

# CAMBRIDGE UNIVERSITY POLO CLUB

## SELECTION POLICY

### 1. Selection Process Integrity

CUPC selection processes will be conducted in accordance with this policy. Any deviation from this policy shall be communicated to members, in advance of the relevant selection process, by the Executive Committee.

Should potential conflicts of interest that may affect the team selection process have been identified, steps will be taken to ensure the process is fair and no player is disadvantaged. All lesson levels and team selections will typically be made by official CUPC Coaches. For instance, a qualified third-party selector(s) may be engaged by the Executive Committee to make selections alongside or in place of the official CUPC Coaches. Any member aware of a conflict of interest, involving themselves or other members, must disclose this to the Coaches ([coach@cupolocclub.com](mailto:coach@cupolocclub.com)) and/or the Captain ([captain@cupolocclub.com](mailto:captain@cupolocclub.com)) at the earliest opportunity. This information will be treated confidentially. Failure to disclose any potential conflicts of interest may result in that individual being removed from the selection process.

Members with any other concerns about the selection process should raise these with the Captain ([captain@cupolocclub.com](mailto:captain@cupolocclub.com)) or Welfare Officer ([welfare@cupolocclub.com](mailto:welfare@cupolocclub.com)).

Please note that only teams formed under this selection policy have the approval to compete as representatives of CUPC. Members are encouraged to compete in matches/tournaments external to CUPC, i.e. in teams not formed under this selection policy, but in doing so they must not be perceived as representing CUPC (e.g. must not wear CUPC playing shirts). Should members have any queries in relation to this, please contact the Captain ([captain@cupolocclub.com](mailto:captain@cupolocclub.com)).

### 2. Official Varsity Match Selection Process

All official Varsity (including blues and non-blues status Varsity A and second teams associated with the official summer season Varsity matches held in June) team selection will be made by official CUPC Coaches. Identification of the initial training squads will occur as early as possible at the start of the grass season. The selection of the final Varsity teams will take into account three weighted evaluation components:

- Ranking according to HPA (or equivalent) handicap (10%);
- Formal evaluation against the performance criteria i. and ii. (Section 6) at an official Varsity match team trial day(s) (40%);
- Informal evaluation against the performance criteria (Section 6) based on lessons and matches throughout the year, with emphasis on the grass season performance where possible (40%).

Following selections, should a member of an official Varsity match team become incapacitated then they shall be replaced as appropriate by the next eligible member based on the above evaluation at the discretion of the official CUPC Coaches. Should the conduct of a member of an official Varsity team be called into question (e.g. training non-attendance, non-sportsperson like conduct), they will be given one warning; should no change in conduct occur then they may be replaced as appropriate by the

next eligible member based on the above evaluation at the discretion of the official CUPC Coaches.

### **3. Non-Varsity Match/Tournament Selection Process**

All non-Varsity (including Winter Varsity, SUPA tournaments and Atlantic Cup) team selections will be made by official CUPC Coaches. This will occur based on two weighted evaluation components:

- Ranking according to HPA (or equivalent) handicap (10%);
- Informal evaluation against the performance criteria (Section 6) based on lessons and matches leading up to the fixture, with emphasis on the grass/arena season performance as relevant (90%).

Following selections, should a member of a non-Varsity match/tournament team become incapacitated then they shall be replaced as appropriate by the next eligible member based on the above evaluation at the discretion of the official CUPC Coaches. Should the conduct of a member of a non-Varsity match/tournament team be called into question (e.g. training non-attendance, non-sportsperson like conduct), they will be given one warning; should no change in conduct occur then they may be replaced as appropriate by the next eligible member based on the above evaluation at the discretion of the official CUPC Coaches.

### **4. Lesson Level Allocation Process**

When members first join CUPC, they will be allocated to a lesson level based on the information they provide regarding their riding and polo experience. For the safety of all members, it is important that this information is accurate. Following attendance at their first lesson, the Coach may adjust the lesson level of a new member based on actual ability observed.

All lesson level allocation (i.e. allocation of individual members to the appropriate lesson level) will then be made by the official CUPC Coaches. This will occur continuously throughout the year based on informal evaluation against the performance criteria (Section 6) at lessons and matches.

Should the conduct of any member be called into question (e.g. non-sportsperson like conduct), they will be given one warning; should no change in conduct occur then they may be suspended from attending further CUPC lessons and matches/tournaments for the remainder of that term at the discretion of the official CUPC Coaches. Suspension may be appealed via the Executive Committee.

