



Merrow Cricket Club

New Coach Recruitment Process

New Coach

Providing the best form of coaching to junior and adult players is of great importance to Merrow Cricket Club. The Club has focused on encouraging coaching support and participation through parents and club members. Whilst this is a route that will be continually pursued, on occasions the use of external sources of coaching may be necessary. This procedure is designed to ensure that the correct process is followed.

This process will be underpinned by close use of the ECB Safer Recruitment processes as documented via <https://www.ecb.co.uk/about/policies/safeguarding/safer-recruitment>.

Recruiting Coaching, Management or Administration Support from within Merrow CC

Pre and post outdoor season reviews of junior & adult coaching will be conducted by the relevant committee members. This includes training attendee numbers, area of potential improvement & possible equipment or resource improvements.

Where extra resource is required for coaching, support or group administration, requests will be made by the age group coach to the Merrow CC committee for support. Upon agreement, the process for recruiting new coaches will begin. This will initially be sought within the Merrow CC membership.

All prospective volunteers will need to make contact with the club's Safeguarding Officer & Chairman to understand the role requirements.

Relevant training will be paid for by the club via Surrey CC or ECB routes.

The role will require relevant DBS checks, first aid and safeguarding checks to be completed (club will pay for these). Certificates will need to be provided to the Safeguarding Officer on completion of the courses.

Where external cricket training is required, relevant certification to prove a successful completion of the course will be required by the club.

As needed, an existing Merrow CC coach can be provided as a mentor to the new coach, assistant or manager.

The club website will be updated to reflect the new support structure.

New External Merrow CC Coaching Support

Where there is a need for resource from outside the club, then agreement over the role and expense should be approved by the Merrow CC committee. It would be anticipated that the investment would be substantial, so understanding the return on the investment will be key.



As a minimum, the candidate(s) must have the following, and be able to evidence possession at the time of interview, with copies taken and provided to the Merrow CC Safeguarding Officer:

- ECB Level 2 or above coaching qualification
- First Aid
- Safeguarding Children
- DBS check

Interviews will be undertaken by a member of the Merrow CC committee. Anticipated costs and commitments by the club, and expectations over deliverables from the coach need to be clarified before sessions commence.

If coaching juniors, then relevant experience of training age groups needs to be sought.

Full compliance in the Safer Recruitment process from the ECB will be followed.

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Version 2

