



SELECTION POLICY

1. **Aim.** The aim of this selection policy is:

- a. To articulate how the criteria for selection of the adult teams will support team and club objectives set by the GHCC Executive Committee.
- b. To identify the members of the Selection Committee and the process for making weekly team selections.
- c. To outline the club's approach to decisions on batting and bowling orders.

2. **Performance Objectives.** The performance objectives are designed to enable the long-term goals (2024-29 Plan) of the club and are set annually by the Cricket Committee; they will be used to measure success and to drive selection decisions. The 5-year aim of the Club is to develop top quality home-grown players, become a powerhouse in all adult and junior leagues providing equitable opportunities to everyone playing cricket, achieve sustainability and be a go-to place for the local community. To achieve this, all adult sides should be playing at the highest level of cricket possible and developing players to form the backbone of future 1stXI teams whilst delivering enjoyable, high quality playing and development opportunities for all members by ensuring a 'one-team, one club, one community' ethos. It is essential that the club's recent successes and future plans (on and off the pitch) are supported in a manner that ensures GHCC continues to develop in a sustainable manner and retains and enhances team and club unity. It remains key that the club continues to develop in a sustainable manner, offering competitive, enjoyable cricket in the best possible playing conditions to all playing members. The objectives for each team are as follows:

1st XI Male Team Performance Objectives.

- To gain promotion to WEPL 1 and establish itself as a powerhouse in WEPL.
- Establish, develop, and maintain an age balanced squad based on home grown-talent that is capable of playing at WEPL level.

1st XI Women Team Performance Objectives.

- To continue competing at the highest possible level within the pyramid (currently WEPL Premier Division).
- To finish in the top 4 of the table and establish dominance within the league.

2nd – 4th Male XI Team Performance Objectives:

- To gain promotion to WEPL, Div, 3 and 5 respectively in order to continue to minimise the gap to 1st XI cricket and for all teams to be playing in Div 4 and above by 2029 season.
- Gain a last 4 placing in the B&D T20, and Stuart Canvas County Trophy.

- To generate a pipeline of players who are willing and capable of performing well at 1st XI team level.

2nd XI Women Team Performance Objectives

- To establish a well balanced and competitive side that can compete within the GCF 35 over league.
- To provide a pathway and introduction into longer format cricket.
- To finish within the top 4 of GCF 35 over league to ensure playing at the top level within the county should the league be split in 2.

5th- 8th XI Team Performance Objectives:

- To gain promotion to B&D Div 6, 7, 8 and entry to Div 9 respectively, and to continue to minimise the gap to 1st XI cricket; all teams to be playing in Div 9 and above by 2029 season.
- To provide competitive cricket at a reasonable standard, and to introduce and develop younger players under the supervision of experienced players.
- To provide an enjoyable and competitive platform for both youth and adult players.

Mid-Week T20 Male Objectives:

- To participate in the Mid-Week T20 competition.
- To provide competitive cricket at a good standard for all club players.

Women's T20 XI:

- To provide competitive T20 cricket for our higher level players with some focus on roles, ensuring equal opportunities and player development needs are given where appropriate.
- To win the GCF T20 Division 1 League

Women's T20 Development:

- To provide more focus on rotation of squad roles and give people opportunity to try new skills
- To provide a stepping stone for new players to transition from softball to hardball cricket

Women's Softball:

- To provide a fun and enjoyable entry level cricket to players who have limited playing experience, ensuring equal opportunities where appropriate.

3. General Selection Principles. Selection is driven by following key principles:

a. **Opportunity.** To ensure all GHCC players including Youth, Women and Men's groups are given a fair opportunity to play adult cricket based on their skill, ability, potential and aspirations.

b. **Team Priority.** Prioritise selection for the 1st XI over 2nd XI downwards, unless promotion or relegation issues dictate but remaining within league eligibility rules and the 'Spirit of the Game'.

c. **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 elevation but the club must ensure on-pitch success is rewarded with opportunities and poor performance is managed fairly.

d. **Availability.** Consistency of attendance at training, winter and summer, and playing availability is also key. Where possible those players that are consistently available and have strong attendance will be selected in favour of those with erratic unjustified availability and attendance. It is accepted that players will be unavailable due to personal 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. It is also accepted that younger players may have school matches or be at university during the early stages of the season and will therefore not be available. Such absence will not impact selection for the latter part of the season. At times of peak availability, 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 GHCC.

e. **Youth Development.** To ensure GHCC remains successful and sustainable, it is essential to continue to promote youth involvement and development in adult male (and female) cricket to serve the current and future playing strength of the club, including identifying player pathways through teams for junior members whilst critically ensuring that junior members play at their skill and potential level. There is a clear onus on adult players to provide mentorship to younger players in order to ensure the future playing sustainability of the club.

f. **Attitude and Behaviour.** GHCC 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 will:

- (1) Play in a competitive manner but always within the laws and spirit of cricket, respecting officials, and their decisions always.
- (2) Respect the rights, dignity and worth of all participants regardless of gender, ability, cultural background, or religion.
- (3) Be punctual: updating availability, attending practice and matches.
- (4) Always give maximum effort, whether in games or practice and listen to the advice given by coaches and Captains.
- (5) Behave and dress in an appropriate manner both on and off the field.
- (6) Follow ECB guidelines set out in the 'Safe Hands' Policy for Safeguarding Children in Cricket and any other relevant guidelines issued.
- (7) Pay any fees for training or matches promptly and in full.
- (8) Provide timely and accurate notification of training and playing availability.
- (9) Fully support all elements of the club and its 'one team, one club, one community' ethos.

