



# Selection & Participation Policy

Elsternwick Cricket Club Inc.

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## **Introduction**

This policy aims to define the principles that Elsternwick Cricket Club will use when selecting teams for matches and for the participation of each player in the matches for which they are selected.

Teams will be selected according to this policy by a Sub-Committee consisting of a Chair and the captain of each XI. The committee will meet during the week before the commencement of each round to discuss and finalise team selection.

The Club endeavours to always treat all players fairly in selection and with the participation opportunities they are provided and understands that this must be balanced with the desire to win matches.

The policy is informed by the Playing Portfolio mission that aims for the club to be consistently successful in the Sub-District competition and to develop players capable of succeeding at higher levels.

## **Policy Objectives**

To ensure that the Club is competitive in every grade in which it competes.

To ensure that all members are treated equally and fairly.

To ensure that selection decisions are transparent and in accordance with this policy.

To ensure the future viability of the Club by providing opportunities for younger players.

To ensure all players are provided the opportunity to improve their skills under match conditions.

## **Selection Principles**

**Age Demographic** - The club seeks to balance the age demographic of all teams, but particularly that of the lower XIs. Mature players, by agreement, may be selected in teams lower than they otherwise merit to provide leadership and guidance to younger players. Younger players may be selected in teams slightly higher than they otherwise merit to provide them with development opportunities.

**Junior Players** - The club seeks to provide development opportunities for junior players through senior cricket, however paid up senior members will be given priority in selection over junior players to whom the club provides other cricketing opportunities.

**Playing to Win** - The 1<sup>st</sup> XI should select the side that provides the greatest opportunity to win each match. The 2<sup>nd</sup> XI should select a side capable of winning with a view to also providing opportunities for players deemed capable of playing at the higher level. The 3<sup>rd</sup> and 4<sup>th</sup> XIs should select a side that is competitive while also providing significant development opportunities for younger players.

**Rostering Players** - The Selection Committee will roster off players whenever the number of players available exceeds the number of positions available in teams. The rostering off of players will apply to the 4<sup>th</sup> XI and be shared amongst the playing group. No player should be rostered off more than three times during the season.



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Player Demotion - The Chairman of Selectors will advise players being dropped of the reason for their demotion before teams are announced.

### **Selection Criteria**

To be eligible for selection, players must have paid their player subscription for the current season. Players experiencing financial difficulty must enter a payment plan with the club Treasurer before being selected. Full time players are exempt from this requirement.

Where two or more eligible players are considered approximately equally qualified to play in a particular side, preference will be given to players who: -

- Were available for the previous match.
- Have attended training regularly.
- Contribute to the Club in other areas.

### **Participation Criteria**

The captain will make on field decisions according to the needs of the game. Captains will endeavour to bear in mind when making such decisions that: -

- Captains must treat all selected players as being up to the grade required.
- Players who are picked primarily as batters should bat higher than players who are picked primarily as bowlers.
- Players who are picked primarily as bowlers should bowl before players who are picked primarily as batters.
- Players who are picked primarily as all-rounders will be nominated by the selection committee as either batting or bowling all-rounders and will be advised and played accordingly.

### **Policy Compliance**

The Playing Portfolio Manager, with support from the Executive Committee, is responsible for compliance with this policy.

Key responsibilities of the Playing Portfolio Manager are to: -

- Ensure that the Chairman of Selectors and the Selection Committee adhere to the principles outlined in this policy.
- Ensure that captains endeavour to provide opportunities for all players to make a meaningful contribution to the match for which they are selected.
- Deal with any selection or participation issues that cannot be resolved by the Chairman of Selectors or team captains.

### **Policy Non-Compliance**

Where a concern is raised that a player has not been treated in accordance with this policy, the Playing Portfolio Manager will: -

- Refer the plaintiff to the Chairman of Selectors or Team Captain in the first instance.
- Mediate between the plaintiff and Chairman of Selectors or Team Captain if necessary.
- Reinforce this policy with plaintiff and Chairman of Selectors and / or Team Captain.



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### **Policy Promotion**

The Executive Committee will promote the Selection and Participation Policy regularly by: -

- Publishing a copy of the policy on the club website.
- Displaying the policy in the club rooms.
- Communicating the policy to players at each Season Launch.

### **Policy Review**

The Selection and Participation Policy will be reviewed by the Executive Committee annually.

John Dunnachie  
President  
Elsternwick Cricket Club