

Kingston Heath Cricket Club

Selection Policy



Purpose

The purpose of this policy statement is to confirm to all senior players the criteria and process involved in selecting senior teams.

Introduction

This selection policy is for the benefit of all players and selectors alike and is designed to enable the selection process to operate as smoothly as possible.

At the heart of this policy is the notion that every player aspires to play at the very highest standard their ability allows. As the club grows with the introduction of new members, juniors and the continual commitment of existing members, it is necessary to ensure that the club not only fields competitive sides, but also affords reasonable opportunity for members to meet their own cricket expectations.

In this regard, the club recognises the following considerations with regards to selection:

- To be as competitive and successful as possible in the 'higher grade' teams;
- To accommodate "social" cricketers who want to play an active part in our club, enjoy a game of cricket, but for personal reasons are not able to commit to regular training;
- To develop our junior players by exposing them to senior cricket without placing too great a burden on their growing bodies.

The selection panel will not always be able to please all players. If a member has a grievance with the selection decision, they need to address these concerns directly with the respective Chair of Selectors.

Selection will be made in the best interests of team/club and decisions will not be based on personal relationships.

For the purposes of this Policy, the term 'Higher grade' refers to the Men's 1st, 2nd and 3rd XI teams and Women's 1st XI team. The term 'lower grade' refers to all other teams.

Selection Panel

The selection panel for Senior Men's teams will comprise of:

- Chair of Selectors;
- Senior Men's Coach;
- 1st, 2nd, and 3rd XI senior men's captains;
- Other senior men's captains when available.

Selection meetings will be held immediately after training on Thursday evening in selection weeks.

The selection panel for Senior Women's teams will comprise of:

- Chair of Selectors
- Senior Women's Coach;
- 1st and 2nd XI senior Women's captains;
- Other senior women's captain when available.

Selection meetings will be held immediately after training on Wednesday evening.

Selection Criteria

Training

All players wishing to be considered in the 'higher grades' are required to attend training sessions scheduled by the club. Standard sessions will be:

- Men's: Tuesday and Thursday nights, 6:00pm to 8:00pm, weather permitting;
- Women's: Wednesday nights, 6:00pm to 8:00pm, weather permitting.

If players are unable to attend, it is the players' responsibility to advise the Coach/Captain/Chairman of Selectors of their situation and attend when possible. A lack of communication will be seen as detrimental to selection.

Where a player has a legitimate reason for non-attendance at training sessions, such as work, family or medical reasons and has conveyed this to the selection panel, it is the selection panel's prerogative to exclude their training non-attendance and select on form and other selection criterion.

Players wishing to be selected in 'lower grade' teams will not be required to attend training on a regular basis. This recognises the "social" nature of these grades. However, during the regular season, if more senior players are available than there are places available in any given round, preference will be given to players who have regularly attended training.

Attitude

It is expected that all players will approach training sessions in the same way that they would approach a game. All players are expected to work hard during training and support each other at all times. If this does not happen at training then it will not happen during a game. No player is to leave a training session without notifying the coach prior to their absence.

Players who are unable to bowl (or choose not to bowl) during net sessions will be expected to coordinate and /or participate in fielding drills throughout training, or will assist in specialised net skills (e.g. operate the bowling machine). Any player carrying an injury, and unable to train, will be required to assist the coaching staff as directed.

Attire

It is expected that all players will attend training with the proper attire. The club training shirt or singlet and shorts, leggings or tracksuit pants is acceptable. Suitable footwear is to be worn at all times.

Punctuality

All players are required to arrive at least 60 minutes (or earlier if directed by the Captain) before commencement of a game. Constantly late players will affect their selection prospects unless prior arrangements have been made with the team Captain. The club endeavours to accommodate all reasonable circumstances providing the player communicates with the Selection Panel.

Performance

Form is the primary criteria in the selection policy for the 'higher grade' teams as this allows the club to field its most competitive sides for any fixture. However, this does not mean that for one good/disappointing performance that promotion/demotion is applied. Where possible, members will be given a reasonable time to perform in any particular grade.

Team balance is critical for all grades when selecting teams. There will be instances where changes will be made, and these will not be based on performance, but purely to achieve team balance and may require the Selection Panel to promote/demote players on that basis. Credence will be given to winning teams and therefore changes would be less likely.

