

Grange Cricket: selection policy for Junior Cricket

Our approach to selection for Junior Cricket at Grange is underpinned by our desire to provide opportunity for our young players to ***Play Thrive Fail Learn Win***.

We aim to provide our Junior Cricketers with a safe 'space' to develop a love for the game, and also to learn and refine their cricket skills. We will support those who strive for high achievement on the cricket field, and those who simply love to play the game. There is a time and a place for winning, and there is *always* a time and a place for having fun at Grange.

We have a very simple policy: for non-cup matches, selection is focused on giving all children opportunity across a season. For competitive Cup matches (Scottish Cup, ECB Cup, Shrewsbury Festival), we will select on merit.

Friendly and league matches

Regular 'league' or friendly matches provide excellent opportunity for our developing players to apply their skills in a match situation. At Grange we do not place significant emphasis on winning these matches; certainly not via selection.

Parent-helpers will typically volunteer to run teams at U10, U12, U14 and U16. The following bullets should help define an approach to selection:

- Our focus is on providing equal opportunity across the season.
- In a perfect world each player would be offered the same match-opportunity across the season, however several factors mean this is clearly not an exact science: rain cancellations; player availability; willingness of a player to step-in at last moment; parent helping with match coaching and officiating.
- The exact approach to apportioning selection will differ across each team and is at the behest of the individual parent-helper. We ask our parent-helpers to ensure they are being fair in providing opportunity for all players, we trust them to apply this in their own fair way.
- A few specifics:
 - If a parent is coaching the team, it is expected that their child will play in the match.
 - Our parent-helpers are volunteering for a significant admin task, and it is reasonable to expect parents to respond to requests for availability. It is reasonable that parents who do not provide timely responses are likely to receive fewer playing opportunities.

Opportunity in a match: The format of U10 and U12 matches will ensure that each child has equal opportunity to bat and bowl. The parent-helper may choose to set a batting and bowling order, or they might assign that responsibility to the players. The parent-helper may attempt to match the skillset with the opposition, resulting in a less-developed player regularly finding themselves batting in the 'final pair'. This is acceptable as it helps facilitates an even-contest for all players, and the player has the same batting-time as others.

Matches for U14 and U16 require a more traditional batting order. Parent-helpers will likely assign batting and bowling order based on the relative strength of the Grange team and opposition team. It is expected that more experienced batters will typically bat higher in the order.

Competitive matches

For Scottish Cup, ECB Cup matches we will select on merit. John Blain has the final decision on all selection matters and will approve all teams selected-on-merit.

In conjunction with John, the parent-helper responsible for the team will likely make recommendations, to be approved by John.

This selection policy might also be applied to certain warm-up matches which will be arranged outwith the regular age-group league/friendly matches. It should be made clear to parents when a match is based on our selection-on-merit policy.

We acknowledge there is never a 'correct answer' when selecting any cricket team on merit, especially a junior team - we will of course get it wrong! Every player who enjoys years of playing cricket will suffer the disappointment of being 'left out' on several occasions. Our selection-on-merit is done with best intention, and is based on a range of factors including (but not exclusively) player development and skillset, team balance, attendance, attitude and application at training. Parent and coach support to those not selected is as important as the work with those selected for a particular team.