

SPENCER CRICKET CLUB



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Spencer CC – Adult Cricket Selection Policy

Spencer Cricket Club (SCC) is one of the leading cricket clubs in Surrey. Our top-level aim is to be the best sustainable community cricket club in England.

As ECB Clubmark accredited, we want to be fun, fair and safe. We also acknowledge that at the heart of the Spirit of Cricket is being respectful, honest and uncompromisingly competitive. We are prepared and are willing to cooperate as “one club”, to compete at all moments and every ball. SCC runs five open-age Saturday teams and one Sunday team. The first team plays in the Surrey Championship – Division 1 and the remaining Saturday teams play in the various divisions within the Surrey Championship. The objectives of this selection policy are:

- 1) To outline the performance (short term) and long-term objectives for SCC and each adult team;
- 2) To articulate the criteria for selection of the individual teams. These are based on the objectives below;
- 3) To identify the members of the Selection Committee and the process for making weekly team selections;
- 4) To outline the club’s approach to decisions on batting and bowling orders.

1. Objectives

The overall playing objective of the club is to consolidate its position long term as one of the top clubs in London. In order to achieve this, all adult sides should be playing as high a level of cricket as possible and providing promising Academy players (U17-U21) and Young players (U13-U15) with the experience they need to form the backbone of future first teams.

Each team has its own performance (or short-term) and long-term objectives. These objectives will inform selection decisions.

The performance objectives will be used by the Selection Committee to measure the success of any given season and will be refreshed each year. The long-term objectives are designed to ensure the club develops in a sustainable way.

The objectives for each team are as follows.

First team: Captain – Gus Grant

Process Objectives:

- Challenge for Promotion to the Premier Division.
- To go deep in the Surrey T20 competition.

Long-term objective:

- To consolidate its position in the Surrey Championship and become one of the top club teams in London.
- Qualify again for the National Knockout Cup
- Increased success in the T20 Cup

Second Team: Captain - Richard Fleming

Process Objectives:

- To challenge for Surrey Championship – Premier Division 2nd XI;
- To generate a pipeline of players who are willing and capable of performing well at first team level.

Long-term objectives:

- To promote a culture where 2nd XI cricketers will enjoy their cricket, played at a good standard, whilst also committing to constantly improving their skills such that the step up to first XI cricket is seamless
- To provide a strong competitive environment for good club cricketers (1.5 XI players) to keep them at Spencer
- To familiarise promising Academy players with the culture, values and standards required in order to progress to upper team levels.

Third team: Captain – James Lipscombe

Process Objectives:

- To challenge for the Surrey Championship – Premier Division 3rd XI;

Long-term objective:

- To provide competitive cricket at a reasonable standard for ambitious Academy players and for a core of good, experienced club cricketers, preparing them for potential progression to higher XI's.
- To close the gap between 2nd XI and 3rd XI cricket.

Sharks Team: Captain - Tom Morley

Process Objectives:

- To finish in the top half of the Surrey Cricket League Division 1

Long-term objective:

- To provide enjoyable competitive cricket at a reasonable standard for ambitious Academy players and for a core of good experienced club cricketers.

- To replicate the nature of the 3rd XI to ensure we retain promising youngsters and good club cricketers who can progress up to higher XIs

Fourth Team: Captain - Dan Smith

Process Objectives::

- To finish in the top half of the Surrey Championship of their Division as a minimum.

Long-term objectives:

- To provide an enjoyable platform for Young and experienced players of all levels. The emphasis should be on promoting opportunities for the Young players to play in adult cricket and to move up in to more senior teams, and also provide a competitive game for Adult players

Sunday Earls: Captain - Sam Kayum

Process Objectives::

- To provide quality competitive friendly Sunday cricket with opportunities for younger players as appropriate

Long-term objectives:

- To provide a good standard of cricket which is an enjoyable platform for experienced players of all levels in line with opposition teams. There will also be opportunities for young players to get a taste of Adult Cricket

2. Team selection criteria

First team:

The first team will be selected with the purpose of winning the next match. The personnel needs of the first team should always take priority over those of other teams.

Factors that will be included in the selection decisions will include form, attitude, fielding ability, team balance and nature of the opposition.

Second team:

Selection for the second team will involve the twin aims of winning sufficient games to achieve the performance objective and developing a pipeline of players capable of contributing at first team level both in the short and long term.

Factors that will be included in selection decisions will include form, attitude, fielding ability, team balance and nature of the opposition.

Third team:

The third team will be selected to ensure a healthy mix of more experienced club cricketers and the talented Academy players where possible, creating a pipeline of both Academy and club cricketers capable of contributing at second team level.

