



SELECTION POLICY

The purpose of this policy is to set out the objectives, structure, procedures and factors affecting selections, so as to provide a process that is transparent and accountable. This policy has been developed by the Club's Management Committee for adoption during the 2020/2021 season & onwards.

OBJECTIVES:

The Primary objective of team selections is to optimise the performance of the Club and its players.

This policy will do so by:

- Having a focus on winning the Club Championship by aiming to win every game of cricket that it competes in;
- Selecting the strongest possible XI (XII) for each match in 1st Grade to maximise the chance of winning each game in each round;
- Selecting 2nd, 3rd & 4th Grade Teams in line with the Club's Development Pathway to ensure long term success and preparedness of future players.
- Focusing on present success by promoting and developing performances regardless of age/past experience;
- Promoting the objective review of performances to allow a fair and consistent treatment of players;
- Promoting the ideal that if you perform consistently, you will be rewarded with selection;
- Recognising that RBCC values play a critical role in team success, such as playing within the Spirit of the Game, attending trainings, general attitude and supporting the captain and teammates

SELECTORS

The 'Selection Committee' will comprise the following members:

1. **Chairman of Selectors'** whose role will be :
 - a. to chair selection meetings,
 - b. to ensure that the 'Selection Policy' is implemented,
 - c. to coordinate the availability of players from round to round,
 - d. to coordinate the communication of selections including promotions and demotions of players
 - e. cast the deciding vote in the situation of a split decision,
 - f. to liaise with the Committee about any selection issues that may arise
 - g. to have the casting vote.
2. **Head coach**
3. **1st - 4th Grade Captains**



PROCESS

Meetings

The Selection Committee will generally meet on the Tuesday evening prior to each round/match. This is usually a meeting following Tuesday evening training, however, where this is not possible, it may be done by either phone or email.

Communication

a) Players' availability

It will be automatically assumed that all players are available for selection in the next round unless the either the Captains or the Chairman of Selectors has been advised otherwise. Players must contact the Captain of the grade they last played via email/message by 5pm Tuesday & or advise the Chairman of Selectors, in person, by phone or email, by 5pm Tuesday

All players registered to play in the Clubs top 4 grades are required to be eligible to play where picked.

An alternative Membership option for players wishing to play with certain groups or in certain grades as available and these players will play 5th & 6th Grade only.

b) Team selection/notification

Team selections will be announced after training on the Thursday prior to each Round. In the event that teams are not able to be finalised by Thursday 8pm a general communication will be issued advising of the situation & the sides will be announced ASAP, the following day. Regardless teams will also be listed in MyCricket, on the website and Clubs social media on Fridays by 4pm.

c) Promotion or demotion

Any players that have been promoted or demoted MUST be individually contacted by the Captain of the higher of the two (2) sides involved. In the event a Captain is unable to contact the player, the Chairman of Selectors will contact the player on the Captains' behalf. This message should be conveyed to individuals' prior to team announcements' (on Thursday evening), with reasons given & constructive advice offered to those being demoted, in particular.

d) Player Grievances

Should any player feel aggrieved in the selection process they, in the first case, should discuss with the captain of the team they are being demoted from. Should the player still believe they have been unjustly treated, the matter should be escalated to the Head Coach and Chairman of Selectors for further clarification on the reason for the selection. Should a player remain unsatisfied, they should make contact with the Club Executive Committee, not including Members of the Committee involved in selections, outlining the situation & their grievance/s.



CONTRIBUTING FACTORS TO SELECTION

There are a wide range of factors that will affect the selection of teams, including:

Membership, registration and fees

The first factor considered when selecting teams will be a players' eligibility to participate in that competition. It is a non-negotiable requirement of RBCC, & Cricket Gold Coast, that a player must be a registered and financial member of the Club. This requirement is crucial as players' who have not completed this process will not be covered by the relevant insurance policies.

Ability

A players' individual ability will be the most crucial factor in determining which side they will be selected in.

Performance/Form

Current performances and form will also play an integral role in determining selection. In this instance, it refers to a player's performance over a period of matches, not a single performance. The Selection Committee will also consider the quality of the opposition & the position of the game, in assessing a player's performance.

Team balance

Match specific variables will impact the team balance and the Selection Committee will consider the Captain's recommendations for the structure of his side when making selection decisions.

