

# Chadlington Cricket Club – Selection Policy

## **1. Aim**

- 1.1 The aim of this policy is threefold:
- 1.1.1 To provide definitive guidance to the Selection Committee in the exercise of their responsibilities;
  - 1.1.2 To provide open and transparent information to players to enable them to understand the selection process and the criteria used by the Selection Committee; and
  - 1.1.3 To ensure, through the application of the principles herein set out, that a consistent approach to selection is maintained and that all players are treated fairly.

## **2. Principles of Selection – OCA League & Cup Cricket**

### *Overriding Principle*

- 2.1 For all Oxfordshire Cricket Association (OCA) league and cup games the overriding principle of the selection process is to pick, in strict adherence to the rules laid down by the OCA, players that promote a team's chance of promoting the club's success. The committee must have regard of the overriding principle at all times.

### *Fundamental rules*

- 2.2 In addition to the overriding principle the committee must also have regard of the following fundamental rules of selection:
- 2.2.1 That all players must be picked on merit;
  - 2.2.2 That the 1<sup>st</sup> XI will have first choice of all available players; and
  - 2.2.3 That all players must be members of the sports club, except in the most exceptional of circumstances.

### *Player Merit*

- 2.3 The question of whether a particular player merits selection is ultimately one for the committee to determine. However, when considering the relative qualities of players the committee must take into account the following:
- 2.3.1 Cricketing ability;
  - 2.3.2 Balance of the team; and
  - 2.3.3 Player attitude.

- 2.4 It is for the committee to balance these considerations, and weigh them accordingly in any given case. However, in all situations the committee must be able to justify and explain the weighting given.

*Judging cricketing ability for players who primarily specialise in one discipline*

- 2.5 Ultimately it is for the committee to judge the cricketing ability of any individual player. However, for players who primarily specialise in one discipline regard must be had to the following:
- 2.5.1 Number and frequency of significant and demonstrable performances in their primary discipline in match conditions ;
  - 2.5.2 Perceived potential to make a significant and demonstrable performance in their primary discipline based on observations of player performance in practice and/or match conditions;
  - 2.5.3 Current form and/or quality of recent performances;
  - 2.5.4 Performance in other disciplines;
  - 2.5.5 Perceived potential to contribute in other disciplines.

*Judging cricketing ability for all-rounders who contribute in more than one discipline*

- 2.6 Again it is for the committee to judge the cricketing ability, however, for players who primarily specialise in one discipline regard must be had to the following:
- 2.6.1 Number and frequency of significant and demonstrable contributions to team performance in match conditions through either:
    - a) Outstanding performance in one or more disciplines; or
    - b) Solid performance more than one discipline.
  - 2.6.1 Perceived potential, based on observations of player performance in practice and/or match conditions, to make a significant and demonstrable contribution to team performance through either:
    - a) Outstanding performance in one or more disciplines; or
    - b) Solid performances in two or more disciplines.
  - 2.6.3 Current form and/or quality of recent performances

*Balance of the team - Definition*

- 2.7 Balance of the team requires the committee to examine the team as a whole and take into consideration tactical concerns including, but not limited to, the following:
- 2.7.1 Depth of the batting line up;
  - 2.7.2 Balance and variety of the bowling attack;

- 2.7.3 Ability in the field, including the issues of mobility and versatility;
- 2.7.4 Practice in match conditions;
- 2.7.5 Consideration of the context of the match in relation to the season as a whole.

*Player attitude – Definition*

2.8 When assessing player attitude the committee will make reference to the following:

- 2.8.1 Adherence to cricket club and Sports club rules and regulations;
- 2.8.2 Commitment to playing for the club, including but not limited to:
  - a) Regularity of attendance at practice sessions; and
  - b) Availability for selection, home and away;
- 2.8.3 Voluntary contributions, of a more than minimal nature, to the running of the Cricket and/or Sports club.

### **3. Principles of Selection –Sundays & Friendly Cricket**

*Aims*

- 3.1 For all non-league games the aim of the selection process is to pick a team which balances, as far as possible, the following requirements;
  - 3.1.1 The need to provide opportunities for people to play senior cricket for the club;
  - 3.1.2 The need to retain a level of competitiveness appropriate to the type of fixture and reputation of the club;
  - 3.1.3 The need to create an environment which is conducive to player development.

*Priority Selections*

- 3.2 In order to further the overriding objective the committee must therefore prioritise the selection of the following groups of people where possible:
  - 3.2.1 Those who have made themselves available for selection for a league team in the same weekend, but were not selected for a league team;
  - 3.2.2 Players who are experiencing a drop in form and/or those the committee, following a request from a league captain, deem in specific need of match practice;
  - 3.2.3 Young players ;
  - 3.2.4 Those who have a more than fleeting connection to the club and who do not wish to play competitive league or cup cricket for the club;
  - 3.2.5 Those who are new to the club and/or the game of cricket where the committee do not deem it appropriate to put them forward for competitive cricket immediately;

- 3.3 In all other matters the committee shall have complete discretion over selection to non-league teams.

