



# SELECTION POLICY

The purpose of this policy is to set out the objectives, structure, procedures and factors affecting selections, so as to provide a process that is transparent and accountable.

This policy has been developed by ESCC High Performance Sub Committee (HPsc) & has been approved by the Club's Management Committee for adoption during the 2016/2017 season & onwards.

## **OBJECTIVES:**

The Primary objective of team selections is to optimise the performance of the Club and its players. This policy will do so by:

1. Having a focus on winning the Club Championship by aiming to win every game of cricket that it competes in;
2. Selecting the strongest possible XI for each match in each Grade to maximise the chance of winning each game in each round;
3. Focusing on present success by promoting and developing performances regardless of age/past experience;
4. Promoting the objective review of performances to allow a fair and consistent treatment of players;
5. Promoting the ideal that if you perform consistently, you will be rewarded with selection;
6. Recognising that ESCC values play a critical role in team success, such as playing within the Spirit of the Game, attending trainings, general attitude and supporting the captain and teammates
7. Using the Club's Junior base to create Pathways by the way of promotion of talented young players for both the short term & long term success of the Club.

## **SELECTORS**

The 'Selection Committee' will comprise the following members:

Chairman of Selectors' whose role will be :

- to chair selection meetings,
- to ensure that the 'Selection Policy' is implemented,
- to coordinate the availability of players from round to round,
- to coordinate the communication of selections including promotions and demotions of players
- cast the deciding vote in the situation of a split decision,
- to liaise with the Committee/HPsc about any selection issues that may arise
- to have the casting vote.

Head coach

The 6 x Grade captains

Poidevin-Gray captain & coach and Green Shield coach as required

## **PROCESS**

### **1. Meetings**

The Selection Committee will generally meet on the Tuesday evening prior to each round/match. This is usually a meeting following Tuesday evening training, however, where this is not possible, it may be done by either phone or email.

### **2. Communication**

#### **a) Players' availability**

It will be automatically assumed that all players are available for selection in the next round unless the either the Captains or the Convenor of Selectors has been advised otherwise.



Players must contact the Captain of the grade they last played via email ASAP & or advise the Chairman of Selectors, in person, by phone or email, ASAP

b) Team selection/notification

Team selections will be posted on the website by 8pm on the Thursday prior to each Round. In the event that teams are not able to be finalised by Thursday 8pm, (likely to occur due to representative players being affected), a general communication will be issued advising of the situation & the sides will be announced ASAP, the following day.

c) Promotion or demotion

Any players that have been promoted or demoted MUST be individually contacted by the Captain of the higher of the two (2) sides involved.

In the event a Captain is unable to contact the player, the Chairman of Selectors will contact the player on the Captains' behalf. This message should be conveyed to individuals' prior to team announcements' (on Thursday evening), with reasons given & constructive advice offered to those being demoted, in particular.

d) Player Grievances

Should any player feel aggrieved in the selection process they, in the first case, should discuss with the captain of the team they are being demoted from. Should the player still believe they have been unjustly treated, the matter should be escalated to the Chairman of Selectors for further clarification on the reason for the selection. Should a player remain unsatisfied, they should make contact with the HPsc outlining the situation & their grievance/s.

**CONTRIBUTING FACTORS TO SELECTION**

There are a wide range of factors that will affect the selection of teams, including:

1. Membership, registration and fees

The first factor considered when selecting teams will be a players' eligibility to participate in that competition. It is a non-negotiable requirement of ESCC, & the SCA, that a player must be a registered and financial member of the Club. Players may make an application to the Club's Management Committee (via the Treasurer) under exceptional financial circumstances. This requirement is crucial as players' who have not completed this process will not be covered by the relevant insurance policies.

2.Ability

A players' individual ability will be the most crucial factor in determining which side they will be selected in.

3.Performance/Form

Current performances and form will also play an integral role in determining selection. In this instance, it refers to a player's performance over a period of matches, not a single performance. The Selection Committee will also consider the quality of the opposition & the position of the game, in assessing a player's performance.

4. Team balance

Match specific variables will impact the team balance and the Selection Committee will consider the Captain's recommendations for the structure of his side when making selection decisions.

5. Club and team values

Values such as training attendance, punctuality (both training and match) and general attitude will be taken into consideration when making selection decisions.

It is expected that players attend a minimum of one training session per week, unless in exceptional circumstances discussed in advance with the Captain and Head Coach



It is also expected that players arrive at matches a minimum of one hour prior to the scheduled start time ( or as directed by the Captain, remembering home game Teams are responsible for removing covers etc) to ensure an effective preparation.

#### 6. Development Pathways

The connection to our Juniors is an enviable resource for the future of the Club. In consideration of long-term success, opportunities may arise to provide a pathway for talented young players to aid in their development. Whilst current success will always remain the primary focus, long-term success will still be given appropriate consideration. These Youth pathway opportunities are a key strategy to the longer term success of the Club.

#### 7. Absence/Unavailability

The Club expects each and every player to make themselves available for all matches throughout the season. In exceptional circumstances a written application (email) is to be submitted by the player missing an impending match, in advance to the Selection Committee, at which time it will be assessed & approved as acceptable or as an unacceptable reason.

A player who misses any match for an unacceptable reason should, upon his return, have no expectation of being selected in the same Grade as he was playing before missing the match or matches. As a general rule;

- a holiday, bucks party, academic study or attending a wedding, will not be considered as an acceptable reason for missing a match.
- an exam (on match day), non-flexible work commitments, unavoidable family commitments/situations, or where a player is a part of a wedding bridal party or similar, will be considered as an acceptable reason.

Unexplained absences/unavailability will guarantee selection in a lower Grade upon return to availability.

When a player returns after missing a match (other than explanations assessed prior as acceptable by the Selection Committee), that player will be tentatively drafted into the Grade below that they last played in; prior to the formal selection meeting.

If the Captain of the Grade wishes to select the returning player back into their original Grade, they must submit a written argument (email preferred) outlining the case for that player based on; including but not limited to, the points outlined in *Objectives* of this Selection Policy. Team strength, team balance, player form and record, training attendance, attitude, leadership qualities, general availabilities or non-availabilities are common examples that should be outlined by the Captain in this instance. The Selection Committee will assess each application consistently and fairly.

Return from injury will be assessed on a case by case basis by the Selection Committee but again a player cannot automatically expect to return to the same grade upon being deemed fit to play.

#### 8. Code of conduct breaches

Any breach of the Club's, or the SCA's code of conduct policies will affect the selection of a player for subsequent matches as per any penalties handed down by the Clubs Judiciary or by the SCA management imposed penalty.