



July 2018

## CONSTITUTION OF OXFORD UNIVERSITY SQUASH RACQUETS CLUB

### NAME AND OBJECTS

1. The Club is called the Oxford University Squash Racquets Club (OUSRC). This is a federal name which incorporates the following teams: the men's first team known as the Men's Blues, the second team known as the Squirrels, and then the Men's development squad for players on the periphery of these two teams. The women's teams include: the women's first team known as the Women's Blues, and the second team known as the Ferrets.
2. The Club's objects are:
  - a) to support, develop, improve and promote squash in the University of Oxford;
  - b) to organise teams to represent the University in matches and tournaments; and
  - c) to foster harmonious ties between members of the Club and Old Blues and their affiliated clubs.
3. The income and property of the Club shall be applied solely to the tasks outlined in paragraph 2.

### 4. COMPLIANCE

- a) The Club shall be administered in accordance with the regulations for University clubs which are published from time to time in the Proctors' and Assessor's Memorandum ("the Proctors' Memorandum"). At the time of the adoption of this Constitution the Club is designated by the Proctors as an established sport. The Club has "Full Blues" status. In relation to that status and issues surrounding the award of Full Blues, the Club will also abide by the regulations of the relevant (Men's or Women's) Blues Committee of the University's Sports Federation.
- b) The Club shall effect and maintain registration to England Squash: purchase any insurance cover which the national body makes available (unless the Insurance Section of the University's Central Administration ("the Insurance Section") agrees to or prescribes other arrangements); and make every effort to comply with all safety procedures which the national body prescribes, or recommends as good practice.
- c) The Club shall ensure that all paid Club administrative and coaching appointments are ratified by the Sports Federation; that all coaches are registered with any relevant national governing body; and that all paid coaches are accredited by such body.
- d) The Club shall observe the Code of Conduct on Safety Matters which is set out in the Schedule to this Constitution, ensure compliance with the Code by the members of the Club, and follow an appropriate procedure for risk assessment. Both the Code of Conduct and the procedure for risk assessment must be acceptable to the Sports Department and its nominated officers. If and for so long as the Club is responsible for organising an inter-college competition, the Code of Conduct shall include guidelines and appropriate risk assessments for that competition.
- e) No member of the Club shall participate in any activity overseas organised by the Club, whether during term-time or vacation, unless the plans for such activity have been notified at least one calendar month in advance of the date of departure from the United Kingdom



to the Director of Sport. Each member participating in such activities overseas shall observe any conditions imposed by the Proctors on the recommendation of the Director of Sport, e.g. relating to the deposit of contact addresses, fulfilment of health, safety and insurance requirements, and stipulation of coaches, trainers or Senior Members to accompany the trip.

- f) The Club may apply to Oxford University Computing Services (OUCS) to use information technology (IT) facilities in the name of the Club. Where relevant facilities are allocated by OUCS it is the responsibility of the Club:
- i. to designate a member of the Club entitled to a University e-mail account (as defined by OUCS rules) to act as its IT Officer, whose duties shall include liaising with OUCS about the use of facilities allocated and passing on to his or her successor in office all records relating to the use of the facilities allocated;
  - ii. to designate one of its members (who may be, but need not necessarily be, the same as its IT Officer) or, exceptionally, a member of Congregation to act as its principal Webmaster, whose duties shall include maintaining an awareness of the University Guidelines for Web Information Providers and co-ordinating and regulating access to the web facilities used by the Club;
  - iii. to comply with regulations and guidelines relating to the use of IT facilities published from time to time by OUCS;
  - iv. to ensure that everyone responsible under (i)-(iii) is competent to deal with the requirements, where necessary undertaking training under the guidance of OUCS.

## **MEMBERSHIP**

5. The members of the Club shall be those who are eligible and apply for membership of the Club, who are admitted to and maintained in membership by the Committee, and who have paid the relevant Club subscription.
6. All student members of the University, and all persons whose names are on the University's Register of Visiting Students, shall be eligible to become members of the Club. A member shall continue to be eligible until he or she is given permission to supplicate for his or her degree, diploma or certificate, regardless of whether or not he or she continues to be liable to pay fees to the University.
7. The Committee may also, at its discretion, admit to membership:-
  - a) members of Ruskin College; Ripon College, Cuddesdon and the Oxford Institute of Legal Practice;
  - b) members of the Westminster Institute of Oxford Brookes University who are registered to read for degrees or other qualifications validated by the University of Oxford; and
  - c) other persons not falling within paragraphs 6, 7(a) or 7(b) above, provided that non-university members shall not constitute more than one-fifth of the total membership.
8. The membership year runs from the first day of Michaelmas Term.
9. Committee position holders must have paid their Club subscription fee before the time of election.



