

NCU REPRESENTATIVE TEAMS SELECTION POLICY

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1. Rationale

This policy applies to the Northern Knights, NCU Senior Women, Emerging Knights (men and women), Emerging Players Programme (EPP) and all NCU Youth teams (U11 to U19 boys and girls) and sets out the mandatory minimum standards for the selection process and communication thereof.

2. Introduction

2.1 Purpose

The purpose of the policy is to enable the Selectors to select NCU Representative teams and to support the vision and strategic visions of the NCU.

2.2 Confidentiality

The Selectors and any other members of the various Selection Committees shall keep confidential all discussions around players and the selection of any teams under the auspices of the NCU.

3. Structure of the Northern Knights, Emerging Knights (male), Emerging Players Programme (EPP) and Under 19's Selection Committee

3.1 Structure

The Selection Committee (Chair) will be the Director of Representative Cricket, or a designated person in their absence. The other selectors will include the Northern Knight's Head Coach, the Northern Knights Captain and a Scout.

Each squad which is subject to selection should have a representative from the coaching team, in the first instance the Lead or Head Coach, or an appointed representative where this is not possible.



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3.2 Selection Process, Roles and Responsibilities

Head Coach - To present their draft squad selection in line with selection criteria (evidence/data presented where appropriate) and outline player roles and balance of how the squad is selected. Voting rights.

Captain - To present their draft squad selection in line with selection criteria (evidence/data presented where appropriate) and outline player roles and balance of how the squad is selected. Voting rights.

Chair of Selectors - To facilitate, check and challenge the meeting according to the selection criteria, player roles and squad balance. To hold the panel accountable to the requirements and ensure the principles of fairness and acting without bias. Voting rights.

Scout - To observe and scrutinise the process, ensure the interests of the athletes are prioritised, challenge according to the selection criteria, player roles and squad balance and hold the panel accountable to the requirements and ensure the principles of fairness and acting without bias. Voting rights.

In the event of the four voting members being tied, the casting vote will be with the Head Coach. Matchday teams will be selected by the Team Head Coach, Team Assistant Coach and Captain. Other support staff may be contacted where appropriate. If the three selectors vote for different players, the casting vote will be with the Head Coach.



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3.3 Meetings

Selection meetings will be notified to all parties in advance of meetings, with minutes taken to document outcomes.

The winter training squads for the Northern Knights, Emerging Knights (male), Emerging players Programme (EPP) and Under 19's will be selected in Mid-October.

Teams/Squads during the season will be selected as far in advance as practically possible to give time to notify players and prepare/release a media announcement.

4. Structure of the NCU Senior Woman's and Emerging Knights (female) Selection Committee

4.1 Structure

The Selection Committee (Chair) will be the Director of Representative Cricket, or designated person in their absence. The other selectors will include the NCU Senior Woman's Head Coach/Woman's Talent and Development Coach, Cricket Operations Manager/Talent Pathway Manager and a scout.

Each squad which is the subject to selection, should have a representative from the coaching team, in the first instance the Lead or Head Coach, or an appointed representative where this is not possible.



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4.2 Selection Process, Roles and Responsibilities

Head Coach – To present their draft squad selection in line with selection criteria (evidence/data presented where appropriate) and outline player roles and balance of how the squad is selected.

Voting rights.

Chair of Selectors – To facilitate, check and challenge the meeting according to the selection criteria, player roles and squad balance. To hold the panel accountable to the criteria and ensure the principles of fairness and acting without bias. Voting rights.

Other Selector – To observe and scrutinise the process, ensure the interests of the athletes are prioritised, to challenge according to the selection criteria, player roles and squad balance and to hold the panel accountable to the criteria and ensure the principles of fairness and acting without bias. Voting rights.

Scout – To observe and scrutinise the process, ensure the interests of the athletes are prioritised, challenge according to the selection criteria, player roles and squad balance and hold the panel accountable to the criteria and ensure the principles of fairness and acting without bias. Voting rights.

In the event of the four voting members being tied, the casting vote will be with the Head Coach.

Matchday teams will be selected by the Team Head Coach, Team Assistant Coach and Captain.

Other support staff may be consulted where appropriate. If the three selectors vote for different players, the casting vote will be with the Head Coach.



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4.3 Meetings

Selection meetings will be notified to all parties before meetings, with minutes taken to document outcomes.

The winter training squads for the NCU Senior Women and Emerging Knights (female) will be selected in Mid-October.

Teams/Squads during the season will be selected as far in advance as possible to give time to notify players and prepare/release a media announcement.

5. Structure of the NCU Youth Selection Committee

5.1 Structure

The Selection Committee (Chair) will be the Director of Representative Cricket, or a designated person in their absence. The other selectors will include the Lead Coach of each Under Age team, Cricket Operations Manager/Talent Pathway Manager, Northern Knights Head Coach/High Performance and Talent Pathway Coach (Boys only), NCU Senior Woman's Head Coach/Woman's Talent and Development Coach (Girls only) and the Boy's Talent Pathway Lead Coach (Boys only).

Each squad which is subject to selection should have a representative from the coaching team, in the first instance the Lead or Head Coach, or an appointed representative where this is not possible.



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5.2 Selection Process, Roles and Responsibilities

Lead Coach – To present their draft squad selection in line with selection criteria (evidence/data presented where appropriate) and outline player roles and balance of how the squad is selected.

