

NOTTINGHAMSHIRE
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Dear Member,

Back in November, we asked members to share their views on General Committee proposals in relation to the governance of our club.

These proposals are based on assessments of best practice, together with the requirements of Sport England and the ECB. The guiding principles are that they must be in the best interests of the club - and to ensure its membership is represented by individuals with the right skills, knowledge, diversity and experience. A summary of the proposals is provided at trentbridge.co.uk/governance.

Our thanks go to everybody who read the proposals and took the opportunity to provide feedback. We have collated the responses and thought it would be useful to outline a summary of the recurring themes and to provide additional details where further clarification was requested.

The composition of the Nominations Panel

The Nominations Panel will consist of five members comprising the Club Chair and an additional General Committee representative, together with two further members of the club (who are not serving General Committee members) and one non-member to offer an independent view.

Having been democratically elected by the membership, the General Committee will choose the additional representative from their number to join the Chair on the panel and select the additional three candidates on the back of an open recruitment process. The panel will be selected on the basis of relevant skills, experience and knowledge. Suggestions from the membership on appropriate candidates will be welcomed.

The code of governance of Sport England and of the ECB requires the Nominations Panel to be selected and ratified by the General Committee on an annual basis. Members of the Nominations Panel, other than the Chair of the Club, will serve for a period of no more than three years. The Chair will serve for as long as they hold office.

The Role of the Nominations Panel

All applicants for Elected Member or Nominated Member roles will be interviewed by the Nominations Panel. The interview is to ensure that all prospective committee members understand what is required of them and have the opportunity to ask any questions in regard to their potential role. For clarity, the Nominations Panel has no remit or authority to deny an individual proposed by the membership (an Elected Member) the opportunity to stand, unless they consider an individual is not 'a fit person' to become a General Committee Member. This would only apply to an individual who was bankrupt, disqualified from being a Director of a limited company or had a criminal record.

The Nominations Panel would consider the following requirements when making its recommendations, to ensure that the General Committee as a collective body meets the necessary criteria of a well-governed club:

- To promote and protect the interests of the club and its members.
- To ensure that the General Committee is sufficiently diverse, inclusive of gender, age and ethnicity.



- To effectively engage with the recreational game and promote the development & community objectives of the club.
- To ensure compliance with relevant regulations, charters and codes.
- The requisite mix of skills and experience including cricketing, financial, commercial, human resources, property and legal.
- To consider succession planning and ensure a formal and transparent election process.

It is not proposed to apply quotas to gender, ethnicity or age, but to task the Nominations Panel to take note of this requirement when making their nominations to the General Committee.

Nominated Committee Members

Nominated Members will be appointed on the back of active and open recruitment in the light of forthcoming vacancies and a view of the skills, experience and diversity required. They would need to be a member of the club at the time of taking up their position and remain one for as long as they serve as a member of the General Committee.

In line with Elected Members, they will serve a period of no more than three years before being required to apply to the Nominations Panel should they wish to be re-appointed. General Committee members - both Nominated and Elected – would have an equal vote on decision making.

Timing of Proposed Changes

The Nominated members will be added on a phased basis with the 8:4 split of Elected and Nominated completed at the 2023 AGM. The phased appointments are designed to ensure that the knowledge and experience of our existing committee members can be utilised to bring newly-appointed committee members up to speed throughout this period of transition. The graphic on the enclosed sheet explains how the process will work over the next three years.

If the proposals are approved by the membership at next year's AGM, they will become effective as soon as they are formally approved by the Financial Conduct Authority. The revised process for the election of General Committee members will therefore come into effect for elections at the 2021 AGM.

Next steps

A final version of recommended changes to the club's governance will be put forward to the membership ahead of the 2020 AGM and all eligible adult members will have the opportunity to vote.

Voting will primarily be online with postal voting provided for those we aren't able to contact by email. Full details will be distributed in January, along with the Club's Annual Report and Accounts and the agenda for the AGM. We will require online votes to have been cast, and physical ballot forms to have reached their destination at the offices of our auditors, by no later than Saturday 22 February. The result be revealed at the AGM on Monday 24th February.

If we are to remain a leading and sustainable County Club, I cannot emphasise how important it is that we meet the standards of governance that are not only required by our governing body and Sport England, but are designed to better serve Nottinghamshire in the future.

My thanks for your continued input into this important topic.

Kind regards,



Richard Tennant

Chairman