



MALVERN CRICKET CLUB SENIOR SELECTION POLICY 2015 - 2016

BACKGROUND

1. 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 Malvern Cricket Club's selection principles, philosophies and processes are transparent and understood. This policy contains nothing new or different to any other club's selection practices.
2. The policy aims include to confirm selection principles and philosophies that have been approved by the Senior Club Committee and to formalise various processes that have evolved informally over time.
3. This policy also supports the club in achieving its Purposes as set out in its Statement of Purpose¹ and its Mission and the Key Areas of Focus as set out in its Strategic Plan².
4. At the heart of this policy are the notions that every player aspires to play at the highest standard that their ability allows and that every player is to be treated reasonably and with respect.
5. The policy was prepared after consultation with past and present coaches, captains, and various senior members of the club and has been endorsed by the Senior Club Committee.
6. The policy contains guidance on the following matters:
 - 6.1. Selection Committee – Composition, Authorities, Roles and Responsibilities
 - 6.2. Role of Chairman of Selectors – Authorities, Roles and Responsibilities
 - 6.3. Selection objectives
 - 6.4. Selection criteria
 - 6.5. Communication of selection decisions to players
 - 6.6. Miscellaneous other important selection matters

SELECTION COMMITTEE - AUTHORITIES, ROLES AND RESPONSIBILITIES

7. 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 where reasonably possible and when they are available. In the event of the appointment of a captain/coach that member shall have one vote.

¹ Statement of Purpose is also referred to as a Club's Constitution

² The club's Statement of Purpose and Strategic Plan are available on its website.

8. Subject to the scheduling of training sessions selection meetings will generally be held after training on the Tuesday and Thursday of selection weeks. Preliminary teams will be selected on Tuesday nights, with only minor changes expected for final selection and announcement on Thursday nights.
9. Selection committee members must:
 - 9.1. Consider and apply the principles and philosophies as outlined in this policy
 - 9.2. Work collaboratively in coming to mutually agreed decisions
 - 9.3. Accept final decisions in good faith
 - 9.4. Maintaining confidences
10. The Chairman of Selectors will have the final say where consensus is not reached in relation to selection decisions and issues.
11. When the Chairman and the Senior Captain deem it appropriate, they have the authority to direct the other Captains to give priority opportunities to players who have been demoted, promoted or who are considered to have real potential to advance their careers.

CHAIRMAN OF SELECTORS - AUTHORITIES, ROLES AND RESPONSIBILITIES

12. The Chairman of Selectors reports directly to the Senior Club Committee.
13. The role of the Chairman of Selectors includes the following:
 - 13.1. Chairing selection meetings.
 - 13.2. Mediate between Selection Committee members where agreements cannot be reached.
 - 13.3. Have final say where consensus is not reached in relation to selection decisions and issues.
 - 13.4. Ensure that the Selection Committee implements this policy.
 - 13.5. Co-ordinate the availability of players from match to match.
 - 13.6. Assist in the communication of selection decisions to relevant players as set out in this policy.
 - 13.7. Liaise with the Senior Club Committee regarding any selection issue that may arise.

OBJECTIVES OF SELECTION FUNCTION

14. The objectives of the selection function include the following:
 - 14.1. Recognise and balance as best as possible in all the circumstances any competing objectives, principles and philosophies that are set out in this policy in the pursuit of the Purposes and strategic objectives of the club³.
 - 14.2. Select the strongest and balanced XI for each grade of cricket of which the club fields a team.
 - 14.3. Have regard to the club's future success by promoting and developing youth.
 - 14.4. Be fair and reasonable in the treatment of players.

³ At times the objectives, principles and philosophies as set out in this policy will not be compatible with each other. For example, a very talented player who does not attend training may not be picked in the XI in which he is obviously able to play. This may have the effect of not, in theory, picking the strongest XI, however, it promotes fairness and consistency in selection. Furthermore, it must be recognised that the balancing of these objectives may be different for each XI. For example the emphasis on picking the stronger XI will be higher in the 1st XI than will be in the lower XI's.