Club and team values

Values such as training attendance, punctuality (both training and match) and general attitude will be taken into consideration when making selection decisions.

It is expected that players attend a minimum of one training session per week, unless in exceptional circumstances discussed in advance with the Captain and Head Coach

It is also expected that players arrive at matches a minimum of one hour prior to the scheduled start time (or as directed by the Captain, remembering home game Teams are responsible for removing covers etc) to ensure an effective preparation.

Development Pathways

The connection to our Juniors is an enviable resource for the future of the Club. In consideration of long-term success, opportunities may arise to provide a pathway for talented young players to aid in their development. Whilst current success will always remain the primary focus, long-term success will still be given appropriate consideration. These Youth pathway opportunities are a key strategy to the longer term success of the Club.



Absence/Unavailability

The Club expects each and every player to make themselves available for all matches throughout the season.

A player who misses any match for an unacceptable reason should, upon his return, have no expectation of being selected in the same Grade as he was playing before missing the match or matches. As a general rule;

- a holiday, bucks party, academic study or attending a wedding, will not be considered as an acceptable reason for missing a match.
- an exam (on match day), non-flexible work commitments, unavoidable family commitments/situations, or where a player is a part of a wedding bridal party or similar, will be considered as an acceptable reason.

Unexplained absences/unavailability will guarantee selection in a lower Grade upon return to availability.

When a player returns after missing a match, that player will be tentatively drafted into the Grade below that they last played in; prior to the formal selection meeting.

If the Captain of the Grade wishes to select the returning player back into their original Grade, they must submit an argument outlining the case for that player based on; including but not limited to, the points outlined in Objectives of this Selection Policy. Team strength, team balance, player form and record, training attendance, attitude, leadership qualities, general availabilities or non-availabilities are common examples that should be outlined by the Captain in this instance. The Selection Committee will assess each application consistently and fairly.

Return from injury will be assessed on a case by case basis by the Selection Committee but again a player cannot automatically expect to return to the same grade upon being deemed fit to play.

Code of conduct breaches

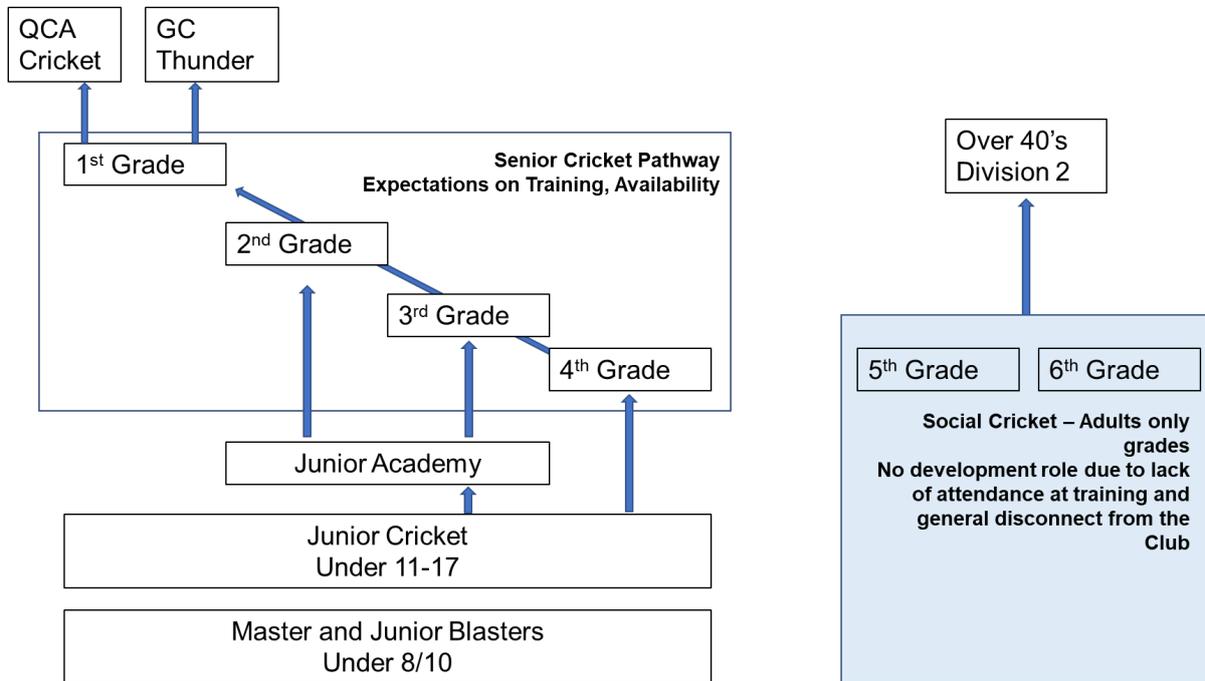
Any breach of the Club's, or the CGC's code of conduct policies will affect the selection of a player for subsequent matches as per any penalties handed down by the Clubs Judiciary or by the CGC management imposed penalty.

