to any other organisation. It is **RECOMMENDED** that, from 2008, all five leagues should be held accountable to the SCB, for these purposes.

7.4. Whereas there are satisfactory arrangements for promotion and relegation within each of the leagues, it is of major concern to the BP Group that there is no automatic system of promotion/relegation between the leagues. For example, a club winning the West Sussex League, however regularly successful, does not have any prospect of being automatically promoted to a higher standard of cricket. Similarly, the winners of the East Sussex League and the Sussex Invitation League can only be “promoted” to the Sussex Cricket League at the annual behest of the latter.

7.5. The Sussex Cricket League, which is the senior League in the county, will expand in 2008 to embrace twenty new clubs from the Sussex Invitation and East Sussex Leagues, forming two new geographical divisions at 3rd Division level. There will be promotion and relegation throughout this new structure and the Sussex Cricket League intends that there should also be full promotion and relegation between the new 3rd Divisions and the Sussex Invitation and East Sussex Leagues, probably by 2010.

This initiative represents a major step forward towards the achievement of a proper through structure in the county, on which it should be possible to build.

7.6. It is **RECOMMENDED** that the Sussex Cricket Board should build on this initiative and carry out a comprehensive review (with full input from the leagues involved) of the preferred pattern for league cricket in the county, with a cascading style of automatic promotion and relegation. The following are some of the possible options for the future (e.g. by 2010):

- i) Maintain the existing configuration of **five** separate leagues;
- ii) Modify the existing separation of management arrangements, but with **four** only leagues (i.e. the Sussex League, the Mid Sussex League, the East Sussex League and a new West Sussex League). *(This would involve the integration of the Sussex Invitation League and the current West Sussex League);*
- iii) Merge the five leagues into **three** leagues (i.e. the Sussex League, the East Sussex League and a new West Sussex League). *(This would involve the merging of the Mid Sussex League clubs into the East and (new) West Sussex Leagues respectively);*
- iv) Organise just **one** fully integrated **Sussex County Cricket League**, run by the SCB, with a paid administrator and advised by the proposed Adult Leagues Sub Group. *(This could involve two or three county-wide top divisions and the remaining clubs being based in either two (East & West), or three (East, Central & West) geographically based ladders).*

8. Beneficial Outcomes of Building Partnerships in Sussex Cricket

8.1. The proposed re-organisation of cricket management and administration in Sussex is intended to help everyone involved in cricket to better understand how the game is governed in the county, how they can contribute to the process and be involved in its development, and how they can benefit fully from the support and help that is available.

8.2. By everyone working more closely together, there will be better outcomes in respect of increased participation in the sport and in improved standards of cricketers at all levels.

8.3. The following is a summary of some of the perceived benefits to cricket clubs/other organisations in the county:

Improved Communication

- Sharing of information and best practice between clubs and organisations;
- Easier access to information sources (e.g. funding sources);
- Greater opportunities for all clubs / organisations to have an input into how the game is organised in Sussex;
- A better planned and coordinated approach to recreational cricket.
-

Partnership Working

- Reduction in duplication of activity;
- Greater professional support from staff at SCB and SCCC (e.g. sponsorship and groundsmanship);
- Access to support from outside cricket (e.g. Local Authorities, schools);
- Better deals by pooling of resources (e.g. bulk buying of equipment).

More People

- Easier access to volunteers (e.g. administrators, organisers, groundsmen, coaches, umpires, scorers, tea persons, etc.);
- Greater support for volunteers (e.g. groundsmen through the Sussex Groundsman Association);
- Easier access to training (e.g. coaches, umpires, scorers, groundsmen);
- Rewards and recognition of volunteers and encouragement of more volunteers (e.g. annual party for volunteers of all affiliated clubs in the County, free tickets to some SCCC matches for selected long-standing volunteers).

More Players

- Greater ability to cope with more junior and senior playing members, by partnership working between Sussex Cricket, local schools and local clubs.

More Talented Players

- Comprehensive talent identification process through school, club, area and county cricket;
- Improved coaches' development through more courses and more training opportunities.

More Funds Available

- Improved facilities (through greater investment from ECB, *Spen Cama Cricket Foundation* and other funding sources);
- More likelihood of attracting greater sums of matching funding from government and other sources.

9. Conclusion

9.1. The BP Group invites all clubs, organisations and individuals involved in cricket within the county to submit their comments on any aspect of this Consultation Document and in particular, in respect of the specific recommendations and options, which are summarised in **APPENDIX 9**.

9.2. Comments should be sent to *The Sussex Building Partnerships Initiative, County Ground, Eaton Road, Hove, BN3 3AN*, by **15 October 2007**. These should be made using the accompanying consultation response form. The document has been reproduced in electronic form on the *Sussex Cricket* website www.sussexcricket.co.uk and, therefore, comments may be made electronically.

9.3. The results of the consultation meetings and written comments, etc. will be reviewed by the BP Group and a full report will be submitted to the SCB and the SCCC, by 30 November 2007, for formal approval.

