



DURHAM CRICKET

EMPLOYMENT PACK

SEND INCLUSION OFFICER



INTRODUCTION AND OVERVIEW OF DURHAM CRICKET

Durham County Cricket Club (DCCC) was established as an amateur Minor County in May 1882 and went on to become cricket's most successful Minor County and the first to beat a First-Class County when defeating Yorkshire in 1973. Durham was awarded first class professional status in December 1991 – the only new First-Class County in over 70 years – and played in the professional structure from 1992.

Since 2007 DCCC has had significant success winning the County Championship three times and being runners up once, and also won the Fifty Over Competition twice in Lord's finals and appeared twice in T20 Finals Day.

Since becoming a first-class county, DCCC has established English cricket's most successful academy, regularly producing international stars for England, including Steve Harmison, Paul Collingwood, Mark Wood and Ben Stokes.

Durham CCC created the first new English Test Match stadium in over 100 years securing a long-term stadium naming rights sponsorship with Emirates Airways that ended in 2021. The venue has a 14,000 permanent seating capacity and the Club has staged international cricket every year since 1999, including the successful Ashes Test held in 2013 and three games in the ICC Cricket World Cup in 2019. The Club has been awarded a further package of international matches to 2024.

A successful rebrand in 2018 created a new Durham Cricket identity. Durham Cricket is now the umbrella organisation encompassing all elements of cricket provision in the county covering the professional and recreational game and all activities impacting on the wider community of the county and beyond. Four separate organisations sit under the Durham Cricket umbrella and these are briefly described below.

Durham Cricket Community Interest Company (CIC) – Durham Cricket CIC operates the professional cricket side of the business.

Durham Cricket Board - the Durham Cricket Board is the recreational body in Durham responsible for all non-first class cricket related activities in the County. Primarily responsible for driving the growth in participation and ensuring the cricket clubs in the county are organised in a way to provide safe, welcoming environments to allow people to enjoy a lifelong involvement in cricket.

Durham Cricket Foundation – the Foundation is the charitable arm of Durham Cricket and delivers initiatives aimed at providing opportunities and improving the lives of the local community.



VISION, PURPOSE AND VALUES OF DURHAM CRICKET

BUSINESS DIRECTION, VISION AND VALUES

Durham Cricket has an essential role as the strategic delivery arm of the ECB in north east England. Durham Cricket also has the opportunity to mark out a very distinctive position in the world of cricket through the development and communication of an inspiring common purpose and strong individual identity (the Durham Cricket brand).

Our vision aligns the organisation from Changing Room to Boardroom, bringing together cricketing and commercial goals and resonates with our community (customers).

An effective Durham Cricket brand demands focus, ambition and a consistent approach to everything we do. There is an expectation that all our people will follow the vision, live and breathe the values and adhere to a set of consistent behaviours. These are all set out below.

VISION

The vision of Durham Cricket has two key elements. Firstly, there is an internal vision which is designed to guide how the staff go about delivering on the organisation's values and objectives. Secondly there is an external vision which shows how Durham Cricket are going to deliver on its cricketing objectives and assist the ECB in meeting their strategies.

Internal Vision:

Durham Cricket will be recognised for having a winning culture both on and off the field achieved by highly engaged people who enjoy working together with pride and passion.

External Vision:

2 £2 million invested into recreational and community programmes
0 No debt
2 Winning two trophies
4 Producing four new England players

PURPOSE

UNLEASHING POTENTIAL THROUGH CRICKET IN THE NORTH

VALUES

PROUDLY NORTHERN

We stand for something. We are family. Genuine, welcoming with a resilient spirit and a sense of fun.

PASSIONATE ABOUT DURHAM

We care about our club, our business and our brand. The passion and emotion unites us and drives us forward to create opportunities for the north on a national and global stage.

PURSUING EXCELLENCE

We strive to be the best we can be. Continuously improving and pushing ourselves to set higher standards.

UNIQUELY CRICKET

Cricket is at our heart and heritage. It makes us unique and its principles guide everything we do.

BEHAVIOURS

- We are ambitious in the goals we set
- We actively seek and encourage feedback in pursuit of excellence
- We focus on continuous improvement
- We are accountable for our actions
- We catch people doing things right
- We are adaptable and flexible
- We stay true to our vision



DURHAM CRICKET

SEND INCLUSION OFFICER (35 Hours per week, Permanent Contract)

Job Designation:	SEND Programme Officer (full time post @ 35 hours per week)
Salary Band:	£19,000 - £23,000 per annum dependent upon experience + expenses
Location:	Emirates Riverside, Chester le Street
Reports to:	Durham Cricket Board Ltd
Responsible to:	Director of Development
Area:	Durham Cricket Board Boundaries (Tyne to Tees)
Contract Period:	Permanent

MAIN PURPOSE OF THE ROLE

This new and exciting role seeks an energetic and enthusiastic individual who has a passion for supporting and developing young people, working with multiple partners and organizations.

