



**Gloucestershire County
Cricket Club**

Seat Unique Stadium
Nevil Road

Bristol, BS7 9EJ

Tel: 0117 910 8000

Email: info@glosccc.co.uk

Website: gloscricket.co.uk

Patron: The Earl Bathurst

Gloucestershire County Cricket Club Board Member

Roles, Responsibilities and Skills

14 March 2024

Dear Member,

At this time of year we think about the call for Board nominations. This year we have two vacancies on the Board as Mark Brunt will complete his first term at this year's AGM and David Jones will complete his tenth year (of a maximum of twelve). Mark and David can of course put their names forward again. I wanted to give some background to any members who also may be considering putting their names forward.

The world is changing and the world of cricket is no different. The primary aim of the Board is in the main not cricketing matters, it is ensuring that the Club's finances are healthy and we secure our future with a clear strategic direction. Like other businesses we face significant bumps in the road.

The financial issues facing all businesses have been well rehearsed in the media. All enterprises are facing uncertainty with revenues under pressure due to the cost of living crisis impacting on the discretionary spend of many. Costs have also been rising, whether these are energy costs or costs of the services provided to us, and the money we receive from the ECB is fixed. To deal with these challenges we are looking for candidates to have a strong understanding of financial matters including experience of working with budgets, the importance of cash management and the ability to be agile in helping the Executive by appropriate check and challenge. It is vital that we continue to reduce our costs and increase our revenues.

We have also announced a commitment to seriously consider a potential move to a new ground in South Gloucestershire. This is a large capital project that brings with it a need to transform what we do and how we do it. We will need board members who are agile and able to support the existing business and contribute to the new vision we wish to explore.

The area that continues to be particularly pertinent to cricket is our relationship with our communities and our ability to be perceived as a "game for all" with strong foundations of EDI (Equity, Diversity and Inclusion).

Cricket has had a troubled journey over the last few years and Richard Thompson, the ECB Chair, has made it clear that a target must be "...to ensure it becomes the UK's most inclusive sport." This must be a key priority for us as a Board. Cricket has to move forward and tackle issues of racism, sexism, elitism and class based discrimination, as reported last June by the Independent Commission for Equity in Cricket. We would welcome candidates who can proactively help us on our journey and experience in organisations or lived experience are both relevant.

Gender balance is a vital part of this and the ECB has asked all County Clubs to move to gender parity on Boards. As members will know, our board of twelve includes four board members who identify as female.

Whilst we already enjoy a strong mix of skills on the board we are conscious that the Club faces a significant, large scale business transformation alongside pressing operational challenges so experience in those areas, at a senior level, would always be helpful.

To enable candidates to fully appreciate the corporate governance responsibilities that come with Board membership we ask that any candidates in the first place contact Will Brown. We will then arrange for them to meet with a Nominations Committee, formed of Board members, so they can have a discussion of what is expected and we can answer any questions they may have.

The commitments required from Executive Board Members currently consist of:

- Attend at least six full Board Meetings per annum (or more regularly as required by the needs of the business). Meetings are traditionally held during the day within the working week (because of the required attendance of GCCC staff and other consultants/professionals).
- Attend relevant board development and strategy sessions. On average there are four a year.
- Prepare for Board Meetings by reading reports and other papers.
- Being regularly consulted on a variety of matters outside of meetings including conference/video calls.
- Being required to treat all Board business as strictly confidential.

It is important to be aware that they receive no benefits for what is a very heavy workload.

GCCC, in all its activities, is fully committed to the principles of equality of opportunity in cricket, and to ensuring that its employees, members and all other individuals working or volunteering for GCCC and participating in or watching GCCC's activities are treated fairly and are able to conduct their activities free from discrimination, harassment or intimidation.

GCCC in all its activities will not discriminate, or in any way treat anyone less favourably on the grounds of age, gender, disability, race, parental or marital status, pregnancy, religion or belief or sexual orientation.

Yours sincerely,

Will Brown

GCCC Company Secretary and CEO