Sussex BP Group
July 2007

BUILDING PARTNERSHIPS IN SUSSEX CRICKET

The Building Partnerships Group comprises the following:

David Bowden (Chairman), Sussex CCC Committee member; Chairman of Preston Nomads CC; and Honorary Secretary of Spen Cama Cricket Foundation

John Barclay, Chairman, Sussex Cricket Board

Martin Bodenham, Reserve Umpire on 1st Class Panel

Andy Hobbs, Cricket Development Manager, Sussex Cricket Board

Aqeel Janjua (Secretary of Group), former Administrator of North Area; Ex-Chairman of Ansty CC; and Sussex Junior Cricket Festival Committee member

Gus Mackay, Chief Executive, Sussex CCC

Jim May, Honorary Treasurer, Sussex CCC

Tony Millard, Fixture Secretary, Sussex League, since 1971

Sandy Ross, Chairman, Sussex Martlets (2001 - 2007); Director of Cricket Development, Caterham School; MCC Tour Manager; and former player in Sussex League

Colin Wells, Ex-Sussex CCC player; former Manager of Derbyshire CCC; and Director of Cricket, Seaford CC.

July 2007

CRICKET SUSSEX BOARD OF CONTROL

TERMS OF REFERENCE

Role: The Board of Control is to be the governing body for strategic development in Sussex Cricket

Responsibilities:

1. To produce an initial, integrated rolling “5-year Strategy for Sussex Cricket”, for recommendation to the Sussex Cricket Board (SCB) and the Sussex County Cricket Club (SCCC) Committee, for their united approval, adoption and action.
2. To review and modify the Strategy on an annual basis.
3. To produce a resultant annual “Strategic Implementation Programme” (SIP) and to monitor the effectiveness of the implementation of the SIP.
4. To ensure an on-going and regular process for a cross fertilisation of ideas for new initiatives and innovations within the Sussex Cricket family.
5. To ensure the effective integration of the SCB and the SCCC.
6. To undertake a series of detailed reviews of existing services and resources, with a view to ensuring improved efficiency, through shared activity and improved liaison.
7. To undertake a full review of the funding of cricket in Sussex, with a view to achieving a single County-wide approach to its various component parts (e.g. funding from ECB, sponsorship, fund matching, marketing, bulk purchasing, insurance pooling, etc.).
8. To ensure the development of a joint SCB/SCCC business planning system, together with proper procedures for assuring collective corporate governance.
9. Generally, to monitor the effectiveness and efficiency of the SCB and the SCCC.

Membership:

The Board of Control shall comprise 6 members, with 3 members of the SCB Management Committee (including its Chairman) and 3 members of the SCCC Committee (including its Chairman).

They shall be supported by the Chief Executive of the SCCC and (if he is not also the Chief Executive of the SCB) the Hon. Secretary of the SCB. If there is a joint Chief Executive, the Board of Control will also be supported by the Director of Recreational Cricket.

Other officers shall attend the meetings of the Board of Control as required.

Chairmanship:

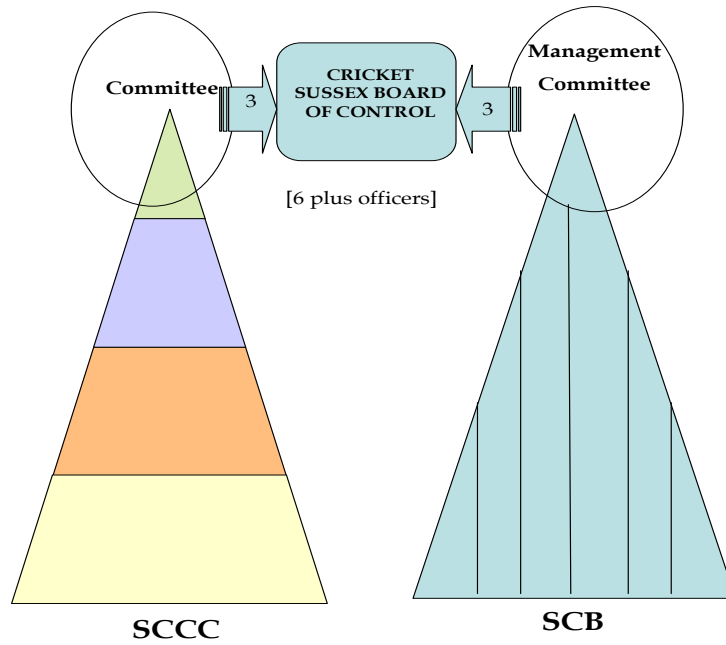
The Chairman of the Board of Control shall be elected annual by a vote of the 6 members, with effect from January.

Accountability:

The Board of Control shall be accountable to the England and Wales Cricket Board.

*Sussex BP Group
July 2007*

CRICKET SUSSEX BOARD OF CONTROL



SUSSEX CRICKET BOARD

DIRECTOR OF RECREATIONAL CRICKET

JOB DESCRIPTION

1. Purpose of the Job:

To manage and be accountable to the Sussex Cricket Board for the integrated delivery of a single long term strategic plan for the development of recreational and youth cricket across Sussex.

2. Principal Responsibilities:

- Manage the production and ongoing review of a Strategic Plan for Cricket Development, covering all recreational and youth cricket in Sussex, against the delivery of agreed Key Performance Indicators (KPIs) around:
 - Participation levels in Focus Clubs and Cluster Schools
 - Focus Club Accreditation
 - Focus Club Playing Members
 - Focus Club Coaching Roles
 - Focus Club Volunteer Roles
- Manage a County wide process of continuous operational monitoring, review and improvement planning against the Strategic Plan for Cricket Development through the Operational Monitoring Group
- Establish and maintain a single, integrated and effective programme delivery network across Sussex working to the Strategic Plan for Cricket Development
- Manage the professional officers of the Sussex Cricket Board and appropriate Board Volunteers as directed by the Board.
- Increase investment into cricket, and to manage the strategic deployment of all human and financial resources against the Strategic Plan for Cricket Development
- Ensure effective local communications and planning through a network of Area Cricket Associations and Community Sports Networks
- Secure the services of an integrated sports development network through agreed Service Level Agreements with key external partners:

- County Sports Partnerships
- School Sport Partnerships
- Local Authority Sports Development Teams

- Manage the delivery of the following core programmes:
 - Focus Club Community Clusters
 - Cricket Foundation 'Chance to Shine'
 - Coach Education
 - ECB Affiliated Club Services
 - Workforce Development (Officials, Groundsman, Coaches, Volunteers)
 - Schools, Club, District and County Competitions
 - Area Cricket
 - Facility development
 - Child Welfare

- Manage and be accountable for performance of core programmes against agreed KPIs via the County Board Management System

- Commit to a professional development programme in order to provide an appropriate service and support to all stakeholders

- Offer support and advice to the County Board in the delivery of their core roles and responsibilities

- Liaise closely with ECB Regional Development and ECB Regional Performance Managers and be prepared to undertake any other duties related to the work of these functions as required.

3. Facts and Figures:

Key Performance Indicators (2006-2009)

- 33,740 Participants in Focus Clubs and Cluster Schools
- 37 Accredited Focus Clubs
- 18,200 Focus Club Playing Members
- 455 Focus Club Coaching Roles
- 2,135 Focus Club Volunteer Roles

- Core Activity Areas:
 - 1,400 Focus Clubs
 - Approx. 170 Cluster Primary/Secondary Schools
 - 234 ECB Affiliated Clubs (3,600 with a Junior Section)
 - 12 Area Development Squads

4. Context of Job:

The vision for cricket in England and Wales is to become and remain the most successful and respected cricket nation in the World.

In order to achieve this ambitious target, the England and Wales Cricket Board will be focusing on achieving the following four main objectives for the period 2006 - 2010:

1. Effective leadership and governance
2. A vibrant domestic game
3. Enthusing participation and following particularly amongst young people
4. Establishing and maintaining successful England Teams

In order to enthuse participation and following particularly amongst young people, and maintaining a vibrant domestic game the England and Wales Cricket Board has empowered County Boards to deliver national development policies at a local level.

The Sussex Cricket Board will be accountable for the strategic planning and management of core development programmes through a single integrated and effective delivery network across their respective Counties against an agreed set of core Key Performance Indicators.

The post holder will therefore be required to have the following working relationships:

- ECB Regional Development Manager
- ECB Regional Performance Manager
- ECB Regional Women's Cricket Development Manager
- County Board Personnel
- County Coaches, Groundsmen, Umpires/Scorers, Schools Associations
- Regional Sport England Officers
- Regional Youth Sport Trust Officers
- Regional Sports Coach UK Officers
- County Sports Partnerships
- School Sport Partnerships
- Specialist Sports Colleges
- Local Authority Sports Development Officers
- Local Volunteer Networks
- District Cricket Development Groups
- Focus Clubs
- Affiliated Clubs

5. Knowledge and Experience

The following skills are required:

- Excellent knowledge and experience of strategic planning and implementation, monitoring & evaluation systems and processes
- Excellent knowledge and understanding of national, regional and local sports development policy
- Demonstrable experience in building sustainable partnerships
- Excellent communication and interpersonal skills
- Demonstrable team leadership and organisational skills
- Good time management skills
- Knowledge and experience of budget control and financial management
- Clear knowledge and understanding of accessing new funding streams for the delivery of development programmes
- Excellent knowledge of ECB Strategy for cricket in England and Wales.
- Ability to work effectively across a multi-agency professional and volunteer network
- Good computer literacy, including MS office
- Commitment to a continual professional development programme
- A full driving Licence
- An enhanced Criminal Records Bureau Check

6. Conditions

Due to the nature of the work, the post-holder will carry out his/her duties at such times/days which are most effective to perform the task required. This may involve out of hours work – evenings, weekends and bank holidays as necessary. The board will require attendance at events, presentations and meetings at various times.

*Sussex BP Group
July 2007*



SUSSEX CRICKET BOARD

APPENDIX 5

CONSTITUTION

[Present]

1 - NAME

THE SUSSEX COUNTY CRICKET BOARD (THE BOARD)

2 - AIMS

To promote the game of cricket at all levels through partnership of the professional and recreational cricketing bodies and other appropriate agencies within the County of Sussex.

3 - OBJECTIVES

Within the objectives of the England and Wales Cricket Board (ECB):

3.1 To be the governing body for recreational cricket in the County.

3.2 To be responsible for the organisation, facilitation and administration of the game through, where appropriate, the cricketing bodies operating in the County at any given time and working within their respective rules and constitutions.

3.3 To encourage maximum participation and interest in the game, to improve playing standards and to uphold and enhance the traditions and spirit of the game.

3.4 To co-ordinate the work of all cricketing bodies and other appropriate agencies, ensuring that adequate channels of communication are in place and that the optimum use is made of the available resources.

3.5 To implement within agreed priorities National, Regional and County Development Plans.

3.6 To represent Sussex on the Recreational Forum and at National and Regional Forums determining policies and practices for the game and to ensure effective implementation of such policies and practices.