#### **4. Player responsibilities**

- 4.1 Players must make their availability for all matches known to the selection committee by 7pm on the Wednesday preceding the game. This can be done via one of the following methods:
- 4.1.1 Ticking the Availability List in the Clubhouse;
  - 4.1.2 Ticking the Club Team Sheet at the previous game;
  - 4.1.3 Contacting one of the members of the committee by email or phone.
- 4.2 Players who make themselves available are expected to do so for both League teams. Failure to do so, without good reason, will be a relevant consideration when the committee is determining the issue of player attitude.
- 4.3 The committee should not be expected to have to contact registered players for their availability, and will in the first instance select only from those who have made their availability known. Players should be aware therefore that failure to make their availability known will adversely affect their chances of being selected on any given weekend and also will on future occasions (where there is no good reason) be a relevant consideration when the committee is determining the issue of player attitude.
- 4.4 Selection decisions will be posted on the club website ([www.chadsportsclub.co.uk](http://www.chadsportsclub.co.uk)) and on the doors to the clubhouse. Players living outside of the village without access to the internet should therefore advise the selection committee that they wish to be informed of decisions by telephone.

#### *Player Withdrawal*

- 4.5 On very rare occasions a player may need to withdraw, without good reason, from a team after being selected. The player should consider the effect this has, not only on the team he was selected for but also the other teams in the club, and the fact that the later this withdrawal is made the more inconvenient it is for the club. All such issues should therefore be communicated to the selection committee as soon as possible, and players should be aware that by withdrawing they may be putting their place in the team in jeopardy for the following weeks.

#### **5. Makeup & rules of the Selection Committee**

- 5.1 When selecting OCA league and cup teams the selection committee will consist of the following members:
- 5.1.1 The captain of the 1<sup>st</sup> XI, or his nominated representative;

- 5.1.2 The captain of the 2<sup>nd</sup> XI, or his nominated representative;
  - 5.1.3 The player's representative, or his nominated representative.
- 5.2 When there are non-league teams to be selected the captain of the team in question shall also sit on the committee. They will only have a vote on selection to the non-league team, and unless the other members of the committee decide otherwise shall only sit on the committee for the period in which the non-league team is being discussed.
- 5.3 If at any stage the committee reaches a point in its deliberations where it deems the input of other individuals necessary then such individuals may be brought into discussions. However, they shall not have a vote in proceedings, and once their opinion on the matter has been received they should leave the meeting. Under no circumstances should they be present when a final decision on a player's selection is made.
- 5.4 The committee will usually meet on the main practice evening, and select teams for that weekend. Selections will then be posted on the club website ([www.chadsportsclub.co.uk](http://www.chadsportsclub.co.uk)) and on the doors of the club house. If it is necessary to change this arrangement then a notice will be placed on the club notice board and the website, and those who have previously indicated they require contact via telephone will be told.

#### *Non-selection*

- 5.6 As soon after the selection is posted as possible the committee will contact all players who have made themselves available and have not been selected to convey the reasons for their decision. If any player wishes to discuss the reasons for their non-selection in detail they shall immediately tell their respective captain who will make arrangements to do so. Players should note that any decision of the selection committee taken in accordance with the principles set out in this document is final, and any further discussions that take place are not an opportunity to attempt to challenge a decision.
- 5.7 If, following discussions with their captain, a player is concerned that the correct procedures have not been followed then they must inform the independent adjudicator who sat on the selection committee. The adjudicator shall then consider the complaint and its merits. If the complaint does not have merits he shall notify the player involved giving his reasons for the decision as well as the selection committee. Players should note that mere differences of opinion in matters in which the committee has discretion shall never be valid grounds for complainant and should consider the possible adverse consequences of making an unfounded complaint.
- 5.8 If the adjudicator deems the matter to have merit then he shall do one or both of the following as appropriate:
- 5.8.1 Ask the committee to reconsider the decision in question;
  - 5.8.2 Refer the matter to the full cricket committee at the next available opportunity for them to deal with it as they see fit.

## **6. Adoption, interpretation and variation of policy**

- 6.1 This policy shall be incorporated in its entirety into the rules of the cricket club immediately upon its adoption by the cricket committee.
- 6.2 Any amendments to the policy shall be presented to the committee through the Players' Representative and shall require approval of the full cricket committee.
- 6.3 This policy is to be read in conjunction with the spirit and letter of the documents listed below, and any conflicts with said documents are to be resolved in their favour:
  - 6.3.1 Chadlington Sports Club's constitution and the principles set out therein;
  - 6.3.2 The England and Wales Cricket Board ("ECB") Code of Conduct incorporating the Spirit of Cricket and the Laws of Cricket; and
  - 6.3.3 The ECB Cricket Equity Policy.

A hard copy of all of these documents can be found in the Clubmark file that is located in the clubhouse kitchen. Electronic versions of club documents are available on the club website ([www.chadsportsclub.co.uk](http://www.chadsportsclub.co.uk)), and ECB documents are available on the club website and the ECB website (<http://www.ecb.co.uk/>).