

Cardiff-Boolaroo District Cricket Club Grade Selections Policy and Criteria

Purpose:

- Set out the objectives, structure, procedures and factors affecting selections, providing a process that is transparent and accountable.
- This policy has been developed by CBDCC Senior Players & approved by the Club's Management Committee .

Objectives & Context:

The objectives of selection are to balance the following needs of the Club:

- To select the strongest XI for each Grade in which the Club fields a team for the purpose of winning the Club Championship
- For the Club to have regard to its future by providing opportunity for Player and Youth Development
- To be fair and consistent in the treatment of Players regarding opportunities and selections

It must be recognised that sometimes these objectives are not compatible with each other and that balancing them will be different for each Grade.

Teams will be selected in order, commencing with the First Grade. This is the Premier Team in the Club and represents the Club at the highest level of competitive cricket in the region. The priority for First Grade is to select the best XI players each round for competing in this context.

The Second Grade may be considered as a "Reserve Grade" to the First XI, to borrow this terminology from other sporting codes. It will generally balance experienced players able to perform consistently at this level, with prospective First XI players on the path of development for earning First Grade selection.

These two Grades are considered to be **Performance-based Grades** and will be selected with this perspective.

The Third and Fourth Grades will be selected as the next best sides and ideally will comprise a balance of experience and youth, providing the opportunity for younger players including juniors to play senior cricket in an encouraging and supportive environment.

These two Grades, whilst competitive, are considered **Participation & Development-based Grades** relative to First and Second Grade and will be selected primarily with this perspective.

The selection committee will not always be able to please everyone and all players must understand that Interests will be considered in the following order:

1. Club
2. Team
3. Individual
4. Other Stakeholder Expectations

No one is guaranteed or entitled to a spot in any given side. Players will be expected to demonstrate their merit for selection in a certain grade based on the factors detailed below.

Selectors:

The 'Selection Committee' will comprise the following members:

- Chairman of Selectors' whose role will be to:
 - Chair selection meetings,
 - Ensure that the 'Selection Policy' is implemented
 - Coordinate the availability of players from round to round,
 - Coordinate the communication of selections including promotions and demotions of players
 - Cast the deciding vote in the situation of a split decision
 - Liaise with the Committee about any selection issues that may arise

- Head Coach

- Grade Captains

Selection 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:

- It will be automatically assumed that all players are available for selection in the next round unless the either the Captains or the Chairman of Selectors have been advised otherwise IN WRITING VIA TEXT OR EMAIL.
- Players must contact the Captain of the grade they last played via text or email ASAP and/or advise the Chairman of Selectors ASAP

3. Notifications:

- Team selections will be posted via Email and Facebook by Thursday prior to each Round.
- In the rare event that teams are not able to be finalised by Thursday a general communication will be issued advising of the situation & the sides will be announced ASAP

4. Promotions/Demotions:

- 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, with reasons given & constructive advice offered to those being demoted, in particular.

5. 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 or overlooked from.
- Should the player still believe they have been unjustly treated, the matter should be escalated to the Chairman of Selectors for further clarification as to the reason for the selection/non selection.
- It is expected that Players will voice their grievances in a one-to-one manner as above, or in the small group setting with the Selection Committee so that optimal communication can be nurtured.
- Players and other Stakeholders publicly criticising the Club and/or their teammates will not be accepted, as it is not congruent to the positive culture and cohesive playing group that CBDCC has worked hard to achieve and uphold. **Remember Club and Team before the Individual.**

Contributing Factors to Selections:

1. Registration and Fees:

- It is a non-negotiable requirement of CBDCC and NDCA that a player must be a registered and financial member of the Club.
- This requirement is crucial as players' who have not completed this process will not be covered by the relevant insurance policies.
- Players may make an application to the Club's Management Committee (via the Treasurer) under exceptional financial circumstances.

2. Availability:

- It is a requirement of NDCA that the Club fields 4 Grades each Round as part of its Membership to the Association. Failure to do so places the club at risk of fines and in the worst-case scenario, expulsion from the Association.
- In instances where low player numbers threaten this situation, filling each Grade for the Club to remain in the Competition will be considered paramount.
- In ordinary circumstances, the Club expects 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, concerts and festivals, etc will NOT be generally 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 likely see selection in a lower Grade upon return to availability**
 - 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.

- The Selection Committee will assess each application consistently and fairly. Individual 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.

3. Ability:

- A player's ability is a crucial factor in determining which team they play in. No one benefits from a player playing in a team in which he is either too good or simply not able to contribute.

4. Performance and 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.
- Wherever possible, objective measures ie. Statistics sourced from MyCricket and the associated Scorebooks will be used to establish these patterns of performances.

5. Team Balance:

- Generally, a team will be selected ensuring a balance of skills and specialities. 5 Batsmen, 1 all rounder, 4 Bowlers including a specialist Wicketkeeper is one example of a balanced team.
- Match specific variables may impact the team balance and the Selection Committee will consider the Captain's recommendations for the structure of his side when making selection decisions.

6. 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.
- **When selection decisions between two players are close regarding the performance and other factors mentioned above, Club and Team Values will be a key deciding factor.**
- It is expected that players attend a minimum of one training session per week, unless in unavoidable circumstances are evident and discussed with the Captain and Head Coach
- Acceptable reasons for missing training or tardiness may include unavoidable work or family commitments, injury and illness.
- Generally, other reasons will be considered as unacceptable, though common sense will be applied to each Players' case.

7. 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.