4 - MEMBERSHIP

4.1 The Board shall comprise representation of the following bodies:

- The Sussex County Cricket Club (SCCC) [3]
- Representatives of area (district) bodies that are members of the Board's Recreational Forum [3]
- The Sussex Schools Cricket Association (SSCA) [1]
- The Sussex Cricket Board Coaches Association (SCBCA) [1]
- The Sussex Women's Cricket Association (SWCA) [1]
- The Sussex Association of Cricket Umpires & Scorers (SACUS) [1]
- Sport England (ex-officio) [1]

4.2 Each member shall have a vote, and a simple majority of those entitled to vote shall determine the resolution of any matter subject to a vote, unless otherwise laid down elsewhere within this constitution. The Chairman of the Board shall have a second and casting vote in the event of a tied vote.

4.3 Any cricketing body, properly constituted and having an interest in the organisation, development or promotion of cricket within Sussex, which is not already represented on the Board, may apply for and become a member of the Board. The acceptance of the application for membership shall be determined by a majority vote.

4.4 Each body must ensure representation at Board meetings through the attendance of an alternative in the absence of the regular representative.

5 - MANAGEMENT

5.1 The Board shall elect annually at its January meeting, a Chairman from its members. Nominations for such a position shall be made at the Board's Autumn Meeting for decision at the winter meeting. It shall also appoint a Secretary, a Treasurer and Assistant Secretary, whose position shall be reviewed annually and who shall be ex-officio members of the Board. The Board's Cricket Development Officers shall also be ex-officio members. Apart from the Chairman, these members shall not have a vote.

5.2 Sub-Group:

The Board shall establish the following Sub-Groups:

- Youth
- Recreational Forum
- Finance
- Coach Education

and any other sub-groups, advisory groups and working parties as it from time to time sees fit. The Chairmen of such bodies shall be appointed by the Board.

Each body shall have terms of reference agreed by the Board and may co-opt specialist advisory members from outside the Board as required, including as appropriate representatives of Sport England, West Sussex County Council, East Sussex County Council, Brighton and Hove City Council and the County Sports Partnership and education authorities.

5.3 Meetings:

The Board shall meet at least four times annually and a quorum shall exist if over half of the membership is present. Sub-Groups shall meet regularly depending on the business to be undertaken.

At least 14 days' notice of all meeting shall be given and minutes of all meetings taken and circulated to all concerned.

5.4 Reports:

The Board shall produce an annual report, the key points of which shall be circulated to all cricket organisations in Sussex, including Clubs and Schools, and the ECB.

6 - FINANCE

6.1 The Treasurer shall ensure that adequate financial records are maintained, including the effective monitoring of funding from the ECB and the Cricket Foundation. The annual accounts shall provide a clear and accurate view of the Board's affairs for the year ended 31st December, and shall be available for inspection by the end of February of the following year.

6.2 The Board shall also appoint external auditors, whose position shall be reviewed annually.

6.3 Board members may be reimbursed for out-of-pocket expenses incurred on Board business.

6.4 The Board shall determine the level of subscriptions it will levy on member clubs at its January meeting. It shall also determine the level of affiliation fees from local groups at the same time. Any subscription not paid by 30th June may preclude the defaulting club or group from the benefits of membership of the Board.

7 - LOCAL GROUPS

Where groups are set up by the Board to administer the game in areas of the County, they shall have:

- A constitution agreed by the Board, including a Committee structure.
- An ability to open a bank account, any cheques drawn against group funds should hold the signature of the Treasurer plus up to two other officers.
- A requirement to hold an Annual General Meeting of all the cricket clubs in membership, and to produce a set of annual accounts annually.
- An authority to raise fees to support cricket activities for its area; such fees to be agreed annually by the Board.
- A requirement to implement, as advised, the Board's strategy as it relates to its responsibilities.

8 - TERMINATION AND SUSPENSION OF MEMBERSHIP

8.1 The Board shall have the power to terminate or suspend the membership of any cricket club or of any local group which:

- Is guilty of conduct that, in the opinion of the Board, renders it unfit for membership.
- Wilfully infringes or disregards any rules laid down by the Board.

8.2 If any cricket club, which is a member of a local group, is dissatisfied with the decision of that group, it shall have the right to refer the matter to the Board, after all efforts have been made to resolve the matter locally.

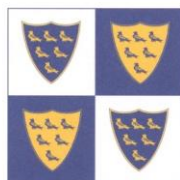
9 - APPEALS

The Board may from time to time as it considers appropriate or on the instructions of the England and Wales Cricket Board set up an Appeals Panel to consider disputed issues. Such a panel will operate along Guidelines set down by that Board.

10 - AMENDMENTS

The Constitution shall be kept under review; any amendments require a two-thirds majority.

July 2007



SUSSEX CRICKET BOARD

[Proposed Future]

1 - NAME

THE SUSSEX COUNTY CRICKET BOARD (THE BOARD)

2 - ROLE

To be the governing body for all recreational and youth cricket throughout the County of Sussex.

3 - RESPONSIBILITIES

3.1. To provide leadership, direction, advice and support to the various recreational and youth cricketing clubs and other related organisations in the County.

3.2. To ensure there is effective management and governance within all the various recreational and youth cricketing bodies that are affiliated to the Board.

3.3. To contribute, together with the Sussex County Cricket Club, towards the development and maintenance of a rolling "5-year Strategy for Sussex Cricket" and the resultant Strategic Implementation Programme.

3.4. To ensure implementation of the elements of the Strategic Implementation Programme that relate to recreational and youth cricket, through their inclusion in the Board's Annual Action Plan, as part of the England & Wales Cricket Board's (ECB) "County Board Improvement Planning Process".

3.5. To develop and maintain an effective performance management framework, with set priorities and investment programmes, in line with the ECB's "Memorandum of Understanding".