### **5. Selection Eligibility**

The following eligibility criteria apply for members to be considered for all match selections:

- Registered an expression of interest
- Approved as "safe to play" at the applicable level by official CUPC Coach;
- Satisfies all requirements of the match/tournament organisers. While the the Executive Committee will typically communicate the requirements of external match/tournaments to members, it is the responsibility of individual members to make themselves aware of these requirements and complete any personal actions necessary to be eligible. For some grass matches, this may include successful completion of the HPA rules test;

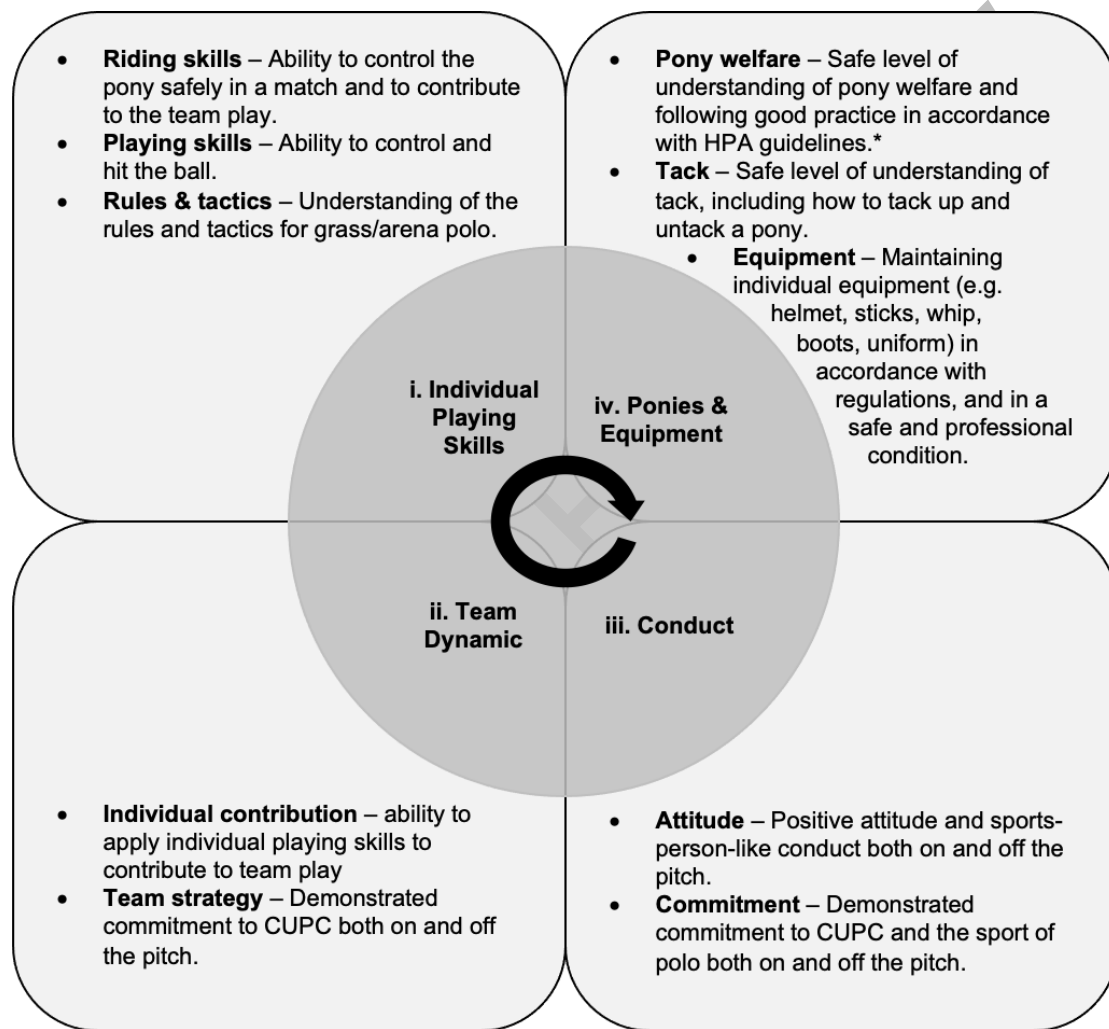
- No outstanding debts to CUPC;
- Availability to attend team training and the relevant match/tournament.

Additional eligibility criteria apply for members to be considered for the Official Varsity Match selection, as specified by University of Cambridge Sport:

<https://www.sport.cam.ac.uk/student-sport/blues-committees>

## 6. Performance Criteria

The following criteria will be used to evaluate the performance of members for selection in matches/tournaments (as per Section 2,3 and 4):



\*(Further information on general equine welfare can be found in the Code of practice for the welfare of horses, ponies, donkeys and their hybrids – [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/700200/horses-welfare-codes-of-practice-april2018.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/700200/horses-welfare-codes-of-practice-april2018.pdf))