



Canterbury Cricket Club Selection Policy

Guidelines for Transparent, Fair, and Inclusive Team Selection

Introduction

The purpose of this selection policy is to establish a transparent, fair, and inclusive process for choosing players to represent the cricket club at all competitive levels. The club is committed to upholding the values of sportsmanship, development, integrity, and community engagement. This policy seeks to balance the competitive aspirations of the club with its mission to provide opportunities for personal growth, participation, and enjoyment of the game.

Principles of Selection

- **Transparency:** Selection criteria and processes will be clearly communicated to all members.
- **Inclusivity:** Every player, regardless of age, gender, background, or ability, will be given equitable consideration.
- **Meritocracy:** Team selection is based primarily on merit, which encompasses skill, attitude, commitment, and teamwork.
- **Development:** The club emphasises player development and encourages the inclusion of youth and emerging talent alongside experienced players.
- **Respect:** All selection decisions will be made with respect, professionalism, and a focus on positive club culture.

Selection Committee

The selection committee will consist of:

- The Club Captain (or their nominee)
- The Chairman (or their nominee)
- The Team Captains for each of the Club's sides

Eligibility Criteria

To be eligible for selection, players must:

- Hold current membership with the club
- Be in good standing with regard to club fees and conduct
- Attend a minimum number of training sessions (unless extenuating circumstances exist)
- Comply with the club's code of conduct and safeguarding policies

Selection Criteria

Players are assessed on the following:

- **Skill Level:** Batting, bowling, fielding, and wicket-keeping proficiency demonstrated at training, trials, and matches.
- **Performance:** Recent match and practice performance, including consistency and impact in various situations.
- **Fitness:** General physical fitness and match-readiness.
- **Attitude:** Commitment, enthusiasm, respect for others, and willingness to learn and adapt.
- **Teamwork:** Ability to work positively within the group dynamic, communicate, and support teammates.
- **Availability:** Commitment to match days and practice sessions.
- **Potential:** Recognition of emerging talent and providing opportunities for development, particularly for younger or less experienced players.

Selection Process

1. **Pre-Season Sessions:** Prior to the start of the season, open trials and training sessions will be held to assess all interested members.
2. **Observations:** Selectors will observe training attendance, effort, and match performance throughout the season.
3. **Team Discussion:** Selectors will meet regularly to discuss selections, considering individual and team requirements for each match or competition.
4. **Announcement:** Teams will be announced via club noticeboards, Teamo, or the club website, with sufficient lead time before fixtures.
5. **Feedback:** Constructive feedback will be offered to all players upon request, focusing on areas for improvement and development.

Special Considerations

- Injuries, illness, academic or work commitments, and personal circumstances will be considered when making selection decisions.
- Players returning from injury may be required to demonstrate fitness before re-selection.
- Youth, new members, and players transitioning from junior grades will be supported and given opportunities to gain experience.

- Where teams are short of players, flexible selection and rotation may be employed to maximise participation and fair play.

Code of Conduct and Disciplinary Policy

All players are expected to uphold the club's standards of behaviour on and off the field. Breaches of the code of conduct may result in exclusion from selection, suspension, or further disciplinary action as determined by the club's executive committee.

Appeals Process

If a player wishes to contest a selection decision, they may submit an appeal in writing to the club executive within seven days of the announcement. The appeal will be reviewed by a panel independent of the original selection committee, and a decision provided within a reasonable timeframe.

Equal Opportunity and Anti-Discrimination

The club actively seeks to eliminate all forms of discrimination and promote equal opportunity. Selection decisions will not be influenced by race, gender, religion, sexual orientation, or other protected characteristics.

Communication

The club will ensure that all members are informed about the selection policy and any updates. Open communication is encouraged, and selectors will be accessible to discuss selection matters confidentially and respectfully.

Review of the Policy

This policy will be reviewed annually, with input from club members, selectors, coaches, and the executive committee, to ensure it remains fair, effective, and relevant to the club's ethos and objectives.

Conclusion

Canterbury Cricket Club is dedicated to providing a positive sporting environment where every member feels valued and motivated to contribute to the team's success. This selection policy reflects the club's commitment to transparency, fairness, and development—assuring all members that their efforts and contributions are genuinely recognised and appreciated.