



[www.neylandcricketclub.co.uk](http://www.neylandcricketclub.co.uk)

# Neyland Cricket Club

Neyland Athletic Club, John Street, Neyland,  
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Chairman  
Alan Hansen  
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Neyland, Pembrokeshire  
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Treasurer  
Robert Bellerby  
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Honorary Secretary  
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Club Captain  
Andrew Miller  
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## Recruitment Policy

When recruiting for any position Neyland Cricket Club will undertake to;

- Provide all applicants with a welcome pack (detailed below)
- The clubs Management Committee will then review all applications and the attached CRB self-declaration forms.
- References will be sought for all those applicants selected for interview and they will at this point be provided with a copy of the ECB code of conduct. It will be made clear to the applicant that they will be expected to sign up to this code of conduct should they be appointed.
- An interview of applicants will be undertaken and this will (in the majority of cases) be done during a meeting of the full Management Committee. Where this is not the case a minimum of 3 members, 1 officer will be appointed to act as an interview panel.
- Following appointment all club staff will be given a full induction. Qualifications will be verified, the role will be clarified and the individual will be provided with a detailed explanation of the Child Welfare Policy within the club. The individual will also be asked to sign up to the ECBs' code of conduct.
- Regular feedback opportunities will be made available (feedback can at all times be communicated through the clubs website) and a voluntary follow-up meeting will be scheduled for a date approximately two months after appointment. This meeting, should the newly appointed staff member wish to take it up, will be with the clubs Development Manager.

The staff welcome pack will contain;

- A detailed job description
- The clubs policy on the welfare of young people in cricket
- The clubs code of conduct
- An Application Form
- A CRB self-declaration form.

**It is the intention of Neyland Cricket Club to do all in its power to provide the safest and most enjoyable environment possible for young people to learn the sport of cricket. In order to help us achieve this the above recruitment policy will be followed in all cases. References may be checked and in many cases the applicant will be required to submit to a full CRB disclosure check.**