



## Hythe & Dibden Cricket Club

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### Selection Policy

#### BACKGROUND

Selection is an important and heavily debated issue for all sporting clubs. In light of this fact this policy has been developed to ensure the Hythe and Dibden Cricket Club's selection principles, philosophies and processes are transparent and understood.

This policy also supports the club in achieving its goals as identified in our Development Plan. Copy of this can be found on the club's website.

At the heart of this policy are the notions:

- That every player aspires to play at the highest standard that their ability allows
- That every player is to be treated reasonably and with respect
- That you are a member of Hythe and Dibden Cricket Club and as such you play for the club and not for a certain team. You may be asked to support a team you usually do not play for. Your understanding and agreement to do so will support the club.

#### SELECTION CRITERIA

The following are factors to be considered by the Selection Committee in the selection of teams and players:

- We play competitive matches at all levels
- We would like nothing more than to include every player in matches every week but this is not always possible
- We choose what we consider to be our best team for the 1<sup>st</sup> XI fixtures
- We choose what we consider to be our best team for the 2<sup>nd</sup> XI fixtures
- We choose what we consider to be our best team for the 3<sup>rd</sup> XI fixtures
- A player's ability is an important factor in determining which team they are selected to play in. No one benefits by a player playing in an XI in which he/she is either too good, or not able to contribute to the side
- We will encourage, support and strive for success with all our teams, not just the 1<sup>st</sup> team
- No team is fixed
- Younger players who have the potential to play in higher XI's should be given consideration in selection. This doesn't mean however, that older players will automatically make way
- Making the step up from junior to open age group cricket is a significant event in any player's cricket experience. Hythe and Dibden Cricket Club will ensure the player's safety, personal development and overall cricket experience are considered at selection

- Any player suspended by the club or association will not be available for selection.

Our policy is to play the appropriate team, for the particular match and level of competition, not let the players take it in turn; this leads to mediocrity.

This policy also relates to Sunday fixtures but does not include the Tony Woodhouse Competition.

#### **TEAM SELECTION IS BASED ON:**

- Completion of annual Membership Form and payment of subscriptions
- Aptitude and skills demonstrated
- Attitude in training and matches
- Understanding of the game and tactical play
- Performance and effort in matches
- Continued commitment to practices and training
- Conduct during fixtures
- Having regard to the club's future success by promoting and developing youth
- Having a club shirt to wear for all league matches

Captain's selection will take place at the beginning of each season and voted at the annual AGM. Captains will be expected to contribute to the above principles.

#### **SELECTION COMMITTEE - AUTHORITIES, ROLES AND RESPONSIBILITIES**

The Selection Committee will comprise the Chairman of Selectors and all senior team Captains.

All Selection Committee members (or the Captains' designated representatives) are required to attend selection meetings

Selection meetings will take place - TBC

Selection committee members must:

- Consider and apply the principles and philosophies as outlined in this policy
- Work collaboratively in coming to mutually agreed decisions
- Accept final decisions in good faith
- Maintaining confidences
- Captains to co-ordinate the availability of players from match to match

The Chairman of Selectors will have the final say where consensus is not reached in relation to selection decisions and issues.

## **CHAIRMAN OF SELECTORS - AUTHORITIES, ROLES AND RESPONSIBILITIES**

The Chairman of Selectors reports directly to the Club Committee. This role will be voted on at the annual AGM.

The role of the Chairman of Selectors includes the following:

- Chairing selection meetings
- Bear in mind the club ambition as identified in the Development Plan
- Mediate between Selection Committee members where agreements cannot be reached
- Ensure fair and honest views are considered
- Have final say where consensus is not reached in relation to selection decisions and issues
- Ensure that the Selection Committee implements this policy
- Assist in the communication of selection decisions to relevant players as set out in this policy if required
- Liaise with the Club Committee regarding any selection issue that may arise

## **COMMUNICATION OF SELECTION DECISIONS**

The following principles and processes are to apply in the communication of selection decisions:

- A player is entitled to be individually notified of the fact that he/she has been promoted or demoted and the reason for that decision
- Where possible players are to be advised of their promotion or demotion and the reason for that decision as soon as possible after the Selection Committee has reached its decision
- Under no circumstances is a player's promotion or demotion to be communicated to any other person prior to the relevant player being informed
- Where possible the communication of a player's promotion should be conveyed to them by the Captain of the team into which the player is to be promoted
- Where possible the communication of a player's demotion should be conveyed to them by the Captain of the team from which the player is to be demoted
- If a player is demoted then this should be to the next team on the ladder
- In the event that the respective Captain is unavailable, the Chairman of Selectors to inform players of relevant selection decisions

## **MISCELLANEOUS SELECTION MATTERS**

Unless unforeseen circumstances arise players are to communicate their availability for selection to their relevant Captain or Chairman of Selectors by 5pm on the [TBC] of each selection week.

Any player suspended by the club will not be available for selection.

Sunday fixtures other than the Tony Woodhouse Competition will adhere to this policy. If a member is not selected to play on a Saturday they will be given priority over other members to play on a Sunday.

Non members will only be invited to play Sunday games when all members of Hythe and Dibden Cricket Club have been given the opportunity to play.

Selection is a difficult and challenging task and it is accepted that the Selection Committee will not always be able to please all players. If a member has a grievance with a selection decision relating to them they should seek further clarification / explanation directly with the Chairman of Selectors.

If the player still feels they have been unfairly treated then their grievance must be addressed in writing to the Club Chairman who will establish an independent subcommittee to consider the grievance.