3.6. To produce and ensure the deliverance of an annually agreed range of coaching, competition and other development programmes for youngsters and club players, through the leadership of the SCB Cricket Development Department, in liaison with the other cricketing bodies in the County.

3.7. To develop and maintain effective and transparent corporate governance and financial management systems in the affairs of the Board and to ensure that optimum use is made of all available resources to the various recreational and youth cricketing bodies within the County.

3.8. To promote the sport of cricket at all levels and to encourage maximum participation and interest in the game amongst all age groups, through partnerships with all the cricketing bodies within the County.

3.9. To ensure that adequate channels of communication are in place between the various cricketing bodies, with a view to developing the fullest levels of ongoing mutual collaboration and co-ordination.

3.10. To ensure a duty of care to all affiliated clubs and organizations by adopting and implementing the ECB's "Safe Hands – Cricket Policy for Safeguarding Children" and any future versions of this policy.

3.11. To ensure a duty of care to all affiliated clubs and organizations by adopting and implementing the ECB Cricket Equity Policy and any future versions of the Policy.

3.12. To ensure representation of Sussex on the ECB's National Recreational Assembly and at National and Regional Forums, which determine policies and practices for the game, and to ensure the effective implementation of such policies and practices.

4 - SUSSEX CRICKET BOARD AFFILIATED MEMBERSHIP

4.1. The following organisations shall be affiliated members of the Board:

- Sussex County Cricket Club (SCCC)
- Sussex Cricket League
- East Sussex Cricket League
- Sussex Invitation League
- Mid Sussex League
- West Sussex League
- Sussex Cricket Board Coaches Association (SCBCA)
- Sussex Women's Cricket Association (SWCA)
- Sussex Association of Cricket Umpires & Scorers (SACUS)
- Sussex Junior Cricket Festival
- Area Development Groups
- All Affiliated Clubs
- Sussex Over 50s/60s Cricket

4.2. Any cricketing body, properly constituted and having an interest in the organisation, development or promotion of cricket within Sussex, which is not already affiliated to the Board, may apply to become a member of the Board. The acceptance of the application for membership shall be determined by a majority vote.

4.3. The Board shall have the power to terminate or suspend the membership of any cricket club or of any organisation which:

- Is guilty of conduct that, in the opinion of the Board, renders it unfit for membership.
- Wilfully infringes or disregards any rules laid down by the Board.

4.4. If any cricket club, which is a member of a local organisation (e.g. a cricket league), is dissatisfied with the decision of that organisation, it shall have the right to refer the matter to the Board, after all efforts have been made to resolve the matter locally.

4.5. The Board may from time to time as it considers appropriate or on the instructions of the England and Wales Cricket Board set up an Appeals Panel to consider disputed issues. Such a panel will operate along Guidelines set down by that Board.

5 - ORGANISATION OF THE SUSSEX CRICKET BOARD

5.1. Each of the affiliated member organisations shall be ensured representation on the Board, through the following:

- a) A Board Management Committee
- b) 4 x Sub Groups
- c) A Board Forum.

5.2. The **Board Management Committee** shall be responsible for making decisions on matters of policy and strategy, following specific recommendations and advice from the Sub Groups.

The **Board Management Committee** shall be comprised as follows:

- The Chairmen of the Sub Groups 4
- Co-opted Members 3*
- The Board's Chief Executive 1
- The Board's Honorary Treasurer 1
- The Board's Development Manager 1

[* The Board Management Committee shall have the authority to co-opt up to 3 individuals who the other members of the Committee consider would be able to assist the Board in meeting its responsibilities]

The Chairman of the Board Management Committee shall be elected on an annual basis, in November, by a majority vote of the members of the Management Committee.

5.3. The Board Management Committee shall establish the following substantive **Sub-Groups**:

- **Development** Sub Group
- **Adult Leagues** Sub Group
- **Sussex Women's and Girls' Cricket** Sub Group/ Association
- **Workforce Development** Sub Group (Coaches Association, Umpires & Scorers Association, Groundsmen Association, Volunteer Co-ordinator(s)).

In addition, the Management Committee may establish any other sub-groups, advisory groups and working parties as it sees fit. [The organisational structure of the Board is attached].

5.4. Each **Sub Group** shall have terms of reference based on its area of interest, as approved by the Board Management Committee. It shall be charged with making formal recommendations to the Management Committee and will taking any subsequent action determined by the Committee.

Each **Sub Group** shall comprise elected members from each of the Group's constituent organisations, but it may also co-opt specialist or other individuals from outside the Board's affiliated membership.

5.5. The **Board Forum** shall be responsible for ensuring that all constituency affiliated members of the Board are given an opportunity to express their views about any aspect of recreational and youth cricket in the County and for making suggestions for improvement. The Board Management Committee is responsible for arranging the Forum meeting(s) and for ensuring that the views expressed and suggestions made are passed to the appropriate Sub Group(s) for formal consideration. The **Forum** shall meet at least once each year, one meeting of which shall be held in September.

6 - ELECTION OF MEMBERS TO BOARD MANAGEMENT COMMITTEE AND SUB GROUPS

6.1. The membership of the **Board Management Committee** shall be renewed annually at its November meeting.

6.2. The members of the **Sub Groups** shall be elected annually by the respective constituent organisations.

6.3. The Chairman of each **Sub Group** shall be elected annually by the members of the respective Sub Group at the autumn meeting.