10. Members are entitled to all the rights and privileges as directed by the Committee.
11. The Committee may refuse a person membership or remove a person from membership for good cause, based on a majority vote within the Committee. The person concerned may appeal against such removal to the Senior Member.
12. Membership of the Club shall cease in any one of the following situations:
  - a) the member informs the Committee in writing that he or she wants to leave the club;
  - b) the member, who is a non-Committee member, is expelled from the Club by majority vote of the Committee for conduct which is detrimental to the interests of the Club, as determined by the Committee at the Committee's absolute discretion; or
  - c) the member, who is a Committee member, is expelled from the Club by three-quarters majority vote of the Committee and vote of the Senior Member for conduct which is detrimental to the interests of the Club, as determined by the Committee at the Committee's absolute discretion.
13. In any of the situations described in paragraph 12 the former member shall relinquish immediately all rights and privileges previously extended to him or her as a member of the Club.

#### **MEETINGS OF THE MEMBERS**

14. There shall be an Annual General Meeting for all the members of the Club no later than Friday of 1st Week in Trinity Full Term, convened by the Men's Secretary on not less than fourteen days' notice.
15. The Annual General Meeting will:
  - a) receive the annual report of the Committee for the previous year and the annual accounts of the Club for the previous year, the report and accounts having been approved by the Committee;
  - b) receive a report from the Committee on the Club's compliance with paragraph 4 above;
  - c) elect Members of the Committee in accordance with paragraph 32 below: the Committee's nominations for the Officers and the Senior Member shall be contained in the notice of the Meeting: any alternative nominations must be seconded and have the consent of the nominee, and must be received in writing by the Men's Secretary not less than seven days before the date of the Meeting: nominations for the other Committee Members may be taken from the floor of the meeting;
  - d) consider any motions of which due notice has been given, and any other relevant business.
16. An Extraordinary General Meeting may be called in any Full Term; by the Senior Member, the President, the Secretaries or the Treasurer on not less than seven days' notice; or on a written requisition by seven or more members, stating the reason for which the meeting is to be called, and delivered to the Men's Secretary not less than fourteen days before the date of the Meeting.
17. Prior to all General Meetings notice of the agenda shall be sent out with the notice of the Meeting.



18. The quorum for a General Meeting shall be ten members present in person or by proxy, of whom six must be members of the Committee and four must be non-Committee Members. When any financial business is to be transacted there must be present the Treasurer, or a member of the Committee deputed by the Treasurer to represent his or her views to the Meeting (provided that where it is a case of a deputy, the only financial business transacted shall be that which was set out in the agenda accompanying the notice of the Meeting).
19. Any matter requiring the immediate attention of the Committee may be made in writing to either of the Secretaries of the Club. The Club will be required to respond within one month.
20. Committee meetings will be called at the discretion of the Committee but not less than once a term.
21. Issues of concern to the Committee are to be resolved by a simple majority vote. In the event of a tie, the Senior Member's vote is decisive.

#### **THE COMMITTEE**

22. The affairs of the Club shall be administered by a Committee consisting of not more than ten persons, which shall determine the subscriptions payable by the members of the Club, and have ultimate responsibility for the activities of the Club. Members of the University shall at all times make up the majority of the members of the Committee. The Committee shall have control of the funds and property of the Club, and of its administration.
23. The quorum for a Committee meeting shall be six members present in person. When any financial business is to be transacted, there must be present either the Treasurer or a member of the Committee deputed by the Treasurer to represent his or her views to the meeting
24. The Committee shall be made up of the President, the Men's Secretary, the Women's Secretary, the Treasurer (together, the "Office Holders"; and their offices are referred to as "the Offices"), the Senior Member and the following other persons: the Men's Blues Captain, the Women's Blues Captain, the Squirrels Captain, the Ferrets Captain and the IT Officer. The President, the Secretary and the Treasurer shall each be either a member of the Club whose eligibility stems from paragraphs 6, 7(a) or 7(b) above, or (with the approval of the Proctors) a member of Congregation. If his or her eligibility stems from paragraph 7(a) or 7(b) above, on election to office he or she must sign an undertaking to abide by the Proctors' Memorandum, and to accept the authority of the Proctors on Club matters.
25. The President shall have the right to preside at all meetings of the members of the Club and at all meetings of the Committee. Should the President be absent, or decline to take the chair, the Committee shall elect another member of the Committee to chair the meeting. The President is responsible for the general supervision of the Club's activities.
26. The Secretaries shall:
  - a) maintain a register of the members of the Club, which shall be available for inspection by the Proctors on request;
  - b) give notice of meetings of the members and the Committee;