Voting rights.

Chair of Selectors – To facilitate, check and challenge the meeting according to the selection criteria, player roles and squad balance. To hold the panel accountable to the requirements and ensure the principles of fairness and acting without bias. Voting rights.

Other Selectors – To observe and scrutinise the process, ensure the interests of the athletes are prioritised, challenge according to the selection criteria, player roles and squad balance and hold the panel accountable to the requirements and ensure the principles of fairness and acting without bias. Voting rights.

In the event of the six voting members being tied, the casting vote will be with the Lead Coach.

Matchday teams will be selected by the Team Lead Coach, Team Assistant Coach and Captain.

Other support staff may be contacted where appropriate. If the three selectors vote for different players, the casting vote will be with the Lead Coach.



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5.3 Meetings

Selection meetings will be notified to all parties in advance of meetings, with minutes taken to document outcomes.

Approximate timeframes are outlined below:

Talent squads (U13-U17 boys and girls) for Block 1 (November to December) will be selected in late September/early October.

Development squads (U13-U17) are determined by parent/carer registrations.

Talent squads (U13-U17 boys and girls) for Block 2 (February to March) will be selected in mid-December following the conclusion of the Block 1 Talent and Development programme.

Communication will go to all parents/carers (boys and girls) at the end of March informing them that their son/daughter will be involved in either a talent or development match programme during the season and final squads will be selected in mid-May/end of May.

Final Interprovincial squads (U13-U17 boys and girls) will be selected in mid-May/end of May.

Additional teams/squads will be selected when required for other summer fixtures. These teams/squads will be selected as far in advance as practically possible to give time to notify parents/carers and prepare/release a media announcement.



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6. Additional Roles and Responsibilities

6.1 The Chair

The principal responsibilities of the Chair are to:

- Convene meetings and manage the selection of NCU Representative teams within appropriate timelines.
- Record and report all selection activity back to NCU Board as and when required.

6.2 Selectors

The principal responsibilities of the Selectors are to:

- Select the NCU Representative playing and training squads respectively, for all representative matches and competitions.

7. Selection Criteria

The selection criteria may include but are not limited to the following:

- Current and previous batting and bowling performances
- Identified talent and potential with a unique skill set
- Fielding and fitness ability
- Contribution to the group dynamics to provide a positive environment
- Squad balance and/or specific skill set(s) of player in line with match/tournament playing conditions
- Attendance at training sessions
- Attitude during training sessions



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8. Feedback

Players who attend our Development Camps and are not selected for our Talent Squads will receive video feedback outlining generic areas to develop, skills we would like to see at that relevant age group, encouragement, and next opportunities.

Players who have been selected in Block 1 Talent Squads but not retained into Block 2 Talent Squads will receive detailed written feedback.

Players who have been selected in Block 2 Talent Squads but not selected in the Interprovincial playing squad will receive detailed written feedback.

Players selected in the Interprovincial playing squads will receive continual verbal feedback throughout the winter and summer programmes.



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9. Process of Notification to Players of Selection

· Notification of selection will be articulated and communicated via email by our Cricket Operations Manager/Talent Pathway Manager. A media release will be articulated and organised by our Cricket Operations Manager/Talent Pathway Manager in conjunction with our PR, Comms and Marketing Officer.

· Where it is deemed necessary by the Selection Committee, contact may be made with non-selected players prior to any media release. This contact will be made by either the Head Coach/Lead Coach or the Boy's Talent Pathway Lead Coach/ NCU Senior Woman's Head Coach/Woman's Talent and Development Coach. Where the player(s) concerned are under the age of 18, contact should be made with their parent/carer.

· Any such contact should be made by the Head Coach/Lead Coach or the Boy's Talent Pathway Lead Coach/ NCU Senior Woman's Head Coach/Woman's Talent and Development Coach within 48 hours of any selection meeting and confirmed to the Cricket Operations Manager/Talent Pathway Manager before any media release is put in the public domain.



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10. Selection queries

Any queries from players regarding squad selection or de-selection should be made in the first instance to the Talent Pathway Manager (callum.atkinson@ncucricket.org) who will endeavour to answer all queries. Should the query not be met with an acceptable answer, the player may then lodge an appeal to the NCU.

No appeal may be made in relation to the selection of a matchday team selected from a previously selected squad.



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11. Appeals

a) A player (which for this purpose includes a parent of a player who is under the age of 18 years) may appeal against a selection or de-selection to any squad made by an NCU Selection Panel. Any such appeal shall be in writing and shall state the grounds of the appeal. It shall be lodged with the Representative Directorate (andrew.cowden@ncucricket.org) within five days of the selection or de-selection announcement by the player, together with a deposit of £50.

b) The Representative Directorate shall consider any such appeal within five days of its receipt by the Union. During the intervening period, the selection or de-selection shall stand. The Representative Directorate's consideration will normally be based solely on the written appeal and a written response from the NCU Selection Panel responsible for the selection or de-selection in question. Alternatively, the player may request an oral hearing, in which case the Representative Directorate shall hear oral evidence from both parties and may ask them questions. In respect of an oral hearing, the appeal shall be heard within ten days.

c) The Representative Directorate's decision, and the reasons for it, shall be communicated to the player in writing within seven days of its consideration of the appeal. The Representative Directorate shall also have the power, where it considers the appeal to be without merit, to order the deposit to be forfeited.



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