

Trinity Willison Cricket Club

Est 1935

Senior Selection Policy

A written Selection Policy has been produced in order to ensure that the selection process is a) transparent and b) understood by all players. Much of this policy will not be new, but it will confirm and clarify the club's selection practices. The Policy has been prepared by the Cricket Committee and ratified by the Executive.

Selection Objectives

The selection policy aims to:

- select the strongest XI for each grade in which the Club fields a team
- promote and develop youth with a view to safeguarding the Club's future
- be fair and consistent in the treatment of all players

These objectives are not always compatible with each other, but team balance will always be the overriding consideration.

Teams will always be selected in order, commencing with the First XI, with the aim of selecting the strongest First XI possible. The Second XI should generally consist of prospective first XI players, including those players on the verge of First XI selection as well as younger players who, in the Cricket Committee's opinion, have the potential to play First XI cricket. The Third XI will be selected as the next best side and will ideally comprise a balance of experience and youth, providing the opportunity for developing young players (including older, high-potential juniors) to play competitive senior cricket in an encouraging and supportive environment. The Fourth and Fifth XI's, will also comprise a mix of experience and youth, with the aim of developing younger high-potential juniors again in a competitive, supportive environment. The Fifth XI will place greater emphasis on everyone having the chance to contribute in every game and may also afford the opportunity for parents to play with their children.

Selection Criteria

The following factors will be considered by the selection committee when selecting senior teams and individual players.

- **Ability:** a player's ability is the most important factor in determining which team he/she plays in. No one benefits from a player playing in a team in which he/she is either too good or simply not able to contribute.
- **Form:** this is a critical factor, with a player's performance assessed over a number of matches, not just a single performance (quality of opposition will also be taken into account).
- **Training:** all players are asked to attend at least one scheduled training session on Tuesday/Thursday evenings during the season (attendance at pre-season is optional but will reflect well on those that chose to do so). If players are unable to attend training, it is their responsibility to advise their Captain and/or the Chairman of Selectors of the situation. Lack of communication in this regard will be seen as detrimental to selection.
- **Development/potential:** younger players who it is felt have the potential to play in higher grades may be given preference in selection. In a situation where two players have similar claims for promotion or demotion, development of the younger player may take precedence. This does not mean that older players will automatically make way for younger players regardless of performance.
- **Team balance:** a captain is entitled to have team balance, both in relation to the spread of batsmen and bowlers in the team as well as the type of batsmen and bowlers. Team balance may vary between one-day, two-day and T20 games.
- **Attitude & work ethic:** it is expected that all players will approach training sessions in the same way that they would approach a game. Players are expected to work hard during training and support each other at all times. All players must wear TWCC training attire to Club training sessions.
- **Availability:** players will be considered available for selection and ready to play in every game of the season unless they have notified the club accordingly. Players are expected to notify the club of their unavailability immediately they are aware of it and no later than 6.00 pm on the Wednesday prior to a new game commencing. If unavailability occurs after this, it is acceptable to notify the team Captain or Chairman of Selectors no later than 5.00pm Friday evening. Players are advised that past and future availability may be considered at selection.
- **Behaviour:** all players must adhere to the TWCC Code of Conduct and Drug and Alcohol Policy at all times when representing the club both on and off the field. Players bringing the club or the game of cricket into disrepute will jeopardise their chances of future selection (or worse).
- **Culture:** cricket is a team sport and it is expected that players will work together at both training sessions and on match day to help set up and pack away equipment, place boundary markers, prepare afternoon tea etc. In addition, players are expected to be present for post-match and end-of-season presentations, attend club functions and fundraisers, and be supportive of the Club's junior program.
- **Registration:** Players who have paid their fees by Round 3 (or who have a payment plan approved by the Club Treasurer) will be given preference in the selection process over players who have not.
- **COVIDSafe Practices:** all players/members are expected to act in a COVIDSafe manner at all times (not just whilst at the club). That is, club members should also observe current DHHS COVIDSafe guidelines and practices whilst not at the club. Failure to do so may result in exclusion from selection.

Communication of Selection Decisions

Players are entitled to be individually notified that they have been promoted or demoted, including the reason for that decision. Wherever possible this will take place prior to the teams being announced, and communication of this decision will be the responsibility of the relevant team Captain or Chairman of Selectors. All reasonable attempts will be made to ensure that a player's promotion or demotion is communicated to the affected player before teams are announced.

Complaints & Grievance Procedure

The selection committee exists to help and provide support and will always be available to listen should players have any complaints, suggestions or constructive criticism regarding the selection process. All issues of this nature should be addressed to the Chairman of Selectors or the Head, Cricket Committee.

Selection Committee Structure

The selection committee will consist of the following:

- Head, Cricket Committee
- Chairman of Selectors
- First, Second, Third, Fourth & Fifth XI Captains
- Senior Coach (Consultant)

The role of the Chairman of Selectors will be to chair selection meetings, ensure that the selection policy is adhered to and to co-ordinate the availability of players from match-to-match. The Selection Committee will announce teams on the Thursday night prior to match commencement, with teams posted on the Club Facebook site shortly thereafter. All Captains are required to attend selection meetings after training on the Thursday of selection weeks (selection meetings may be held virtually). If unable to attend, Captains should designate an alternate (ideally their Vice-Captain). The Selection Committee may also convene on Tuesday evenings as and when required.

The Captains and Chairman of Selectors will select the starting XI's prior to each match commencing, adhering to the Club selection policy in the process. In the unlikely event that agreement cannot be reached the Captain(s) and Chairman of Selectors will ask the Head, Cricket Committee to make the final decision. The Senior Coach will act as a Consultant to the Selection Committee and will not be involved in final team selection.