- c) draw up the minutes of those meetings;
- d) notify the Proctors (through the Director of Sport) promptly following the appointment and resignation or removal of Office Holders and other members of the Committee;
- e) advise the Proctors promptly (through the Director of Sport) of any changes in this Constitution;
- f) notify the Proctors (through the Director of Sport) not later than the end of the second week of every Full Term of the programme of fixtures which has been arranged for that term (e.g. by providing them a copy of the fixture card);
- g) provide the Insurance Section with full details of any insurance cover purchased from or through a national governing body pursuant to paragraph 2(b) above;
- h) inform the Proctors if the Club ceases to operate, or is to be dissolved, and in doing so present a final statement of accounts;
- i) organise the fixture list and arrange matches for the Club;
- j) organise and regulate their respective inter-collegiate “Cuppers” and League competitions;
- k) organise the Club’s kit order; and
- l) arrange the annual Club photograph.

27. The Treasurer shall:

- a) keep proper records of the Club’s financial transactions in accordance with current accepted accounting rules and practices;
- b) develop and implement control procedures to minimise the risk of financial exposure, such procedures to be reviewed regularly with the University’s Internal Audit Section (“Internal Audit”);
- c) ensure that bills are paid and cash is banked in accordance with the procedures developed under (b);
- d) prepare an annual budget for the Club and regularly inform the Committee of progress against that budget;
- e) ensure that all statutory returns are made including VAT, income tax and corporation tax if appropriate;
- f) seek advice as necessary on tax matters from the University’s Finance Division;
- g) develop and maintain a manual of written procedures for all aspects of the Treasurer’s responsibility;
- h) make all records, procedures and accounts available on request to the Senior Member, the Proctor and Internal Audit;
- i) forward to the Proctors (through the Director of Sport) a copy of the signed annual accounts to 31 July as soon as possible after the year end (and in any event no later than the 1 October following the year-end); and
- j) if the Club has a turnover in excess of £40,000 in the preceding year, or if owing to a change in the nature or scale of its activities, it may confidently be expected to have such a turnover in the current year, subject its accounts for audit by auditors approved in advance by the Proctors. Accounts are to be ready for audit within a month after the year end and the costs of the audit shall be borne by the Club. If requested by the auditors, the Club shall submit accounts and related material as a basis for a review of accounting procedures, the cost likewise to be borne by the Club.



28. The Captains shall:

- a) select members to play in their respective teams for all matches;
- b) organise practices and coaching sessions;
- c) appoint coaches in consultation with the Sport Strategy Committee; and
- d) develop guidelines regarding safety and insurance for the Club.

29. In addition the Men's and Women's Blues Captains will be responsible for making the final selection of their respective Blues Teams, in consultation with the Senior Member and the President. The selection should be in accordance with the rules and regulations of the Men's and Women's Blues Committees at that time. The final decision shall be with the relevant Captain. A similar procedure will apply for the selection of the Men's and Women's Second Varsity Teams.

30. The IT Officer shall:

- a) liaise with Oxford University Computer Service (OUCS) about the use of any OUCS facilities allocated to the Club and pass on to his or her successor any records relating to the use of the facilities allocated;
- b) act as the principal Webmaster, whose duties include maintaining an awareness of the University Guidelines for Web Information Providers and co-ordinating and regulating access to the web facilities used by the Club;
- c) ensure the Club complies with regulations and guidelines relating to the use of IT facilities published from time to time by OUCS; and
- d) maintain records of Varsity Match results.

31. The Senior Member shall:

- a) hear appeals from removal from membership under paragraph 11 above;
- b) following paragraph 27(i) above, consider the accounts of the Club and sign them if he or she considers them to be in order;
- c) be Treasurer of the OUSRC Alumni Fund;
- d) maintain an interest in the running of the Club;
- e) maintain links between the Club, alumni organisations, and external agencies with the intention of advancing the aims as defined in paragraph 2;
- f) ensure that adequate advice and assistance is available to the Secretary and the Treasurer in the performance of their responsibilities under paragraphs 26 and 27 above;
- g) be available to represent and speak for the Club in the public forum, and before the Courts of the University and the University authorities; and
- h) maintain an accountable link between the Club and the Proctors.

## **ELECTIONS**

32. The members of the Committee shall be elected by the members of the Club annually, and shall be eligible for re-election. The members of the Club shall not appoint several individuals jointly to hold any of the Offices, nor allow any individual to hold more than one Office at a time. The members of the Club shall appoint a Senior Member, who should normally be a member of



Congregation, when electing other members of the Committee each year. The Senior Member shall be a member of the Committee ex-officio. Should the elected Senior Member not be a member of Congregation the Head of University Sport will hold formal responsibility to the Proctors as designated Senior Treasurer of the Club.