The mix of youth and experience in any given game may alter according to the circumstances of the season and the need to win matches.

Sharks team:

The Sharks team will be selected to ensure a healthy mix of talented Academy players and more experienced players takes the field.

The mix of youth and experience in any given game may alter according to the circumstances of the season and the need to win matches.

Fourth team:

The Fourth team will be picked to provide an enjoyable platform for both experienced cricketers and young players transitioning into adult cricket.

Sunday Earls:

The Earls team will be picked to provide an enjoyable and competitive platform for both experienced cricketers and opportunities for younger players transitioning into adult cricket.

3. The Selection Process.

The formal Selection Committee, appointed by the Cricket Club's Committee shall consist of:

Khawar Saleem	Adult and Meeting Chair
Gus Grant	1 st XI Captain
Richard Fleming	2 nd XI Captain
James Lipscombe	3 rd XI Captain
Tom Morley	Sharks Captain
Dan Smith	4 th XI Captain
Sam Kayum	Earls Captain
Saqib Malik	Academy Representative

4. General selection criteria.

Factors that will contribute to selection decisions include:

- Signed charters
- Form
- Track record
- Fitness
- Availability
- Energy and Attitude
- Training attendance
- Following plans and orders
- Punctuality
- Adherence to Team Ethics
- Discipline
- Payment of Match Fees
- Competitiveness required in the specific team, balanced by team cooperation.

The Selection Committee will make their selection decision every Wednesday evening at 8pm during the summer. The meeting should last on average 30 mins and all captains will attend all of the meeting and contribute where appropriate

After the previous game and before Club training, players will update their availability on Spond. Selection dilemmas will be highlighted prior to the meeting so as the impact of the potential decisions can be considered by all captains. Delayed selection in case of fitness tests and Surrey releases should be kept to a minimum and highlighted to the Selection Committee as soon as reasonably possible.

5. Selection Process



We encourage mobility between sides as we are one big family cricket club without team boundaries or social cliques. In the event that an individual does not wish to be considered for promotion to a higher level, for whatever reason, they should make this clear to the Selection Committee at the earliest possible opportunity. It's not a certainty but it is possible that in such an event a player may have to relinquish their position in a team to such a player that does wish to progress higher.

6. Selection Announcement

Teams are to be informed to members in reasonable time before a weekend match.

Captains are expected to communicate verbally (and not by text) with any player who has been dropped into a lower team as soon as possible after selection committee, ideally on Wednesday evening. Captains are expected to do this communication themselves.

Teams will be communicated in a "waterfall" from 1st XI to 4th XI. Lower elevens are not to be published before upper elevens. With this in mind it is imperative that potential issues are highlighted early, and potential changes discussed in advance (if player A is not fit, I'll take player B from below etc)

Teams will be sent out via captains and also in the Spencer social media platforms, usually on Thursday/ Friday, but captains are expected to have informed their squads of teams before then. Captains are expected to upload match onto Spond full players list by the end of the weekend to ensure prompt financial management.

7. Selection disputes

Selection is a complex and sometimes difficult process. The best efforts of all involved are made to ensure that the correct decisions are made each week, to achieve both the performance and the long-term objectives of each side. Regrettably, sometimes these decisions are not always going to be popular with all players. In the case that a player strongly disagrees with a selection decision, they should first discuss discreetly with the captain with whom they disagree with. If the player does not feel that their concerns have been addressed over a period of time, then the Club Captain will be available to provide further clarity on the decision-making process. In the event that the player still believes they have been treated unfairly they should discreetly approach the Chairman of the Cricket Club.

8. Batting and bowling orders

Batting and bowling orders are decided at the sole discretion of captains. There is sometimes a balance to be struck between the clearly defined performance objectives of each team and the need to develop younger players by exposing them to higher levels of responsibility.

In the first and second team, where the stakes are highest, the requirement to win will take precedence over the wider and long-term objectives of promoting young players in the event that each objective is mutually exclusive.

However, the club is proud of its history of developing its Academy players and captains will be encouraged to promote them and give them opportunities when they feel these players are ready to contribute to a winning team. In the sides below, captains will attempt to ensure all players are given adequate opportunities to contribute impactfully to the side's performance, selecting a balanced side between batting and bowling options.

On occasion, discretion in selection may be required to ensure that these opportunities are presented, with potential player swaps between XI's required to enable this. This will be at the discretion of the Club Captain.

In any event, if the 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. If they feel they have been treated unfairly over a longer period, they should address this discreetly with their captain or the Adult Chair. In the event they feel their concerns have not been listened to, they should discreetly approach the Executive Chairman of the Cricket Club.

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