



# **DURHAM CRICKET**

**EMPLOYMENT PACK**

**DIVERSE COMMUNITIES 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 onto 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 Events** – Durham Cricket Events runs the meetings and events, hospitality and catering operations at the Riverside.

**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**

The following are a series of behaviours that we expect all of our people to adhere to:

- 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 are equitable and inclusive in the way we operate
- We care for our staff and look out for them at all times
- We stay true to our vision



Durham Cricket Board, the governing body for cricket in Durham, exists to lead, inspire, and influence the growth, quality and accessibility of cricket. We are recruiting enthusiastic, passionate, and professional individuals to join our teams to deliver on our strategic plans, Chance to Shine, and ECB Programmes. Please see the attached Job Description and Person Specification for further details.

**Additional Information:** Relevant Training will be provided for the successful candidate. Appropriate coaching, clothing and equipment will be provided to the successful candidate.

This post is supported by ECB, Chance to Shine and Durham Cricket. The initial role is offered on a full-time contract and is subject to a successful probation period.

### **Main Responsibility**

- 1 Growing a community offer of cricket amongst more diverse communities.
- 2 Setup, resource and manage local projects using others to deliver our diversity action plan.
- 3 To grow, support and widen all forms of Cricket being played in the area by influencing and supporting clubs and developing new partnerships.
- 4 Work to develop opportunities and structures to facilitate and ensure Cricket is a Game for All.
- 5 Support the ethos of our Equity, Diversity and Inclusion Action Plan.

*TRANSFORM CRICKET IN DURHAM INTO A PLACE WHERE EVERYONE FEELS THEY ARE RESPECTED, BELONG AND ARE TREATED FAIRLY*

## **Responsibilities to support the above outcome.**

1. Planning
  - a. Work with community groups to create a plan to engage new local communities with cricket.
  - b. Develop connections with community leaders to generate new links and connections with community groups.
  - c. Use best practice from other sports and work collaboratively together.
  
2. Street Projects
  - a. Run schemes in deprived communities which will create local street opportunities, signpost talent and offer grassroots participation for indoor winter and all year-round provision.
  - b. Support/manage street Projects (Boys & Girls).
  - c. Retain and sustain current (pop up) offers.
  - d. Attract funding to sustain projects which require deployed coaches.
  - e. Recruit volunteers/ to make sessions sustainable.
  - f. Collect and report on each project's outcomes.
  - g. Ensure all data is uploaded accurately and in a timely manner onto the online reporting portal.
  - h. Link participants where appropriate to Clubs & the Pathway
  
3. Connect all street and local 'pop-up' work as satellite projects to mainstream cricket clubs.
  - a. Support/develop cricket clubs offers with National Programmes.
  - b. Support clubs/Players to join or enter teams into local cricket leagues.
  - c. Support clubs to link with local communities.
  
4. Disability cricket development
  - a. Work with our Disability Inclusion Officer (Super 1s).
  - b. Assist in the growth of the Lord Taverners' projects.
  - c. Create links with and grow number of ECB champion clubs.
  - d. Support the growth and development of our Visually Impaired team
  
5. Develop strong connections with identified strategic clubs and or communities to:
  - a. Set up and management of strategic All Stars bursary projects.
  - b. Set up and management of strategic Dynamos Intros projects.
  
6. Develop opportunities from non-mainstream / Midweek leagues.
  - a. Affiliation.
  - b. Support clubs governance.

7. Liaise with other Durham Cricket diversity schemes as appropriate in each area.
8. Set up delivery in schools to support the above work, using Chance to Shine resources.
  - a. Plan a schools programme linking into C2S street hubs.
  - b. Promote Cricket in schools.
  - c. Link with Authority Sports Development departments.
9. To complete online monitoring and other reports as required by funders.
10. To build positive working relationships with communities and cricket clubs and work to support our wider development outcomes.
11. The role will require other duties to be performed from time to time. Attendance at team meetings and events will be required.

### **Management**

The post will be line-managed on a day-to-day basis by the Development Manager.

### **OTHER CONDITIONS**

The post holder will be based at Seat Unique Riverside. 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. There will also be significant travel around the region to meet different organisations.

### **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, 35 hours per week

## **SALARY**

Starting at £24,000

## **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**

To apply for the role please send a covering letter detailing your suitability for the role and a current CV to [recruitment@durhamcricket.co.uk](mailto:recruitment@durhamcricket.co.uk)

Closing date for applications – Friday 10<sup>th</sup> May 2024

If you would like an informal discussion on the role please contact Graeme Weeks, Director of Development on 07733003045.