SELECTION CRITERIA

15. The following are factors to be considered by the Selection Committee in the selection of teams and players:
 - 15.1. Ability – A player's ability is the most important factor in determining which XI he is selected in. No one benefits by a player playing in an XI in which he is either too good, or not able to contribute to the side.
 - 15.2. Form and Performance – It is important to note that form and performance encompasses a player's performances over a period of matches, and not just in a single match. The selection committee is also entitled to consider the quality of opposition in which players have competed in assessing their relative performance.
 - 15.3. Training – A player's attendance at and attitude during training are factors to consider in selection however this factor should not be applied blindly. For example, if a player cannot train twice a week due to work, school, study or family commitments but can train once a week, this may not affect selection. Nevertheless, a player must inform his Captain, Coach, or Chairman of Selectors, if he is unable to attend training.
 - 15.4. Future development/potential – Younger players who have the potential to play in higher XI's should be given preference in selection. This doesn't mean however, that older players will automatically make way for younger players regardless of performance. Nevertheless, where two players have a similar claim for promotion or similar argument for demotion, then preference may be given to the development of younger players.
 - 15.5. Initial reason for promotion/demotion – If a player is promoted due to a series of good performances, he should be given more of an opportunity in an XI than a player who has been promoted to a team on the basis of unavailability of other players in that XI. Similarly, if a player is demoted due to poor form, then he may be required to perform better in the lower XI to gain promotion than a player who has been dropped to a lower XI after, for example, returning from an absence.
 - 15.6. Team Balance – A Captain is entitled to have team balance, both in relation to the spread of batsmen and bowlers and wicketkeepers in his team, as well as the type of batsmen and bowlers in his team. Team balance may also vary between 1 day and 2 day games. Players may be demoted or promoted to achieve team balance, and these changes may not necessarily be performance based.
 - 15.7. Absence – If a player is unavailable to play due to an absence during the season then this will be considered when determining where he is selected upon his return. The reason for the absence may however be a relevant consideration, as may the duration of the absence. (I.e. an absence due to work, school, study or family commitments will be treated more favourably than an absence due to a holiday).
 - 15.8. Attitude, commitment to team/club, adherence to club rules, decisions and compliance with the Code of Conduct - Where possible and appropriate players may from time to time be counselled and warned of the consequences of non-adherence and positive performance in the areas of attitude, commitment to team/club and the adherence to club rules.
16. In the enthusiasm to recruit players who are believed to be talented the Selection Committee must consider broader issues and implications including the club's reputation for fairness therefore the following principles apply particularly for players who come to the club mid-season.
 - 16.1. There is a genuine reason why the player did not complete a pre-season with the club or comes to the club particularly mid season.
 - 16.2. The Selection Committee is satisfied based upon its knowledge of a player's ability and performances that in all the circumstances his selection in any team is warranted and is commensurate with that player's ability and relative performances.
 - 16.3. Selection of that player would thereafter is to be based upon the application of the Selection Policy.
 - 16.4. Although a player is not bound to play with the club for any period of time the Selection Committee will take into consideration his genuine commitment to the club over the longer term subject to his personal circumstances including work, study, family or school obligations.

COMMUNICATION OF SELECTION DECISIONS

17. The following principles and processes are to apply in the communication of selection decisions:
 - 17.1. A player is entitled to be individually notified of the fact that he has been promoted or demoted and the reason for that decision.
 - 17.2. Where possible players are to be advised of their promotion or demotion and the reason for that decision at training on a Thursday night or earlier if feasible.
 - 17.3. Under no circumstances is a player's promotion or demotion to be communicated to any other person prior to the relevant player being informed.
 - 17.4. Reading out of the teams is to be carried out by the nominated Captains, by 8pm on a Thursday night after training.
 - 17.5. Where possible the communication of a player's promotion should be conveyed to him by the Captain of the team into which the player is to be promoted.
 - 17.6. Where possible the communication of a player's demotion should be conveyed to him by the Captain of the team from which the player is to be demoted.
 - 17.7. Where possible the Chairman of Selectors and/or Senior Coach is/are to attend the above discussions with relevant players.
 - 17.8. In the event that the respective Captain is unavailable, the Chairman of Selectors and/or Senior Coach is to inform players of relevant selection decisions.

MISCELLANEOUS SELECTION MATTERS

18. Unless unforeseen circumstances arise players are to communicate their availability for selection to their relevant Captain or Chairman of Selectors by 5pm on the Tuesday of each selection week. The Club's Facebook pages, or the TeamApp are also acceptable methods of advising availability for both training and game selection. If unavailability is consistently advised late or not at all and thereby placing the entire selection process in jeopardy, then the relevant player may not be selected for future games.
19. Any player suspended by the club or association will not be available for selection.
20. Unless there are special circumstances such as work, school, study or family commitments a player may not unreasonably make himself unavailable for selection in a particular grade, or on a particular day (i.e. Sunday).
21. Players have until the completion of 3 full rounds of the season to pay their subscriptions or to enter into a plan for payment approved by the Treasurer. A player who fails to pay their subscriptions or enter into a plan for payment with the Club Treasurer at the completion of 3 full rounds of the season or who defaults on a payment plan will be referred to the Club's Committee of Management pursuant to the Club By Laws. The Club's Committee of Management will consider the personal situations of players who have a genuine reason for being unable to pay their subscriptions.
22. All teams will be available for viewing on the whiteboard in the clubrooms from Thursday night after selection, and also posted on the Clubs official Facebook page by 12 Noon Friday.
23. 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 President who will establish an independent sub-committee to consider the grievance. The player and the selection committee will be afforded natural justice and procedural fairness. The independent-sub committee will report to the main committee on its decision.