6.4. Elections to the constituent organisations shall be in accordance with the constitution of the Association concerned, or in the case of the Development Sub Group, in accordance with the formal terms of reference for the four Area Cricket Associations. In most cases, these elections would be made at the respective Annual General Meetings.

7 - MEETINGS OF BOARD EXECUTIVE AND SUB GROUPS

7.1. The **Board Management Committee** shall meet at least four times annually and a quorum shall exist if over half of the membership is present. An alternative member of a Sub Group shall be allowed to attend in the absence of the Sub Group Chairman concerned. At least 10 days' notice of all meetings shall be given and minutes of all meetings taken and circulated to all concerned.

Each member of the **Board Management Committee** shall have a vote, and a simple majority of those entitled to vote shall determine the resolution of any matter subject to a vote. The Chairman of the Board Management Committee shall have a second and casting vote in the event of a tied vote.

7.2. The **Sub Groups** shall meet regularly depending on the business to be undertaken, but no less than 3 times per annum. A quorum shall exist if over half of the Sub Group membership is present. At least 10 days' notice of all meeting shall be given and minutes of all meetings taken and circulated to all concerned.

7.3. The **Board Forum** shall meet on at least one occasion during the year and at least 28 days' notice shall be given of each meeting.

8 - BOARD FINANCES

8.1. The Honorary Treasurer shall ensure that adequate financial records are maintained, including the effective monitoring of funding from the ECB, the ECB Trust and the Sussex County Cricket Club. The annual accounts shall provide a clear and accurate view of the Board's affairs for the year ended 31st October, and shall be available for inspection by the end of December of that year.

8.2. The Board Management Committee shall appoint external auditors, whose position shall be reviewed annually.

8.3. Members of the Board Management Committee may be reimbursed for out-of-pocket expenses incurred on Board business.

8.4. The Board Management Committee shall determine the level of subscriptions it will levy on affiliated member clubs and other organisations at its January meeting. Any subscription not paid by 30th June may preclude the defaulting club or organisation from the benefits of membership of the Board.

9 - SCB MANAGEMENT

9.1. The principal officer of the Board shall be the Board Secretary (or Chief Executive). He shall be supported in this role by the Director of Recreational Cricket.

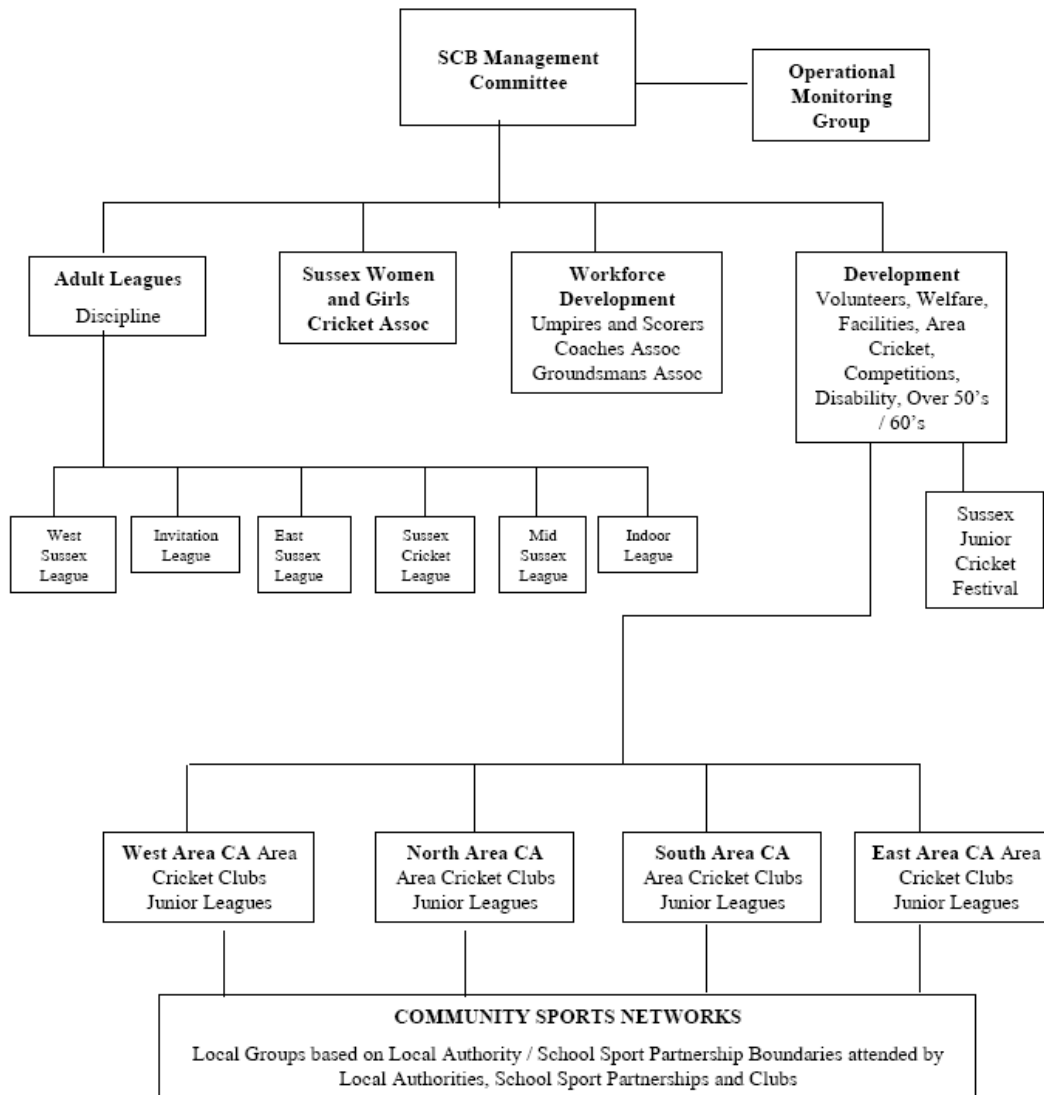
9.2. The finances of the Board shall be managed by the Honorary Treasurer.