The focus of this role is to deliver the aims and outcomes of the SEND programme. ECB have partnered with Lord's Taverners to deliver the disability strand of their Youth Strategy. The programme will use table cricket and, where appropriate, soft-ball cricket to engage new SEND settings across Durham. The main objectives of the SEND programme are outlined below:

- extend the reach of cricket to new SEND settings
- ensure more young people with SEND have the opportunity to engage in the most appropriate form of cricket (primarily using table cricket and soft-ball cricket where appropriate)
- continue to work within SEND settings already engaged in table cricket and embed greater sustainability through teacher training
- transition more young people with a disability to community settings such as Super 1s, Champion Clubs and other appropriate community offers

- Deliver a county table cricket competition that feeds into the national structure

MAIN RESPONSIBILITIES AND DUTIES

- Deliver engaging cricket sessions to a range of young people with disabilities and SEND settings
- Train and upskill teachers & group leads to deliver Table Cricket sessions within their school or group (alongside participant delivery)
- Run a county-wide Table Cricket competition that feeds into Lord's Taverners regional structure. County competitions must provide a competitive opportunity for active schools and target participants that have limited access to mainstream competitive opportunities
- Recruit and train Young Leaders across table cricket to support table cricket competitions and disability cricket activity more widely
- Ensure the SEND programme connects with the Super 1s programme and other community offers by providing a pathway for engaged participants
- To promote and deliver the Lord's Taverners SEND & Super 1s programme across Durham.
- Develop partnerships to enhance the impact of Lord's Taverners programmes and the wider county disability plan
- Manage all programme data requirements of the SEND & Super 1s programmes ensuring timely and accurate data is collected and recorded on the Upshot monitoring system
- Maintain regular communication and dialogue, whilst also capturing feedback, opinion and a review of satisfaction
- Provide formal written reports and case studies, and ensure that all monitoring and evaluation is undertaken as required
- Support the development of the wider pool of volunteers and sports coaches by mentoring and / or signposting for opportunities both formally and informally
- Ensure the branding and identity of the programmes within delivery

THE SUCCESSFUL CANDIDATE WILL BE:

- Committed to improving the lives of young disabled people
- Committed to their own personal professional development and play an active role in the professional development of your colleagues
- Represent the Lord's Taverners and Durham Cricket in a positive and professional manner at all times

- Ensure the health, safety and welfare of yourself, participants and others at all times
- Conduct sessions in accordance with the appropriate ECB guidelines and good practice
- Take part in other activities as and when required
- Perform all duties in an equitable manner and to actively promote the principles of equality amongst colleagues, partners and service users
- Conform to, actively commit to and promote both the Lord's Taverners and Durham Cricket values when using any communication

REQUIREMENTS

Essential

- High levels of energy and enthusiasm and the desire to succeed
- Experience and insight in disability
- Experience of working with young people with disabilities in a number of different settings
- Ability to motivate and engage young people, particularly those with a disability
- Knowledge and understanding of working and engaging volunteers
- Effective communicator and the ability to engage with people of all levels
- Excellent leadership skills
- Ability to work independently and as part of a team
- Excellent administrative skills and ability to capture and record programme data
- Computer literate and effective user of Word, Excel, Outlook and other Microsoft programmes
- Child protection trained or, commitment to achieving this within a short period of time
- First Aid trained or, a commitment to achieving this within a short period of time
- ECB DBS checked or, a commitment to achieving this within a short period of time
- Ability to travel independently between sites

Desirable

- Experience or high-level understanding of youth mentoring
- Experience of partnership working and the ability to create strong and sustainable links
- Understanding and experience of a variety of sports for development programmes

- Cricket Foundation 1 or multi-sports qualification (desirable that candidate is qualified cricket coach)
- Understanding of table cricket and Lord's Taverners programmes
- Experience of working with inactive people in recreational sport and/or physical activity sessions
- Experience of working with people with disabilities
- Experience of mentoring, supporting and encouraging volunteers
- Experience of teaching/coaching children of all ages

OTHER CONDITIONS

The post holder will be based at the Seat Unique Riverside as part of the Cricket Development Department. Due to the nature of the work the post holder will carry out his/her duties as such times/days which are most effective to perform the tasks required. This will involve some out of hours work – evenings, weekends, Bank Holidays, as necessary.

EQUAL OPPORTUNITIES IN EMPLOYMENT POLICY STATEMENT

It is the policy of Durham Cricket to treat all employees and job applicants fairly and equally regardless of age, disability, gender, reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation. Furthermore, Durham Cricket will ensure that no requirement or condition will be imposed without justification which could disadvantage individuals purely on any of the above situations.

We recognize and value the difference and individual contribution that people make to the organisation. We strive to ensure that diversity as well as equality is embedded in all our policies, procedures and practices, responding to employees' needs and encouraging employee development to increase their contribution to effective service delivery.

SAFER RECRUITMENT POLICY

Durham Cricket is committed to safeguarding and protecting the children and young people that we work with. As such, all posts are subject to a safer recruitment process, including the disclosure of criminal records and vetting checks. We ensure that we have a range of policies and procedures in place which promote safeguarding and safer working practice across our services.

HOURS

Full-time employed (35 hours per week)

SALARY

£19,000 - £23,000 per annum depending upon experience + expenses

HOLIDAYS

28 days per annum (pro rata) which includes the 8 statutory Bank Holidays in England & Wales.

PENSION SCHEME

Automatic Enrolment into the Royal London Group Personal Pension Plan. Matched employee contributions up to a maximum contribution of 5% of Basic Salary.

WORKPLACE

Durham Cricket, Seat Unique Riverside, Chester-le-Street, DH3 3QR.

TO APPLY

If you would like to be considered for this post please send your CV and a cover letter to Graeme Weeks – graeme.weeks@durhamcricket.co.uk

If you would like to have an informal conversation about this position then please contact Graeme Weeks – Director of Cricket Development on (0191) 3872868 or email: graeme.weeks@durhamcricket.co.uk

Closing date for applications is Sunday 6th November 2022