4. Selection Committee and Process.

a. **Committee.** The Selection Committee¹ will abide by the GHCC 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 Selection Committee consists of:

(1) Selection Lead²:

- (a) To ensure that the club's Selection Policy is administered correctly.
- (b) To assist the Selection Committee by providing a pan-club view on player ability, performance, potential and suitability for selection.
- (c) To be available to discuss selection complaints with players, and or when needed by Captains, inform players of selection decisions.

(2) Selection Coordinator: (if appointed)

- (a) To assist the Selection Committee by providing a pan-club view on player ability, performance, potential and suitability for selection.
- (b) Coordinate Player availability forecast and distribute team announcements.

(3) Team Captain.

- (a) To conduct team selection in accordance with the Selection policy and team's needs.
- (b) To inform, in a timely manner, players who have been promoted/demoted and coordinate team match preparations and administration.

(4) Youth (Boys and Girls) and Women's Representative. To attend as required assist the Women's or Men's Selection Committee by providing a pan-club view on player ability, performance, potential and suitability for selection.

b. Meetings. Selection meetings will be held on the evening of the respective adult training nights prior to the weekend fixtures. Due to the physical capacity of GHCC rooms, only the Captains of the team being picked, and the Captain of the team above and below are required to be present³.

c. Decisions. Selection 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 against the selection criteria following discussions between the Selection Committee, if in the unlikely event of disagreement which cannot be resolved, a team selection decision will be decided by a majority vote⁴. Where possible non-travelling reserves⁵ will be identified, but not published, to reduce disruption and increase responsiveness to any team changes following selection announcement. 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.

¹ Male and female selection committees will have separate Leads and coordinators.

² If the Selection Lead is unable to attend the respective selection committee, they are able to nominate a suitable empowered representative.

³ E.g. selection of the Male 3rd team will have in attendance: Selection Lead, Coordinator, 2nd, 3rd and 4th XI Captains.

d. Communication. Early and transparent communication is key to player welfare and development. Captains will be expected to communicate verbally (and not by text) with any player (parent and player for youth players) 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. Where a player moves up from one XI to another or a Young cricketer is newly selected, the team captain should also welcome the player (parent and player for youth players) before the team announcement and is to make every effort to ensure that the player fully participates in the match and that the player promoted is given a sequence of games in the higher team

where possible.

e. **Team Announcements.** Team Captains should inform the Selection Coordinator by Wednesday evening that any relevant player communication activity has been completed. The Selection Coordinator is to then formally announce team selection on the Club's social media by Thursday morning.

f. **Disputes.** GHCC welcomes the active involvement and engagement of its players. If any player has concerns over selection decisions, they should initially be raised with the respective Captain, and if needed passed to the Selection Lead. 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 weekend to minimise disruption across teams. All challenges and questions will be considered, and selections reviewed by the Captain and Selection Lead; feedback will be provided as quickly as possible to the player.

g. **Post Announcement Changes.** Should a player drop out after selection, the team Captain should liaise with Selection Lead and Coordinator to initiate the non-travelling reserve plan. It is possible that the number of drops out will exceed the non-travelling reserve plan, and Selection Lead, Coordinator and relevant Captains will 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.

5. Batting and Bowling Orders.

a. Batting and bowling orders are decided at the sole discretion of captains and are commensurate with that team's objectives. However, there is sometimes a balance to be struck between the clearly defined performance objectives of each team and the need to develop players by exposing them to higher levels of responsibility. However, the club is proud of its history of developing its players, and captains will be encouraged to promote them and give them opportunities when they feel these players are ready to positively contribute to the team.

b. Promoted/dropped players should assume the role that they previously held, unless injury precludes it, and should be provided the sufficient opportunity to warrant further or sustain promotion, or continued development.

c. In the event players do not bat or bowl in their usual position in a given match they should accept this for the greater good of the team within the one team, one club, community ethos. Equally, Captains should be aware of the impact of their decisions and provide opportunity for explanation/justification, if deemed necessary. However, if a player feels they have been treated unfairly over a longer period, they should address this discretely with their captain. In the event they feel their concerns have not been listened to, the player should approach the Selection Lead.

⁴ Lead Selector, relevant Team Captain, relevant Youth or Women's Representative.

⁵ Known as "pull ups".