10 - AMENDMENTS TO CONSTITUTION

10.1. The Constitution shall be kept under review by the Board Management Committee, with any amendments requiring a two-thirds majority.

*Sussex BP Group
July 2007*

**PROPOSED ORGANISATIONAL STRUCTURE
OF SUSSEX CRICKET BOARD**



[EAST] AREA CRICKET ASSOCIATION

CONSTITUTION

1 - NAME

The Association shall be called the [East] Area Cricket Association ([E]ACA).

2 - ROLE

To support the delivery of the objectives of the Sussex Cricket Board (SCB) in the [East] Area (as determined by the SCB), particularly in relation to the Annual Performance Plan as agreed with the England and Wales Cricket Board.

3 - RESPONSIBILITIES

3.1. To produce and ensure the delivery of an annually agreed range of coaching and competition for talented young people in the Area, through the leadership of the SCB Cricket Development Department.

3.2. To organise youth leagues and competitions for all member clubs at U9 – U16 age groups in the Area, through the leadership of the SCB Cricket Development Department.

3.3. To promote the game of cricket at all levels and to encourage maximum participation and interest in the game amongst all age groups, through partnerships with all the cricketing bodies within the Area.

3.4. To ensure that adequate channels of communication are in place between the various cricketing bodies in the Area, with a view to developing the fullest levels of ongoing mutual collaboration and co-ordination.

3.5. To represent, further the interests of and to be a channel of communication between members of the [East] Area Cricket Association and the SCB.

3.6. To ensure a duty of care in all the Association's activities, by adopting and implementing:

- ECB's "Safe Hands – Cricket Policy for Safeguarding Children" and any future versions of this policy;
- ECB Cricket Equity Policy and any future versions of the Policy;
- ECB Directives, Regulations and Guidance.

4 - ACCOUNTABILITY

4.1 The Association shall be accountable to the Sussex Cricket Board.

5 - [EAST] AREA CRICKET ASSOCIATION MEMBERSHIP

5.1. All Cricket Clubs affiliated to the SCB and the England and Wales Cricket Board (ECB) based in the [East] Area (as determined by the Sussex Cricket Board) shall be a member of the [E]ACA.

5.2 Any cricketing organisation, properly constituted and having an interest in the organisation, development or promotion of cricket within the [East] Area, which is not already represented on the SCB, may apply for and become a member of the [E]ACA.

5.3. The Association shall have the power to propose to the SCB the termination or suspend the membership of any club or organisation which:

- Is guilty of conduct that, in the opinion of the Association, renders it unfit for membership;
- Wilfully infringes or disregards any rules laid down by the Association.

6 - ORGANISATION OF THE [EAST] AREA CRICKET ASSOCIATION

6.1. Each of the member organisations shall be ensured representation on the Association, through the following:

- a) The [E]ACA Committee
- b) Sub committees
- c) Club Seminars

6.2. The [E]ACA Committee will comprise the following officers: Chairperson, Secretary (Administrator), Treasurer, Child Welfare Officer, Community Coach, SCB representative(s), Junior League Organiser and a representative from any sub committees as appointed by the Committee. No more than two Committee members may come from any one club/organisation. The Committee shall have the powers of co-option for specific purposes; co-opted members may not vote.

6.3. The Committee shall have the power to appoint sub committees, with specific terms of reference, as it deems necessary. The Chairperson, Secretary and Treasurer shall be *ex officio* members of such sub committees.

6.4. The Club Seminars shall be open meetings for all members with specific areas of discussion as deemed appropriate by the [E]ACA Committee. The Committee will take recommendations from these Club Seminars for discussion and decisions at the next Committee meeting.

7 - GENERAL MEETINGS

7.1. The Annual General Meeting of the [E]ACA Association shall be held not later than the end of October each year. 21 clear days written notice of the Annual General Meeting shall be given to members.

7.2. Members must advise the Association Secretary in writing of any other business to be raised at the Annual General Meeting at least 14 days before a meeting. Such business must

have a proposer and seconder.

7.3. The business of the [E]ACA Annual General Meeting shall be to:

- a) Confirm the minutes of the previous Annual General Meeting and any General Meetings held since the last Annual General Meeting
- b) Receive the audited accounts for the year from the Treasurer
- c) Receive the annual report of the Committee
- d) Elect an auditor
- e) Elect the Officers of the Committee
- f) Consider alterations, additions and deletions to the Constitution

7.4. Nominations of candidates for election of Officers shall be made in writing to the Secretary at least 14 days in advance of the Annual General Meeting date.

7.5. Details of any other business and candidates for election must be notified to members at least 7 days in advance of the meeting.

7.6. Special General Meetings may be convened by the Committee or on receipt by the Secretary of a request in writing from not less than 10 Members of the Association. At least 21 days' notice of the meeting shall be given.

