



SELECTION POLICY

The aim of this selection policy is:

1. To articulate how the criteria for selection of the individual teams will support individual, team and club objectives.
2. To identify the members and process of the Selection Committee for making weekly team selections.

General Selection Principles and Guidelines:

Opportunity: To ensure all County senior players are given a fair opportunity to play cricket based on their skill, ability, potential and aspirations. Players selected should be paid-up members of Gloucestershire Seniors. Exceptions can be made at the start of the season or for new players.

Team Priority: Prioritise selection for the 1st XI over 2nd XI downwards, remaining within competition eligibility rules and the 'Spirit of the Game'. Higher team captains should have consideration for the needs of lower teams, particularly with respect to specialist players, such as wicket keepers and opening bowlers. However, the requirement of the higher team is paramount.

All teams should usually select players from their own age group; however, the 1st team of each age group should be as strong as possible, using eligible players from all age groups if required. The 2nd and lower teams of each age group should only select players from their own age group. (eg. the 50s 2nd XI should usually be populated by players aged 50 to 59, a 61-year-old should not usually be selected for the 50s 2nd XI). An exception can be made when a player has a 60th or 70th birthday during the playing season, this player may continue to play for the younger age group team.

Player Attributes: Key considerations are an individual's ability and potential, current fitness and performance in competitive matches. Where possible a player will be given a reasonable time to perform and prove themselves in a team, a single poor performance does not warrant demotion, nor does a singular success drive promotion, but the club must ensure on-pitch success is rewarded with opportunities and poor performance is managed fairly.

Availability: Consistency of availability is also key. Where possible those players that are consistently available and have strong attendance will be selected in favour of those with irregular availability and attendance. It is accepted that players will be unavailable due to personal, work and family commitments, but players will recognise that competition is fierce, and no guarantee is given that the absent player will resume in the same team. All members are asked to understand that it may not be possible for everyone to be guaranteed a place in the team that they might wish to play for, and would be reminded of the 'one team, one club, one community' ethos of Glos County Seniors.

Every player should normally be selected for only one Gloucestershire Seniors game per week and from their own age group. Exceptions to this include:

- a. A player being selected for the 1st XI of an age group younger his natural age group. (eg. a player may play for both the 50s 1st XI and the 60s 1st XI in the same week, but a player should not normally play for both the 50s 2nd XI and the 60s 1st XI in the same week).
- b. A player can be selected for a team (1st, 2nd, 3rd or 4th) of an age group below his natural age group if he has specialist skills (such as captain, wicket keeper or opening bowler) and if there are no available players in the younger age group with that skill.
- c. A player can play more than one game in a week if there is a shortage of available players in the younger age group.
- d. If a specific team has 2 matches in a week.
- e. If a selected XI has a late drop-out.

Attitude and Behaviour: Gloucestershire County Seniors set-up prides itself on being a friendly, inclusive and competitive club. Players are to demonstrate respect for the club, their teammates and the game. Poor discipline and attitude may result in non-selection. Player responsibilities are:

- a. Play in a competitive manner but always within the laws and spirit of cricket, respecting officials, and their decisions always.
- b. Respect the rights, dignity and worth of all participants regardless of gender, ability, cultural background, or religion.
- c. Be punctual: updating availability, attending practice and matches.
- d. Always give maximum effort, whether in games or practice and listen to the advice given by your captain and coordinators.
- e. Behave in an appropriate manner both on and off the field.
- f. Fully support all elements of the Gloucestershire County Seniors 'one team, one club, one community' ethos.

Selection Committee and Process:

Committee: The Selection Committee will abide by the Gloucestershire County Seniors Selection Policy and be consistent in rationale for selection decisions taken. However, they reserve the right to amend procedures to meet club and team needs. In such instance, they will be accountable to the Cricket Committee should any concerns be unresolvable. The Committee operates as 3 sub-selection committees from a practical perspective:

1. Over 50s Selection Committee
2. Over 60s/70s Selection Committee
3. Senior women's Selection Committee (Captain & Vice Captain)

Meetings: Selection meetings will be held the week before the games, latest by Friday of each week, and communicated in a timely manner the same day using Spond and the Official WhatsApp Group. In exceptional circumstances or for the Thursday games, the announcement may be made over the weekend, ideally by Saturday. For practical reasons, selection in the sub-committees may take place via WhatsApp group, however, teams will not be released until all captains for each committee agree.

Responsibilities of Team Captains:

- a. There should be regular consultation between team captains, particularly between captains within an age group.

- b. Team selection is primarily the responsibility of the team captain.
- c. Team selection will be conducted in accordance with the Selection policy and team's needs.
- d. Captains will inform, in a timely manner, players who have been selected, and those promoted/demoted.
- e. Coordinate team match preparations and administration, including liaising with the opposition about ground and teas.

Decisions: Decisions will be for the benefit and success of the Club but closely followed by the needs of its individual playing members. Teams will be selected to be balanced against the selection criteria. Once selected and informed, a player who refuses to play for the team in which they have been selected, without good reason, may forfeit their rights to future selection.

Communication: Once the season is underway, early and transparent communication is key to player welfare and development. Captains will be expected to communicate verbally with any player who has been dropped into a lower team, prior to team announcement, informing them why they have been dropped and advice / targets / what they need to do to be selected again; this should be identified at the selection meeting. Should a player drop out after selection, through injury or incorrect availability, the team Captain should liaise with relevant Captains to nominate a suitable replacement, as per selection criteria and team objectives. It is likely that this will have a knock-on effect to teams below, and early engagement will be key to mitigate disruption.

Disputes: Glos County Seniors Cricket Club welcomes the active involvement and engagement of its players. If any player has concerns over selection decisions, they should be raised with the respective Captain. However, it is requested, where possible, that players put the needs of the Club before their own and agree to abide by the decision for that week to minimise disruption across teams. All challenges and questions will be considered, and selections reviewed by the captain; feedback will be provided as quickly as possible to the player. In the event players feel their concerns have not been listened to over a longer period, they could approach the Player Relationship Manager, or the Club Chair if required. If any captain is not happy with the way other captains are selecting teams within their sub-committee, they should report to the Club Chair.

