



BEARS SELECTION POLICY

Preamble

The purpose of this policy is to help BEARS “get it right” when choosing individuals to make up representative cricket teams. For BEARS this policy forms the framework to select the best possible teams. This framework is intended to be clear, widely published and understood, seen to be fair, transparent and unbiased. For the individual this selection policy allows the cricketer a fair and full opportunity to display their worthiness for selection.

In “getting it right”, BEARS aims to be a winner on and off the field of play.

Eligibility Criteria

For Junior Cricketers to be eligible for selection in the BEARS State Championship and Development Representative Teams, the following conditions must be met.

ALL TEAMS

This Policy will be subject to any direction given by Queensland Cricket regarding Queensland Cricket Pathways.

All players must be registered with a club affiliated with BEARS for the current summer season leading into trials. All players are nominated by their BEARS community club.

New players to the region playing in post Christmas or winter cricket for a BEARS region community club can be considered to participate in trials at the discretion of the Junior Director of Coaching, the JDOC will consider performance and circumstance for the player such as family moving from outside the greater Brisbane region.

Players will only be considered for selection in their own age group. A player’s age is determined as of the 31st August.

Players must be available to attend BEARS practice and trial matches as scheduled.

The primary selection criteria across all teams will be player performance within the set trials or practice games. Attitude and behaviour is just as important as performance and skill.

Selectors or the Executive Committee may also take into account other factors including, but not limited to:

- Performance in previous BEARS QJC and Development Teams,



- Team balance, and
- Player behaviour or attitude:
 - During club fixtures,
 - At training,
 - During representative selections
 - During representative practice matches
 - During previous representative carnivals

UNDER 12 – UNDER 15

Players must be playing in the BEARS region community club on Saturday morning competitions and are expected to play all games.

Preliminary trials will be held in February/March/April over 2 Sundays and will take the form of skills assessment in net and field sessions.

From the preliminary trials a squad of up to 60 players will be selected.

Final trials will be held in September/October over 2 Sundays. Each Sunday there will be matches played as part of selection trials. U15 may only be played on one day depending on depth of player group.

Players must attend at least one BEARS preliminary selection trial to be considered for selection.

First preference in selections will be given to players who have attended the final trials.

BEARS reserves the right to hold additional separate Trials and or select a player based on club performances as a secondary selection criteria if required.

UNDER 16

To be considered for representative selection:

- Players must have played the previous season as an U15 for a BEARS region community club and in BEARS divisional Saturday cricket.
- If a player is playing Taverners than this performance can be considered at the discretion of the JDOC.
- New players to the region must play Saturday divisional cricket for a BEARS region community club.

Preliminary trials will be held in February/March/April over 2 Sundays and will take the form of skills assessment in net and field sessions.



Final trials will be held in September/October on a Sunday.

Players must attend at least one BEARS preliminary selection trial to be considered for selection.

First preference in selections will be given to players who have attended the final trials.

BEARS reserves the right to hold additional separate Trials and or select a player based on club performances as a secondary selection criteria if required.

Extenuating Circumstance

For an exemption to the Eligibility Criteria above to be considered, an application must be provided in writing to the BEARS Executive and needs to include an endorsement from the player's local club. This exemption application must be submitted to the BEARS Executive

Requirements after selection

Following selection of the team as set out in this policy, all members of the team will be required to comply with the following additional requirements:

- 1) Acceptance of position must occur within 5 days of offer through playhq or as advised by the JDOC support team. A nominal non-refundable deposit will be required to confirm acceptance.
- 2) All members of the team are expected to meet minimum standards of behaviour as outlined in the following policies:
 - a) BEARS Code of Conduct Policy
 - b) BEARS Social Media Policy
 - c) BEARS Injury Policy
 - d) BEARS Member Protection Policy
- 3) These policies apply to the team while assembled, travelling, training or playing as part of the team. Any team member who does not meet that minimum standard of behaviour in the assessment of the BEARS Coaching Director may be suspended or dismissed from the team. Behaviour from previous representative carnivals can be taken into consideration as part of future selections.
- 4) All members of the team are expected to meet and abide by QJC & Development Carnival Rules and Policies along with the Cricket Australia "Well Played: Australian Cricket's playing policy and guidelines". Any team member who does not abide by these policies in the assessment of the BEARS Coaching Director may be suspended or dismissed from the team.



- 5) All team members must immediately inform the BEARS Coaching Director of any illness or injury that could reasonably impact on the athlete's ability to perform at the level expected of the cricketer at the pending championship. Players may be required to pass additional independent fitness testing to maintain their position with the BEARS representative team – please refer to BEARS Injury Policy.
- 6) All team members must be a fully registered and financial member of BEARS. They must also make full payment of all fees on time and or enter into and comply with payment plans. Failure to pay all fees at the agreed schedule will result in the player's position within the team being withdrawn at the discretion of the BEARS Executive.
- 7) All team members are required to attend all games and training sessions in the lead up to the championship and or provide reasonable notice of absences to the Team Coach.

The Selectors

The most critical people in the selection process (besides the players) are the selectors. They are the people who must properly follow and/or implement the selection policy and selection criteria. They must also bring special skills to bear in exercising discretion in order to select the best possible team in accordance with the BEARS selection philosophy & policies. To assist in clarifying BEARS values of fair, transparent and unbiased selections, players and supporters should be aware of the following:

All Selectors are validated and agree to comply with the BEARS Member Protection Policy

All Selectors are appointed by the BEARS Coaching Director and ratified by the BEARS Executive prior to any selections commencing. Key qualities of selectors are:

- Knowledge specific to Cricket,
- Respect for policy and process,
- Fairness,
- Independence,
- Diligence,
- Integrity and
- Accountability

The BEARS Coaching Director is also the “Chair of Selectors” and is responsible for the oversight of the entire selection process



Selectors are divided into groups (age groups) to form “Selection Panels”. The “Selection Panels” consist of selectors aligned to both RCI and EDJCA. A Head Selector is appointed to each “Selection Panel” by the BEARS Coaching Director

Conflict of interest

- “Conflict of interest” is defined as a situation where a selector has a personal interest in any cricketer under consideration for selection. (e.g. a parent or coach of a player)
- Parents are not eligible to be a selector in an age group where their children are trialling. They can be a selector in another age group.
- Where a selector has a potential or actual conflict of interest, the selector must immediately notify the Head Selector or Chair of Selectors.
- Where a disclosure about a potential or actual conflict of interest is made the Head Selector or Chair of Selectors may:
 - Require the selector to cease taking part in the selection process, or
 - Authorize the selector to continue involvement in the selection process but not take part in any exercise of discretion with respect to the relevant player.

Power to Amend

This policy can be amended at any time by the BEARS Executive if the BEARS Executive is of the opinion that such an amendment is necessary including but limited to the discovery of a drafting error or oversight or for any other reason determined to be in the best interests of BEARS. BEARS shall not be responsible or liable in any way to anyone as a result of any such amendment