



Cheshire Cricket Board Pathway Teams Selection Policy

1. Introduction

In accordance with the County Partnership Agreement with the England and Wales Cricket Board (ECB), Cheshire Cricket Board (CCB) is responsible for delivering a talent pathway that supports the identification, selection and development of players for representative cricket.

The CCB Talent Pathway (the 'Pathway') provides a progressive development environment for girls and boys aged 9 to 18, supporting players to develop their skills and maximise their potential through opportunities to access representative cricket. The Pathway includes the Early Engagement Programme (EEP), District Cricket, County Age Group (CAG) Cricket and the Emerging Player Programme (EPP), providing opportunities for players to be identified, selected and supported at different stages of their development.

This policy sets out the principles, procedures, criteria and timelines that apply to the selection of players from the Pathway into Cheshire's representative teams.

For more information about our Pathway for Boys and Girls, [please click here](#).

2. Aim

The aim of the Pathway is to identify and develop players with the potential to achieve representative honours, including progression to regional, national and professional cricket.

The purpose of this selection policy is to provide a clear, fair, and transparent framework and a set of factors to be considered when selecting players for Cheshire's junior representative teams.

The policy aims to promote player development, team success, enjoyment, and a positive cricketing environment where participants feel valued and supported as players and people.

3. Eligibility

The ECB determines the eligibility criteria for junior boys' and girls' representative cricket in England and Wales. CCB will apply these criteria when considering players for selection to Cheshire representative teams. Players will normally need to meet at least one of the following ECB eligibility criteria:

- live in the County;
- were born in the County;
- attend a school in the County;

- play for a club in the County; or
- have previously represented Cheshire.

These criteria provide the basis for eligibility and help ensure that Cheshire representative teams reflect the County's local cricket network. **In exceptional circumstances**, players who do not meet one of the criteria above may also be considered, where permitted under the applicable ECB regulations and, where required, with ECB approval.

Players must not ordinarily be actively involved in another County Pathway programme unless permitted under ECB dual-registration arrangements or otherwise authorised by the ECB.

Meeting an eligibility criterion does not guarantee selection. Selection will also take account of the needs and balance of individual squads, including playing roles, skills and development needs (see section 7 – selection criteria).

4. Policy Principles

Throughout the selection process, CCB will ensure that:

- selection considers the player's current performance, skills and future potential;
- decisions are made fairly, consistently and without discrimination or bias;
- selection decisions are based on relevant and appropriate information available to the selection panel;
- consideration is given to individual skills, playing roles, squad balance and team requirements;
- the Pathway is accessible to all children, with financial circumstances not being a barrier to participation
- the selection process remains aligned with ECB regulations and CCB policies.
- any conflicts of interest are declared and appropriately managed;
- confidential player information is handled appropriately and in accordance with relevant policies;
- players and parents/carers receive clear and timely communication regarding selection decisions and processes;

5. Selection Panel

To support the selection of Cheshire's representative age-group teams, a Selection Panel will be established for each age group. The panel will normally comprise:

- CCB Boys' Performance Manager and Women & Girls' Cricket Manager;
- relevant County Age Group Coaches.

The following individuals may attend selection meetings and provide relevant information to support the selection process but will not be involved in the final selection decision:

- Pathway Analyst;
- Pathway Physiotherapist / Consultant;
- Pathway Psychological Support;

- Pathway Strength & Conditioning Coach;
- Specialist Pathway Coaches;
- Management and coaches from partnering First-Class Counties; and
- other CCB staff or appropriately qualified individuals where their involvement is considered relevant.

All members of the Selection Panel must declare any actual, potential or perceived conflict of interest before the selection meeting. The Chair will ensure that any declared conflict is appropriately considered and managed in accordance with CCB policy.

6. Selection Meetings

Selection meetings may take place in person, by video conference or by telephone.

The Selection Panel is responsible for selecting players for County Age Group squads and representative fixtures, in accordance with ECB eligibility, age-group and squad-size requirements.

The Panel will ensure that selection decisions are based on sufficient, relevant and up-to-date information. Confidential player information must be handled appropriately and used only for legitimate selection and Pathway purposes.

Any Selection Panel member with an actual, potential or perceived conflict of interest must declare it and, where appropriate, abstain from participating in the decision. The Chair will determine how any conflict should be managed.

Decisions will normally be reached by consensus. Where consensus cannot be reached, the Chair will have the casting vote, provided they do not have a conflict of interest. Where the Chair has a conflict, an alternative approach will be agreed before the decision is made.

The Panel will exercise its discretion fairly, consistently and without bias, based on relevant factors and information available at the time. A record of selection decisions, including the rationale for those decisions, will be maintained in accordance with CCB data protection and confidentiality requirements.

