



BUCKINGHAMSHIRE CRICKET

PLAYER PATHWAY SELECTION POLICY

1. Introduction

- Selections will be made for the following programmes, collectively known as the 'Player Pathway':
 - o Early Engagement Programme (EEP) – locally referred to as 'Bucks Regional Programme'
 - o MCC Foundation Hubs (MCCF)
 - o County Age Group Cricket (CAG)
 - o Performance Programmes (Initial Performance Programme (IPP), Emerging Player Programme (EPP) and Women and Girls Performance Programme (WGPP)
- The Player Pathway Management Team comprising the Head of Performance, Player Pathway Manager and Player Pathway Officer have jurisdiction for selections and are responsible for appointing appropriately qualified and experienced coaches to run selection sessions and make selections based on their observations and judgements.

2. Aim

- The aim of the selections is to provide young cricketers with appropriate development opportunities to fulfil their long-term potential and ambitions within the game; producing professional cricketers, Bucks Men's and Women's team cricketers and club cricketers who stay in the game beyond their time on the pathway.
- This is done through Winter Training Programmes (WTP) and competitive summer match-play opportunities across a range of formats.

3. Eligibility

- Young cricketers who fulfil one or more of:
 - o Born in Buckinghamshire.
 - o Live in Buckinghamshire.
 - o Attend a school in Buckinghamshire.
 - o Are current playing members of a club within Buckinghamshire which is affiliated to Bucks Cricket CIO.

Are eligible for selection for the Bucks Cricket Pathway, so long as:

- o They are not currently part of the Player Pathway in another County.
- o They are within the specified age groups.
- o In making themselves available for selection abide by the policies, rules and regulations of the selecting organisation. Our player/parent code of conduct can be viewed [here](#).

*Eligibility for MCC Foundation Programmes will be limited to children who attend state/non-fee-paying schools





4. Selection Panel

- The Selection Panel shall comprise no less than three voting members (qualified staff/pathway coaches who have attended ECB Player ID workshops), that have been present at the selection sessions** relevant to the squad being selected.
- All Selection Panel meetings shall be Chaired by the Player Pathway Manager, in circumstances where the Player Pathway Manager has voting rights a non-voting member of the Player Pathway Management Team shall oversee the meeting as Chair.

**there are no formal in-person selection sessions for Boys & Girls u18s Squads or Performance Programmes – these selections will be made by a Selection Panel as above from knowledge of players through prior pathway activity – New nominees will be assessed by video submissions and performance in relevant settings e.g. open-age club cricket.

5. Conflicts of Interest

- All members of the selection panel are required to declare any conflicts of interest to the Chair 72 hours prior to any selection session or meeting beginning. The Chair will have responsibility to ensure that any declared interests are communicated and managed in an appropriate manner.

6. Selection Criteria

- Each Selection Panel will select a squad of 15 or 16 player for winter training and summer matches***
- Selections will be made from players pools of various sizes based on current pathway players and new or returning nominated players, in some cases the nominated player pool can be more than double the number of places available.
- The selection panel will observe and discuss the players from the pool of nominated players, using the principles which are set out within the Bucks Cricket Talent Development Framework, which can be viewed [here](#).
- Inherent in any selection process is an element of subjectivity, especially within a team sport where an appropriate balance of skills and characteristics within a squad is a key contributor to the achievement of success. Notwithstanding this, the selection panel will ensure that, as far as is reasonable, its decisions are taken on the basis of material and objective facts, and the selection panel will endeavour to act fairly, rationally, and without bias in selection matters.

***With the exception of Performance Programmes (IPP's, EPP, WGPP)



7. Selection Timeline

- Selections will take place throughout the selection period as required. The selection panel will meet a minimum of 14 days prior to the convening of any squad.
- Once selection decisions are made, they will be communicated by the Chair of the selection panel to:
 - Bucks Cricket Operations & Communications Manager to disseminate to:
 - Buck Regional, County Age Group and MCC Foundation Hub team Managers & Coaches.
 - Parents/Guardians of individual players who have been under consideration for selection.

8. Communication and Appeals

- Selection outcomes will be communicated to parents in line with dates published in the Bucks Nominations Handbook.
- If a player reasonably considers that they should have been selected, they are entitled to appeal the decision within 48 hours of the communication of the selection outcome. Any notice of an appeal must be made in writing to the Chair of the selection committee.
 - ECB Standard practice states that **“an appeal will only be admissible if the appellant can demonstrate that the published selection policy/process has not been followed in its entirety.”**
- In the event that a notice of appeal is received, the Chair of the selection panel will refer the matter to Bucks Cricket CIO Chief Executive Officer. Our full complaints and grievances document can be viewed [here](#).

9. Withdrawal and Deselection

- If a selected player withdraws from the activity, or is deselected for any reason, a replacement will be decided either:
 - From among a number of reserves identified by the selection panel during the selection meeting; or
 - By reconvening the selection panel and reiterating the process described above.
- In the event that no reserves have been identified, or timeframes prevent the convening of the selection panel, the relevant squad Lead Coach may nominate a replacement on condition that this is done with the express permission of the Chair of the selection panel.

10. Amendments to the Selection Policy

- This selection policy will be reviewed on an annual basis, or as required, and amendments will be approved and adopted as appropriate.