



## **Derbyshire Boys Pathway Selection Policy**

### **1. Introduction**

- Derbyshire County Cricket Club (DCCC) is recognised by the England and Wales Cricket Board (ECB) for the delivery of the boy's county age group programme, including all policies and procedures for the selection of subsequent teams.
- This policy sets out the procedures, criteria and timeline for selection.

### **2. Aim**

- The aim of the DCCC boy's pathway is to develop players to be professional cricketers, representing England u19, on their way to graduating to the DCCC 1<sup>st</sup> Team Staff.
- In order to fulfil this aim, the goal of the boy's pathway is to identify, select and develop players of the highest potential to represent DCCC in competitive matches.

### **3. Eligibility**

- In line with the ECB and DCCC's EDI policies, our aim is to make the game as accessible as possible to everyone. Whilst preference will always be given to a Derbyshire player, opportunities will not be limited to only those living, schooling or playing club cricket within the county.
- Individuals, by trialling, making themselves eligible for selection, and when selected, will agree to abide by the policies, codes of conduct, training and travel requirements as reasonably expected by the coaches as well as abide by this selection policy.

- To be eligible to trial and/or be selected, players may not currently be actively involved in another county pathway programme unless that county is a national county and said county has given permission to do so through the ECB's dual registration process.

#### **4. Selection Panel**

- The selection panel will consist of;
  - Head of Talent Pathway (Chair)
  - County Age Group Coaches
- Selections may take place in person, via video call or telephone call.
- Any selection meeting may also be attended by the following who may present information relevant to selection but will not be entitled to vote;
  - Pathway Analyst
  - Pathway Physiotherapist
  - Pathway S&C coach
  - Specialist Pathway Coaches
- All members of the selection panel are required to declare any conflicts of interest prior to the selection meeting. The Head of Talent Pathway will ensure that any declared conflicts of interest are communicated and managed in an appropriate manner.

#### **5. Selection Meeting**

- The responsibility of the selection panel is to select county age group squads. These squads will vary in size depending on a number of factors.
- Selections will be mindful of ECB competition rules and regulations regarding eligibility, squad sizes, over age players etc.
- Selections will be made from players who meet the eligibility criteria.
- The selection panel will ensure that they have sufficient information available to them of all players considered for selection.

- Members of the panel will undertake that any personal or privileged information provided to them on individual players, will only be used for the purpose of selection and such information will remain private and confidential.
- Selection will ideally be decided by the age group coaches but where a consensus cannot be reached or where there are conflicts of interest, The Head of Talent Pathway will have the casting vote.
- The selection panel will at all times take its decision and exercise its discretion reasonably, fairly, rationally, without bias and only by reference to relevant factors (whether those factors are explicitly referred to in this policy or otherwise)
- Selections for fixtures will be communicated, unless otherwise possible, at least 7 days prior to each fixture.

## **6. Selection Criteria**

- The selection panel will discuss the players in the relevant county age group squad as well as any players to be considered in the age group/s below.
- Inherent in any selection process is an element of subjectivity, especially within team sport where an appropriate balance of skills and characteristics within a squad is a key contributor to its success. Notwithstanding this, the selection panel will ensure that, as far as reasonable, its decisions are taken on the basis of material and objective facts, with current performances and future potential at the centre of all its decisions, and the selection panel will endeavour to act fairly, rationally and without bias in all selection matters.

## **7. Selection Timeline**

- Selection will take place numerous times throughout the year as required.
- Selections will be communicated by the age group coaches via email or whatsapp groups and this will be shared, where possible, no less than 7 days prior to a fixture.

## 8. Appeals

- If a player/parent feels that they should have been selected, they are entitled to appeal the decision within 24 hours of the squad announcement.
- Any appeal must be made to the Head of Talent Pathway in writing and will only be admissible if the individual can demonstrate that the published selection policy/process has not been followed.
- If further investigation reveals that due process was not followed during the selection meeting, selection will take place once more, ensuring that due process is followed step by step.
- Please note that a player/parent may not appeal the **decision of not being selected**. As mentioned in 6.2, selection is subjective to numerous factors and at the discretion of the coaches and broader selection panel. Only the **process** may be appealed if the player/parent feels that the due process set out herein has not been followed.

## 9. Withdrawal and Deselection

- If a player withdraws or is deselected for any reason, a replacement will be decided either;
  - From among the remaining age group squad or those identified from the year below as discussed at the selection meeting, or
  - By reconvening the selection panel and reiterating the process set out above.

## 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.

## **11. Academy and EPP Selection**

- Whilst the selection policy and process for both the Academy and EPP will remain as per above, the selection panel will consist of the following;
  - Head of Talent Pathway
  - Full-time Pathway Coaches x2
- These selection meetings may also be attended by the following who may present information relevant to selection but will not be entitled to vote;
  - County Age Group Coaches
  - Pathway Analyst
  - Pathway Physiotherapist
  - Pathway S&C coach
- Players may be selected to either programme after its commencement at the discretion of the selection panel.

## **12. Academy and EPP Deselection**

- Players in their last year (u18) on the Academy who will not be offered rookie contracts by the club will be informed by 31 August each year.
- Players on the Academy (not in their last year) or EPP that will not be offered a place for the following year will be informed by 30 September each year.
- Please note that selection to both Academy and/or EPP programmes is done on a yearly basis and being part of one of these programmes for 1 year does not guarantee a continuance on a year-by-year basis.