

Appointment of Staff and Team Selection Policy



Norths Commitment

Northern Suburbs Cricket Club (Norths) has been nestled on the banks of the Hunter River at Lorn Park since 1903. It has a large member base and a dedicated group of volunteers steering the club's strong club culture and maintaining its traditions.

The creation of teams in sport involves selection, whether it be pre-season grading for junior teams, weekly selection for grade teams or try outs for special teams and events. At Norths, we understand that the appointment of coaching staff, the appointment of managers and the team selection process can be difficult and needs to take into consideration a range of factors.

Coaches and Managers

Norths recognise that being a community sporting club, many of our junior coaches and team managers are parents and carers of our players. Without these volunteers we would not be able to run the club.

Senior coaching is supervised by the Club Coach who is appointed by the Committee prior to commencement of each season. The position of Club Coach has a minimum pre-requisite of Community Coach (Level 1) qualification. The Club Coach should also make themselves available as a resource for other coaches within the club and provide assistance and guidance as required.

Coaches and Managers Expressions of Interest (EOI's) are called for prior to the commencement of each season. When an EOI is received, the applicant is requested to complete the NSCC Child Safety Pack and have the appropriate checks successfully completed prior to the club confirming a coaching appointment.

Where there is more than one application to coach or manage a team, the final decision on the appointment will be made by the Committee.

Coaches are encouraged and supported by the club to follow the Cricket Australia Coaching Accreditation Pathway and obtain qualifications appropriate to the level they are coaching.

Coaches and managers are required to adhere to the Cricket Australia – The Spirit of Cricket, the relevant Cricket Australia Codes of Behaviour and any other applicable legislation, codes, guidelines and policies at all times. Failure to adhere to these requirements may result in disciplinary action including the suspension or dismissal from the position.

Junior Selection

It is important to manage junior selections in a transparent and fair way while ensuring that our junior members enjoy cricket and are involved in a safe and positive team and club culture.

Junior club cricket should be fun, safe and inclusive and maximise participation to allow for skill development and a broad range of experiences within the game.

For the older teams (Under 15's and Under 16's) it is important that teams are appropriately formed and graded to allow for those players who seek competitiveness and ensure that players participate in competitions appropriate to their level of skill.

Junior Selection Process

The Junior Selection Committee comprises Junior Co-ordinator, Coaches of the applicable age group and Registrar.

When registering, it is the responsibility of the parent or carer to ensure that all relevant information has been provided to the club so that the player can be appropriately placed.

Once the registration process has been completed and a list of junior players is available, the Junior Selection Committee will meet and place players into appropriate teams prior to the commencement of the season.

Where a late registration is received, the player will be placed into the most appropriate team where a position is available.

Placements are made based on the following criteria:

- Age of the player
- Previous playing and team history
- Recognised ability and skill level including a review of the players statistics in My Cricket
- The balance and skill sets required in each team. Cricket is a sport where particularly in the older age groups, definite skill sets have developed. Teams must be formed so they include differing skill sets which allow the team to play the game of cricket correctly. The team must have a balance of batters, bowlers, wicket keepers etc.
- Confidential requests by the player in relation to personal requirements that enable them to participate
- Ensuring that the player is placed in an appropriate social environment where they can interact well with their teammates and feel safe and valued

The decision of the selection committee is final.

Junior Team Placement Notification

Players, parents and carers will be advised of the following details prior to the commencement of the season:

- Coach and their contact details
- Manager and their contact details
- Time and place of the first meeting / training session

The club will not publish or distribute team lists to parents, carers or other members of the public to ensure it does not breach Child Protection requirements. Coaches and managers will be provided with a team list as it is essential to their role.

Grade (Senior) Selection

The grading committee comprises grades captains and a Chair of Selectors and is formed prior to the commencement of the season.

Players are to advise their availability to play grade cricket on a weekly basis by communicating with their team captains or the Chair of Selectors prior to the grading committee meeting.

Grade Selection Process

The grading committee meets in the week prior to the current round and selects teams from the available players based on the following criteria:

- Valid grading – the player must be clear to play in the applicable grade
- Previous playing and team history
- Recognised ability and skill level including a review of the players statistics in My Cricket
- The balance and skill set required in each team
- Confidential requests by the player in relation to personal requirements that enable them to participate
- Ensuring that the player is placed in an appropriate social environment
- Where a junior player is selected to play grade cricket:
 - Consultation will occur with the relevant junior coach and parent or carer prior to placing the junior player into a grade cricket team
 - There must be appropriate supervision available at the game the junior player has been selected to play. For example, a parent, carer or a grade captain or club official with a current Working with Children's Check must be present at all times.

The decision of the selection committee is final.

Selection Disputes

At no time should a person approach a committee member, coach, manager or member of the selection committee to discuss issues related to the grading process. Disputes or complaints in relation to selection are to be directed to the club's MPIO so they can guide the complainant through the approved complaints resolution process. The contact details of the club MPIO are on the club website, or they can be contacted at: clubcommittee@northscc.com.au