If players are performing well in 'lower grade' teams, they are to be encouraged to continue that form and apply pressure on players in higher grades. A point to note is that individuals playing well will lift their team's spirits and this in turn assists the club to prosper.

Behaviour

Players should adhere to the club's Code of Conduct at all times. Players that bring the club or the game into disrepute will be required to appear before the club Committee and may face disciplinary action.

Financial Status

Players will be considered eligible for selection provided they are registered, cleared to play, and have paid all moneys due to the club for current and past seasons or are in a payment arrangement for these outstanding monies, approved by the executive of the Club.

Any player experiencing financial hardship such that they are unable to meet these financial commitments should contact the Treasurer immediately. The club is open to establishing payment plans in extenuating circumstances, and any player who has entered into a payment plan with the Treasurer will be considered financial.

Availability

It is the players' responsibility to advise their respective Chair of Selectors if they are unavailable for a particular game with adequate notice. A lack of communication will be seen as detrimental to selection in future rounds.

Restricted Grades

In seasons where KHCC fields a restricted grade team, the selection of players for that team will be made from a pool of players specifically nominated as part of the restricted grade squad. These players will not take the place of any position in other grades, and 'normal' players from the other grades squad will not be selected in the restricted grade team.

The only exception to this is where one squad is short of players while the other squad has players available to play. Only then will players from one squad be selected to play in the alternate squad.

Junior Selection in Senior Matches

The club actively promotes the participation by our junior cricketers in senior matches as it provides excellent exposure to the more disciplined expectations of senior cricket and rapidly improves their cricket ability. At the commencement of each season, the club will invite all junior cricketers in Under 14's, Under 16's, and junior girls to express their interest in playing senior cricket.

Junior players selected to play senior cricket can only be selected on the following basis:

- Parental permission is obtained
- A junior players' responsibility is to junior cricket first and foremost. Our philosophy is that juniors should compete at their age-appropriate level in the first instance. Playing senior cricket as a junior (although a great experience) is a privilege and not a right.
- Selection of junior players in senior teams should be done in consultation with the relevant junior coach.

Where necessary, the Selection Panel may move junior players between grades from round to round, or not select junior players at all, in order to:

- Provide balance in the selected teams;
- Provide opportunities for juniors players to compete at varying levels, giving them both challenges but also opportunities to strengthen their skills under less stressful circumstances;
- Provide all junior players with the opportunity to play senior cricket, and limit the physical burden of regularly playing junior and senior cricket matches.

This will not always reflect the ability or form of the junior player. It will be the responsibility of the relevant Chair of Selectors, through the team captains, to communicate the reasons for grade changes or non-selection so as to eliminate any misunderstanding.

Women's Selection in Men's Senior Matches

Where insufficient male players are available to field full men's teams across all grades, female cricketers can be selected. This applies to all grades.

Female players selected to play men's senior cricket can only be selected on the following basis:

- A female player should not take the place of a fully financial male player in a senior side.
- The senior grade a female player is to be selected for will be based on ability. This will be decided by the senior Men's Coach, senior Women's Coach and Men's Chair of Selectors.
- Selection of a female player in a men's side should not conflict with women's selection.

Selection in Senior Finals Matches

Selection of players in finals in 'higher' grades will be based on the following criteria:

- Financial status: Players owing money to club in the form of annual subscriptions or uniform purchases will not be available for selection
- Performance
- Team Balance

In higher grades, junior players may be selected before senior players if it is deemed that they provide a stronger or more balanced team. That is, selection in the higher grades will be based on form.

Selection of players in 'lower grades' for finals matches will be based on the following criteria, which takes into account the "social" nature of these grades:

- Financial status: Players owing money to club in the form of annual subscriptions or uniform purchases will not be available for selection
- Matches Played
- Performance
- Team Balance

Junior players will not be selected before senior players in 'lower grades'.

Policy Activation and Review

The policy has been approved by the committee of Kingston Heath Cricket Club at its meeting of 24 November 2023.

This policy will be reviewed annually to ensure it remains relevant to club operations.

Next policy review date is November 2024.