

Teams Selection Policy & Principles

Setting Expectations Transparently:

We feel strongly that playing for and representing Guiseley CC should be regarded as a **privilege and not a right**. We therefore want to be clear and transparent that paying your membership subscription for son or daughter does not guarantee matches. We absolutely recognise and understand team selection can sometimes be an area of tension between parents, managers, coaches and players which is why the Junior and General Club Committees have come together to outline some key principles and expectations herein upon which Junior selection for matches and additional player development/coaching opportunities are based (e.g., 1:1 coaching, small group coaching, Winter net programme & Masterclasses). **It is a vital part of being a Club member that parents are supportive of and actively take the responsibility to communicate and reinforce these TEAM SELECTION PRINCIPLES & EXPECTATIONS with their child as well as understanding the positive intent and spirit within which this guidance is set.**

We are clear in the direction of travel as a club we want to take set out in our Junior Vision & Strategy: to become the “go to club” for Junior player development across West Yorkshire that consistently produces high quality cricketers supported by a clear and accelerated player pathway primarily to our senior teams (as well as representative cricket opportunities), a clear end goal and positive outcome for the club offering greater sustainability - we ask parents and junior players to understand the selection principles and expectations sit additionally within this context.

We have the aspiration as a club to just be better and drive forward quality improvements throughout all parts of the club infrastructure. This includes the important opportunity to continue to improve and raise the quality of junior player coaching, development and experience – this will only happen however with adherence to and support of the **player and parent codes of conduct** together with **team selection principles and expectations** outlined below – together these are key enablers and provide the very foundation to help realise the quality improvements.

How each age group selects its teams is ultimately the decision and at the discretion of the age-group managers/coaches but the **team selection principles and expectations** will remain as the consistent red thread throughout all junior team selection, part of our club DNA as the ‘*Guiseley Way*’ we do things around here.

Any concerns with selection should be raised in the first instance with the Age-Group Manager (AGM) or Junior Committee; Social Media **should not** be used for airing complaints or issues, please communicate directly face to face, by phone or text/email with the relevant manager.

Player Selection Principles & Expectations:

Selection Principle	Expectations
1. Attitude & Motivation:	At GCC the primary consideration and a pre-requisite to being considered for selection for matches are players that consistently role-model the right attitude and positive behaviours. The Club expects all our junior players to be motivated and committed to playing cricket and display positive behaviours when attending training, playing matches and applied to general use of all club facilities. This includes respecting Coaches, Team Managers, Umpires and other players either on their team or opposing teams. Poor attitude and behaviour by players will not be tolerated and management has the discretion to use selection as a sanction against bad behaviour.


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2. Attendance and Application at TRAINING:	Attendance and application at Training sessions is regarded as another pre-requisite to be considered for matches. Players that turn up week in week out for training and who make themselves regularly available for matches will, to some extent, be given precedence over those that don't. The extent to which attendance and availability are used as the basis for selection is at the discretion of age-group managers and coaches. If there are circumstances that prevent regular attendance, please let the team manager know. Players consistently not focussed or not motivated toward self-improvement or worse still seek to distract their teammates will be asked to leave and management has the discretion to use selection as a sanction.
3. Team-First Outlook	We see too many times the interests of self come ahead of the wider benefit of the team, whilst Cricket has individual disciplines and skills, success is often dependent upon several players in the team contributing with their respective many if the team it is still very much set within a team setting and game. We expect our junior players to recognize the value and importance of applying a team-player approach, putting the team-first and doing the right thing by your teammates.
4. Adherence to the Player Code of Conduct	Adherence to the Player Code of Conduct - applying & upholding the Spirit of Cricket and the game itself.
5. Membership	Members who have paid their annual membership in Full and associated match fees where applicable will be eligible for selection to play junior team matches.
6. Age	Children (and young people) will normally be available for selection in the team for their respective age group. Players must be under the age of the league on the first day of September preceding the year of the competition. Children who are playing representative cricket, or players who are progressing and developing well technically and whom may benefit from increased challenge may be available for regular selection for older age group teams with the approval of their parents, age-group leads and the junior committee. In addition, Girls may play in their age group and also up to 2 years below. Hence an U12 Girl may play for U10 teams and also older age groups.
7. 'Ability'	<p>Team selection will also be based partly on ability, especially older Juniors. Cricket is a competitive sport and the Club has a responsibility to develop talented players to their full potential as well as those with more developmental needs. This means that some age groups may operate squads streamed on ability to help ensure that the coaching is delivered to a level most appropriate to players' abilities. However even for the oldest Juniors it will rarely be the case that selection will be based on solely ability alone. Some team selection may also be affected by the ability of the opposition. It is not in the interests of any Club to be on either side of a mismatch and coaches may select and tailor teams accordingly. Determining if a player is 'hard ball ready' for U11s and above is another key consideration and importantly a safeguarding measure that managers and coaches have to adhere to.</p> <p>Often competing coaches will talk before fixtured matches to ensure the sides are as well matched as possible. However, if we found we were 'over-powering' a team our coaches are instructed not to 'grind the opposition into dust' but make sensible adjustments to ensure our opponents are not demoralised. We feel this approach is part of our bigger duty to the game.</p>
8. Technical Development & Proficiency	It is the aim and the purpose of the Club to encourage Junior players of all abilities to participate in and play recreational and competitive cricket. Our coaching is based on the view that each player should be developed as far as possible to his or her maximum potential. We know that players with greater technical development and proficiency together with a positive attitude, application and effort are more likely to be considered in making that successful transition to represent the Clubs senior teams.
9. 'Form' & Performance	Form & performance <u>may</u> factor in selection to a point, particularly toward older junior age groups (U15s & U18s) and moreover would typically be applied toward the determining of batting and bowling orders/sequencing.