7.7. At all General Meetings, the chair shall be taken by the chairperson of the Committee, or in his / her absence, by a deputy from the Committee appointed by Members attending the meeting. Decisions made at a General Meeting shall be by a simple majority vote from those Member clubs/organisations and Association officers attending the meeting. In the event of equal votes, the Chair of the meeting shall be entitled to an additional casting vote. Each Member club/organisation shall have one vote only.

7.8. A quorum for a General Meeting shall be 6 Members with a minimum of 3 officers of the Association. Each member organization of the Association shall be entitled to one vote at General Meetings.

8 - MEETINGS OF COMMITTEE AND CLUB SEMINARS

8.1. The [E]ACA Committee shall meet at least four times annually and a quorum shall exist if over half of the **Committee members are** present. At least 14 days' notice of all meetings shall be given and minutes of all meetings taken and circulated to all concerned.

Each member of the Committee shall have a vote, and a simple majority of those entitled to vote shall determine the resolution of any matter subject to a vote. The Chairperson shall have a second and casting vote in the event of a tied vote.

8.2 Sub committees, as appointed by the Committee shall meet regularly depending on the business to be undertaken. A quorum shall exist if over half of the sub-committee membership is present. At least 14 days' notice of all meeting shall be given and minutes of all meetings taken and circulated to all concerned.

8.3. The Committee shall organise a minimum of 3 Club Seminars per annum and at least 21 days' notice shall be given of each meeting.

9 - FINANCES

9.1. The [E]ACA Treasurer shall ensure that adequate financial records are maintained. The annual accounts shall provide a clear and accurate view of the Association's financial affairs for the year ended 31st October, and shall be available for inspection by the end of December of that year.

9.2. The Association shall appoint external auditors, whose position shall be reviewed annually.

9.3. The level of subscriptions to be levied on affiliated member clubs and other organisations shall be determined by the SCB in consultation with the Association, in January. Any subscription not paid by 30th June may preclude the defaulting club or organisation from the benefits of membership of the Association.

10 - DISCIPLINE AND APPEALS

10.1. All complaints regarding the behaviour of members shall be lodged in writing with the Secretary, **within 4 days of the incident**.

10.2. The Committee shall appoint a Disciplinary Sub Committee which shall meet to hear complaints within 21 days of a complaint being lodged. This sub-committee shall comprise 3 people, one of whom shall be a representative from SCB. It shall not include anyone from the club(s)/organisation(s) involved in the matter concerned. Any member requested to attend a Disciplinary Sub Committee shall be entitled to be accompanied by a friend or other representative and to call witnesses. The [E]ACA Committee (or its Sub Committee) has the power to take appropriate disciplinary action, except for the termination or suspension of membership.

10.3. The outcome of the disciplinary hearing shall be put in writing to the person who lodged the complaint and the member against whom the complaint was made within 10 days following the hearing.

10.4. There shall be a right of appeal to the SCB against either the finding or the sanction imposed or both following disciplinary action being taken.

10.5. The SCB shall appoint an Appeals Committee (a maximum of three), which shall not include members involved with the initial disciplinary hearing. The Appeals Committee shall consider the appeal within 21 days of the Secretary receiving the appeal. The individual submitting the appeal shall be entitled to be accompanied by a friend or other representative and to call witnesses. The decision of the Appeals Committee shall be final and binding on all parties.

11 - DISSOLUTION

11.1. If, at any General Meeting of the Association, a resolution be passed calling for the dissolution of the Association, the Association Secretary shall immediately convene a Special

General Meeting of the club to be held not less than one month thereafter to discuss and vote on the resolution.

11.2 If at that Special Meeting, the resolution is carried by at least two-thirds of the members present at the meeting, the Committee shall thereupon, or at such date as shall have been specified in the resolution, proceed to realise the assets of the Association and discharge all debts and liabilities of the Association.

11.3 The Committee shall then be responsible for the orderly winding up of the Association's affairs.

11.4 After settling all liabilities of the Association, the Committee shall dispose of the net assets remaining to the SCB.

12 - DECLARATION

12.1 The East Area Cricket Association hereby adopts and accepts this Constitution.

SIGNED (CHAIRMAN)

NAME

DATE

SIGNED (SECRETARY)

NAME

DATE

Sussex BP Group

July 2007

BUILDING PARTNERSHIPS IN SUSSEX CRICKET

SUMMARY OF RECOMMENDATIONS

- 1. The Sussex Cricket Board and the Sussex County Cricket Club to be integrated within a new *Cricket Sussex Board of Control* (Section 3.2).**
- 2. The post of Cricket Development Manager to be re-designated as Director of Recreational Cricket (3.7).**
- 3. The main role for the Sussex Cricket Board to be designated as the governing body for recreational and youth cricket throughout the County of Sussex (4.4).**
- 4. The Constitution of the Sussex Cricket Board and the supporting organisational structure to be changed, in accordance with Appendix 6 and Appendix 7 respectively (4.5).**
- 5. Detailed reviews to be undertaken in a number of service areas to achieve improved sharing, integration and liaison (5.4).**
- 6. A full review of the funding of cricket in Sussex to be undertaken (6.4).**
- 7. The SCB and the SCCC to develop a joint business planning system and assured corporate governance arrangements (6.5).**
- 8. Consideration to be given to rationalising the financial years of SCCC and SCB (6.6).**
- 9. All five leagues in Sussex to be held accountable to the (new) SCB, from 2008 (7.3).**
- 10. A full review to be undertaken by the SCB of the preferred pattern for league cricket in the County, with a cascading style of automatic promotion and relegation (7.6).**