33. The Committee will be elected during the Annual General Meeting at the start of Trinity Term. Nominations for Committee posts may be made by any member of the Club and elections are decided by a majority vote at the meeting, subject to the provisions of paragraph 37 and 38 below.
34. In the event that there is no-one willing to accept the responsibilities of a particular post, or no-one willing to run for election to a particular post, that post will remain vacant until Michaelmas Term of the following academic year. An Extraordinary General Meeting will be held by the end of the 3rd Week of that Michaelmas Term for the specific purpose of electing a Club member into the vacant Committee post.
35. If during the period between the annual elections to offices any vacancies occur amongst the members of Committee, the Committee shall have the power of filling the vacancy or vacancies up to the next Annual General Meeting by co-optation.
36. The Senior Member (who should normally be a member of Congregation) will be selected by the current Committee at the time when the position is vacated and in consultation with the Oxford Alumni Squash Committee.
37. Captains and Secretaries shall be elected at the Annual General meeting by a simple majority vote of all members present. Proxy votes are permitted.
38. The President and Treasurer shall be elected by a simple majority vote of all members present at the Annual General Meeting. Proxy votes are permitted.
39. The administrative terms of the Committee will take immediate effect.
40. Any member of the Committee may resign at any time by giving written notice to the President, effective from the date of receipt.
41. The President and Men's and Women's Blues Captains may resign by submitting written notice to the Senior Member, effective from the date of receipt.
42. The Senior Member may resign by submitting written notice to the President of the Club.
43. Each Office Holder must, on relinquishing his or her appointment, promptly hand to his or her successor in Office (or to another member of the Club nominated by the Committee) all official documents and records belonging to the Club, together with (on request from the Committee) any other property of the Club which may be in his or her possession; and must complete any requirements to transfer authority relating to control of the Club's bank accounts, building society accounts, or other financial affairs.



44. Without derogating from its primary responsibility, the Committee may delegate its functions to finance and general purposes and other subcommittees which are made up exclusively of members of the Committee.
45. The Committee shall have power to make regulations and by-laws in order to implement the paragraphs of this Constitution, and to settle any disputed points not otherwise provided for in this Constitution. Any alteration to this Constitution shall require the approving vote of two-thirds of those present in person or by proxy at a General Meeting.
46. No member of the Committee shall be removed from office except by the approving votes of two-thirds of those present in person or by proxy at a General Meeting, convened by any one of the Committee members for the specific purpose of ascertaining the suitability of a particular individual for the Committee position currently held by him or her.
47. The Senior Member can be removed from office through a three-fourths majority decision of those attending an Extraordinary General Meeting convened for the specific purpose of reviewing the suitability of the current Senior Member

#### **INDEMNITY**

48. So far as may be permitted by law, every member of the Committee and every officer of the Club shall be entitled to be indemnified by the Club against all costs, charges, losses, expenses and liabilities incurred by him or her in the execution or discharge of his or her duties or the exercise of his or her powers, or otherwise properly in relation to or in connection with his or her duties. This indemnity extends to any liability incurred by him or her in defending any proceedings, civil or criminal, which relate to anything done or omitted or alleged to have been done or omitted by him or her as a member of the Committee or officer of the Club and in which judgement is given in his or her favour (or the proceedings are otherwise disposed of without any finding or admission of any material breach of duty on his or her part), or in which he or she is acquitted, or in connection with any application under any statute for relief from liability in respect of any such act or omission in which relief is granted to him or her by the Court.
49. So far as may be permitted by law, the Club may purchase and maintain for any member of the Committee or officer of the Club insurance cover against any liability which by virtue of any rule of law may attach to him or her in respect of any negligence, default, breach of duty or breach of trust of which he or she may be guilty in relation to the Club and against all costs, charges, losses and expenses and liabilities incurred by him or her and for which he or she is entitled to be indemnified by the Club by virtue of paragraph 48.

#### **DISSOLUTION**

50. The Club may be dissolved at any time by the approving votes of two-thirds of those present in person or by proxy at a General Meeting. The Club may also be dissolved (without the need for any resolution of the members) by means of not less than thirty days notice from the Proctors to the Secretary of the Club if at any time the Club ceases to be registered with the Proctors.



51. In the event of the Club being dissolved, its assets shall not be distributed amongst the members, but shall be paid to or at the direction of the University for use in support of University Squash or other sporting activities within the University.

#### **AMENDMENTS TO THE CONSTITUTION**

52. No additions, alterations or amendments to this Constitution shall take effect unless sanctioned by three-fourths majority of a quorum of Club members at the Annual General Meeting or an Extraordinary General Meeting. A quorum shall constitute four current non-Committee Members in addition to a majority of the Committee Members.

#### **INTERPRETATION**

53. Any question about the interpretation of this Constitution shall be settled by the Proctors.