Other Considerations Outside The Selection Policy

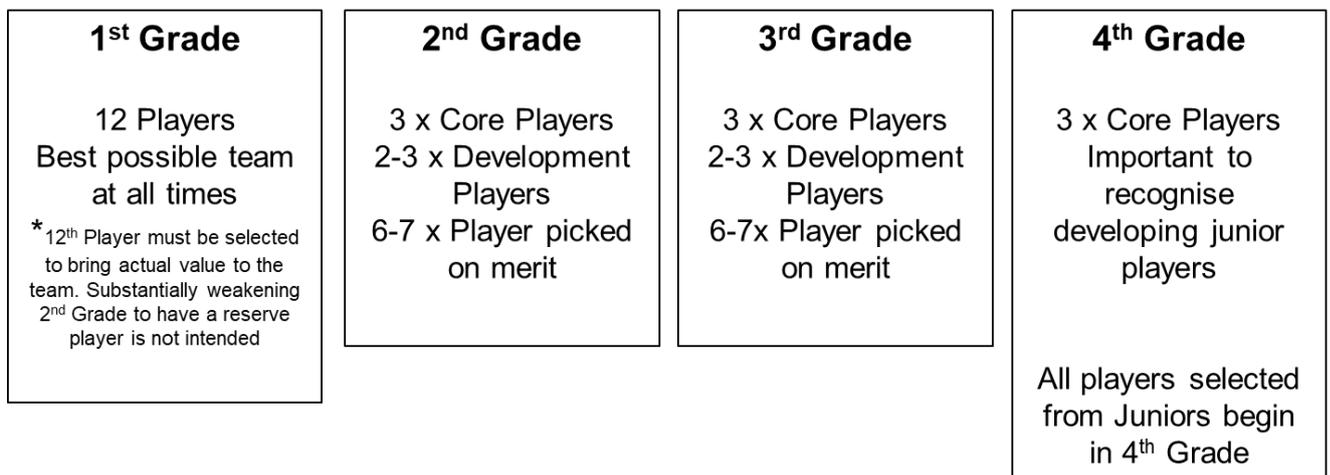
The Club, through the Selection Committee may appoint players to stay in a particular grade in a mentoring role. These players will not be available for selection in the grades above and their role will be to assist developing players, and ensure success in the grades they play in. Their role off the field will be just as important, in regard to ensuring attendance to put covers on the pitch (Fridays), cleaning up after play, training and post-match presentations.



RBCC Development and Participation Pathway



Selection Model with Development and Mentor Roles



*Junior players can be picked in grades higher than fourth grade should their ability warrant. However Juniors will not enter the senior grades via 5th or 6th Grade.

Core Players will be players with significant experience playing a grade than the one they are picked in. Regardless of their performance they will not be eligible for selection in a grade higher than the one they have been assigned to. The captain of each team will come from this group of players.



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Development players will be junior players who will be given a place in the team, suiting their ability, and it will be guaranteed (can't be demoted to another grade), to ensure they are given time to develop into their role and are given the appropriate support from the core players in their team. They will be available for selection in the grade above if their performance warrants.

Selection Process

Sunday (Post Weekend Matches)	Captains contact players to confirm availability
By Tuesday 5pm	Captains advise Chairman of Selectors of availability of all players (1 st -4 th)
Tuesday 7.30pm	Selections Meeting
Between Tuesday and Thursday 7.30pm	Players being demoted advised
By Thursday 7pm	5 th and 6 th Grade Tams sent to Chairman of Selectors
Thursday 7.30pm	Teams Announced in the Clubhouse
By Friday 4pm	Teams posted on Club Social Media, Website and MyCricket