



ECC JUNIOR INCLUSION POLICY

The club has a strong inclusion and equality policy in its junior division. The club wishes to see all players given equal opportunity to participate with both bat and ball. We are aiming for the following:

Batting: positions will be rotated each match and all players will be given the chance to bat for a similar amount of overs (providing they are not dismissed).

Bowling: Each player will bowl the same amount of overs - order to be rotated. Spells of three overs each is the norm in a two day game. Leaving spare overs at the end to be allocated in a fair manner.

Wicket keeping: will be rotated through players who wish to do this.

Captaincy: Will be rotated up to U17. At U17 captains (or a leadership group) will be appointed by the executive after talking to the players.

The above guidelines come with the proviso that players will never be forced to play in a role that they do not wish to (e.g. many players do not wish to take a turn to bat high in the order, occasionally in a particular match a player may feel reluctant to bowl for some reason, some do not wish to wicket keep)

Exceptions at U17 level: 1) The degree to which a player is included in the batting and bowling can reflect commitment to the team and to training. 2) There may be a preferred wicketkeeper 3) Bowling and batting orders may be more settled.

In practice however, although the above guidelines will be employed in every game, the nature of the activity means that they often can fall short in any one game. If there is an impediment to equal participation in a particular game, then this will be rectified over the following weeks. Some common scenarios for an unequal participation are:

Bowling: the other team collapses and is out in 20 overs so the team is only halfway through the bowling order or rain stops play before all have bowled etc

Batting: if there are more than 11 players in the team, then players who have batted their share of overs are required to 'retire not out' in order to give everyone a bat. If our team suffers a batting collapse and loses 10 quick wickets then the innings can unexpectedly be at an end before everyone has a chance to bat.

There are of course many other situations that can have the same effect, these are just examples. In general, the club's preferred method to rectify an unequal situation is to give players who miss out one week on batting or bowling, preferential treatment the following week. If batting, this comprises allowing those players to choose where they would like to bat in the batting order. If bowling, letting them choose where they would like to bowl in the bowling order and also allocating them first go the next time there are spare overs when everybody has bowled their allocated overs.

If you or your child feels that they are not getting a fair go, please approach your coach or the junior coordinator and discuss the matter.