7. Selection Criteria

Selection is inherently subjective, particularly within a team sport where achieving an appropriate balance of skills, playing roles, characteristics and experience is important to the development and performance of a squad.

Notwithstanding this, the Selection Panel will seek to ensure that decisions are informed, wherever reasonably possible, by relevant and objective evidence. Factors that may be considered include, but are not limited to:

- Eligibility, as set out in Section 3;
- Current performance and form;
- Previous Pathway and representative performances;

- Progression against the [Player Development Framework](#), including potential to develop across the key performance areas of technical, tactical, physical and mental;
- Physical development and athletic potential, including consideration of maturation and relative age;
- Attitude, behaviour and commitment, including work ethic, growth mindset, motivation and commitment to talent development;
- Feedback from relevant coaches and Pathway staff, reflecting the 'many eyes, many times' approach;
- Ability to fulfil a role that contributes to a balanced squad and meets the needs of the team;
- Availability and fitness; and
- Other relevant information available to the Selection Panel at the time of selection.

No single criterion will determine selection, and the relative importance of individual factors may vary according to the age group, programme, stage of development and circumstances.

The Selection Panel will endeavour to make all selection decisions fairly, consistently and without bias, using the relevant evidence and professional judgement available at the time.

8. Selection Timeline and Communication

Selection will take place at appropriate points throughout the year, according to the requirements of the CCB Pathway. Selection will typically take place in March/April for the summer programme, although eligible players may be selected or added to squads at any point.

Squad and fixture selections will normally be communicated by the relevant age-group coaches through agreed CCB communication channels, including email and platforms such as Spond. Where practicable, fixture selections will be communicated at least seven days before the fixture.

CCB will endeavour to provide clear and timely communication throughout the selection process. Players and parents/carers may request feedback where a player is not selected or is subsequently deselected. Feedback will be provided where appropriate, based on information available to the Selection Panel and subject to confidentiality requirements.

By participating in the Pathway, players and their parents/carers agree to comply with relevant CCB and ECB policies and training and travel requirements.

Squad selection is normally for one year, ending with the next CCB Pathway selection cycle.

9. Appeals

If a player or parent/carer believes that the selection process has not been followed in accordance with this policy, they may submit an appeal in writing to the relevant Pathway contact at info@cheshirecricketboard.co.uk as soon as reasonably practicable.

An appeal will only be considered where it identifies a specific concern that the published selection process or this policy has not been followed.

An appeal is not an opportunity to challenge the professional judgement of the Selection Panel or to seek to substitute an individual's view for that of the Panel.

Where an investigation establishes that the selection process was not followed appropriately, the Selection Panel may be reconvened and the relevant selection process repeated, where appropriate.

The outcome of the appeal will be communicated to the player and/or parent/carers as soon as reasonably practicable.

10. Post selection (match programme)

Following selection, parents/carers will receive regular Pathway communications, including introductory sessions, safeguarding information and briefings on expected behaviours and relevant Codes of Conduct.

Selection for a Cheshire representative squad does not guarantee selection for every fixture or a minimum number of matches. Fixture selection will consider player competency, attitude, development needs, coach and team manager observations, and squad and fixture requirements.

Team managers, coaches and the Pathway Lead will ensure players are given opportunities to play at a level appropriate to their competence, development and welfare, with player safety and long-term development considered when determining the appropriate level of cricket.

11. Withdrawal and Deselection

Where a selected player withdraws from a squad or is deselected, a replacement may be identified:

- From within the existing age-group squad;
- From players identified within a younger age group; or
- Through reconvening the selection panel and undertaking a further selection process.

Any replacement selection will be made in accordance with the principles and procedures contained within this policy.

CCB may also deselect a player where this is considered appropriate due to factors including, but not limited to, sustained non-attendance, conduct, commitment, eligibility, fitness, availability or failure to meet the expectations of the pathway.

Where appropriate, players and parents/carers will be provided with an explanation of the reasons for deselection.

12. Emerging Player Programme (EPP) Selection

The selection policy and process for the EPP will remain as set out above.

Players may be selected to the EPP at the discretion of the selection panel. Those selected will include high performing CAG players and those identified with the potential, attitude and mindset to excel.

Selection to the EPP programmes is completed on an annual basis. Selection for one year on the EPP does not guarantee a continuation or automatic selection beyond that year. Players on the EPP that will not be offered a place for the following year will be informed by 1st November each year.

13. Amendments and Review

This selection policy will be reviewed annually, or sooner where required due to changes in ECB regulations, CCB policies, pathway structures or operational requirements.

Any amendments will be approved through the appropriate CCB governance arrangements before being adopted.