



STAFFORDSHIRE CRICKET EARLY ENGAGEMENT PROGRAMME (EEP)/ COUNTY AGE GROUP (CAG)/ EMERGING PLAYERS PROGRAMME (EPP) SELECTION POLICY

1. Introduction

- Due to the nature of EEP/CAG/EPP, the number of players that are able to be considered and the limited numbers of players that we can accommodate, it is necessary to make selection decisions at times throughout the winter and summer, meaning for some players it will be 'yes' and for some it will be 'not yet'.
- The selection process will be overseen by the Head of Performance with the EEP/CAG/EPP Lead Coach making their recommendations at each relevant stage. This authority is given to them by the Head of Performance for Staffordshire Cricket. All selections are discussed with other coaches that have been involved in the process leading up to the selection decision and are signed off by the Head of Performance.

2. Aim

- The aim of each programme is as follows:
 - EEP – to provide young cricketers with a holistic and enjoyable introduction to the Staffordshire Cricket County Talent Pathway
 - CAG – to develop players with a view to moving them towards the Boy's and Girl's Emerging Player Programmes, whilst providing all players with opportunities to reach their own specific potential
 - EPP – provide an individualised programme of support for those players with Academy potential
- In all of the above age doesn't necessarily indicate stage. For example, an 11 year old in the EEP may be with the U10s or the U12s if the selectors feel that this provides a more appropriate stage-based offer for them

3. Eligibility

- Players become eligible for selection by the following:
 - Been born in Staffordshire
 - Play club cricket in Staffordshire
 - Go to school in Staffordshire
 - or
 - Live in Staffordshire
 - Players entering the EEP will need to be 9 years old when they enter the programme
- All players, by making themselves available for selection, will agree to abide by the policies, rules and regulations of the selecting organisation

4. Selection Panel

- Selections for each age group will be led by the lead coach of each age group or group relating to that programme. The lead coach will consult and liaise with all coaches that have supported the specific observation process or that know the players from other environments. The lead coach will chair selection meetings and other coaches will share their observations and opinions. The Head of Performance will be involved in all selections before they are published for independent and impartial check and challenge and will have the final say on all selections if required.
- There is no set number of selectors on each selection panel, however, there must be a minimum of 2 people: the Lead Coach and one other coach. We may consult club coaches or teachers for example if we need to learn more about a player before a decision is made.
- The selection panel will consider the Staffordshire Cricket Talent Development Framework, which outlines desirable behaviours and skill sets at each stage of the pathway, it will consider performances in County Age Group cricket and it will consider future potential. Each lead coach will be responsible for gathering and presenting the information with other coaches inputting and adding to it.
- At the end of each season, CAG coaches will get together so that the outgoing coach can discuss the outgoing players with the coach that the players are moving to. This will not necessarily give any information about future selection decisions, just give valuable information to the new CAG coach.
- EEP & CAG discussions will be held at times of observations (Oct), pre-Christmas (Dec) and at the end of the winter programme (April). Discussions will be recorded by the Lead Coach in the form of informal notation. EPP discussions will take place on an ongoing basis through a case conference which occur 4 times per year. Discussions are recorded by the EPP Head Coach. The outcomes of the discussions will be published and communicated to players and parents by Lead and Head Coaches at the relevant times.

5. Conflicts of Interest

- A conflict of interest will arise where a coach has a personal or professional relationships with a player, such as being their parent, guardian, teacher, or private coach.
- At the start of selection discussions, coaches will need to declare a conflict of interest and what that conflict is.
- Coaches with conflicts of interest will be able to be involved in discussions but will not be permitted to make the final selection decision, this will default to the Head of Performance. The Head of Performance will be made aware of any conflicts of interest when they arise and what the conflict is.

6. Selection Criteria

- Numbers of players that are typically selected are around:
 - EEP Boys: Pre Christmas - 40, post Christmas & summer - 25
 - EEP Girls: Post Christmas & Summer 30
 - CAG Boys: Pre Christmas – 25, post Christmas & summer – 15

- CAG Girls: Pre Christmas – 20, post Christmas & summer – 15
 - Boys & Girls EPP: typically 6 to 10
- Initial pool of players for consideration for pre-Christmas groups are around:
 - EEP Boys: 60
 - EEP Girls: 50
 - CAG Boys: 55
 - GAG Girls: 30
 - Boys & Girls EPP: Typically all players in U14s to U18s age groups
- The selection panel will consider the Staffordshire Cricket Talent Development Framework, which outlines desirable behaviours and skill sets at each stage of the pathway, it will consider performances in County Age Group cricket, and it will consider future potential. It will also consider wider context around a player's specific circumstances, such as years playing, siblings, background and whether they play other sports (this list is not exhaustive) or anything that provides a rationale for a selection decision that might not be 100% based on performance in the here and now.

7. Selection Timeline

- Selection timelines are as follows:
 - Boys EEP: Initial observations & decisions – Sept/Oct (not to include existing players), pre-Christmas decisions - Dec (to include existing players)
 - Girls EEP: Pre-Christmas decisions – Dec
 - Boys & Girls CAG: 1st phase observations & decisions – Sept/Oct (not to include existing players), 2nd phase observations & decisions – Oct, pre-Christmas decisions – Dec, summer confirmation – April
 - Boys & Girls EPP – Decisions & notifications usually in Sept/Oct. Players can be added or removed at any point

8. Communication and Appeals

- For the avoidance of doubt, the only basis for an appeal shall be if there has been a failure to adhere to the procedure set out in this Selection Policy, and a player shall not have any right of appeal against any judgement or discretion exercised in the course of making selection decisions or in respect of the terms of this Selection Policy.
- The burden of proof shall be on the person making the appeal to demonstrate that the procedure set out in the Selection Policy has not been followed in its entirety; and
- If the player making the appeal can demonstrate that the procedure in the Selection Policy has not been followed in its entirety the player in question should contact the Head of Performance who will engage the Performance Champion from the Staffordshire Cricket Board as an independent who will lead the appeals process. All those involved in reaching the decision will be spoken to in order to determine if the selection policy has been adhered to. All appellants will be responded to within 14 working days.
- The outcome of a successful appeal shall be that the selection procedure is rerun. It will not guarantee that the selection procedure will reach a different conclusion, nor that a player previously excluded will be selected.

9. Withdrawal and Deselection

- If a selected player withdraws from the activity, or is deselected for any reason, the Lead Coach will consider if a replacement is necessary. A replacement will not necessarily be

engaged as standard practise. If a replacement is considered then it may be from those that have already been considered or from those outside of that group.

10. Amendments to the Selection Policy

- This selection policy will be reviewed annually by the Head of Performance, by the ECB and by the Performance Champion from the Staffordshire Cricket Board. If changes need to be made then the Head of Performance will make the necessary amendments and communicate with all players, parents & coaches.