



Herefordshire Cricket Ltd County Selection Policy 2025/6

1. Purpose

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 to represent the Herefordshire County Age Group (CAG) Cricket Squads, including sub squads such as the Early Engagement Programme (EEP), MCC Foundation teams, Emerging Player Programme (EPP), Senior Men's and Women's Teams. The policy aims to promote player development, team success, enjoyment, and a positive cricketing environment where all players feel valued and supported as players and people.

The main purpose of the Herefordshire CAG programme is to serve and develop children who live in Herefordshire (and for the minority of players from Worcestershire as per the Herefordshire/Worcestershire partnership agreement).

The purpose of the Men's and Women's teams is to develop cricketers graduating out of the CAG programmes and to offer high quality cricket to players wishing to play the highest standard of cricket available to them.

This Policy is the framework for selecting training squads and for ongoing match selections.

Unfortunately, numbers and resources dictate that not all triallists and eligible players can be selected as ultimately County Age Group cricket is a performance programme. Herefordshire Cricket Ltd is committed to 'Cricket for All' and offers other programmes which are open and not bound by performance selection criteria.

2. Principles

The selection process will be guided by the following key principles:

- **Fairness and Transparency** – all players will have an equal opportunity to be considered for selection based on merit.
- **Player Development** – for CAG cricket long-term player development and potential will be prioritised over short-term success.
- **Commitment and Conduct** – Players will be selected based not only on cricketing ability and aptitude but also on attitude, effort, and sportsmanship.
- **Inclusivity** – Selection will be free from discrimination based on race, ethnicity, gender, religion, or background.
- **Competitiveness** – teams will be selected with a view to winning matches, particularly in England & Wales Cricket Board (ECB) & National Counties Cricket Association (NCCA) competitions from U14s upwards, although selection will always consider long term development of players and may mean players showing high potential will also be selected.

- **Performances** – good performances should be rewarded, and form and momentum maximised
- **Reducing barriers to the Talent Pathway wherever possible** – we have a Financial Assistance Policy
- **A commitment to adhere to all ECB Regulations**, policies, guidelines as per the County Partnerships Agreement (CPA 2.0 2024-28) and in particular the Player Pathway Structure outlining the Foundation Stage (8-12s), Development Phase (13s-15s) and confirmation & transition phase (16-20s). This is a National Framework whereby numbers are large at the Early Engagement Stage and then refined from Under 14s when ECB offer a County Competitions programme. * ECB national competitions are offered at U14/16 & 18s for boys and U15 & 18s for girls.

3. Eligibility Criteria

County Age Group only:

To be eligible for selection, players must comply with at least one of the following:

Either:

1. Live in the County
 2. Attend a School or College in the County
 3. Play for a club in the County
 4. Have played for Herefordshire before in the previous season. New players from Worcestershire, as defined by residence only in current County boundaries (not pre-1974), may also be eligible.
5. **Players must also:**
- Fall within the appropriate age group for the squad, being under the age of the team age group on 1st September of the current academic year (note, that in some ECB competitions up to three players from the age group above are allowed)
 - Be available to attend training sessions and matches unless excused for valid reasons (eg, exams, injury).
 - Adhere to the County's code of conduct, the ECB General Conduct Regulations and relevant disciplinary standards. Parents also need to adhere to their Code of Conduct
 - Abide by the ECB's [Boys' CAG registration regulations](#) and [Girls CAG registration regulations](#) and ECB age group competition rules and regulations.
 - Ensure all relevant fees are paid to remain eligible for ongoing selection (note, assessment sessions are free)

Other squads

- For the Early Engagement Programme for 8-12 yr olds, players must only be from Herefordshire and meet criteria 1,2 or 3 above. Or prove Herefordshire is their nearest EEP Centre.
- For MCC Foundation squads, players must attend a state school
- The Emerging Player Programme is for players aged 13-18, who must demonstrate the potential to progress to the professional game
- For Men's and Women's Senior Teams competing in the NCCA Competitions:
- Abide by the Men's NCCA regulations, which can be viewed here: [NCCA General Competition Rules | National Counties Cricket Association](#)
- Abide by the Women's ECB Tier 3 Regulations, [Microsoft Word - Womens T3 Competition Regulations 2025](#)
- Be the appropriate gender and abide by the ECB's [Gender Eligibility Regulations](#)

4. Selection Criteria

Upon meeting the criteria, selection decisions will be based on the following factors:

4.1 Performance

- Batting, bowling, and fielding ability as demonstrated at observations/assessments, in training and matches and set against the criteria set out in the Herefordshire County Age Group Talent Development Framework document
- Trajectory of performance improving over time.
- Fitness will become a factor from Under 14s+ so players will need appropriate levels of fitness for the formats they will play in. Assessments may, therefore, include some base level fitness tests.
- Consistency and history of consistency in performance over the course of the season(s).
- Club and school records and statistics as on play-cricket from Under 13s upwards

4.2 Potential

- Long-term potential and capacity for improvement.
- Willingness to take on coaching feedback and work on personal development.
- Levels of maturation and relative age affect
- Ability to listen, coachability and a desire to improve
- Athletic ability and the understanding their past exposure to cricket coaching:
- Club – players from smaller clubs may have had less previous access to coaches/matchplay/facilities and therefore may have more as yet unseen talent to come out

- Schools - players at state schools may have had less previous access to coaches/matchplay/facilities and therefore may have more as yet unseen talent to come out
- Independence - can make decisions/evaluate own performance without looking to parents for guidance
- Resilience - push themselves out of comfort zone/take risks, make & learn from mistakes

4.3 Commitment and Availability

- Regular attendance at training and matches with a commitment to Herefordshire Cricket
- Along with a passion to represent Herefordshire
- Show a strong appetite for self- driven practice and training.
- Demonstrate a love for the game
- Empathy – good teammates who encourage & elevate those around them.

4.4 Team/Squad Balance

- Ensuring a balanced team/squad composition (e.g, mix of batters, pace bowlers, spinners, all-rounders and the need for a wicketkeeper).
- Adaptability to different playing conditions and opposition strengths.

Statement to Parents and summary of factors which inform selection

Selection will be always guided by what the coaches believe is in the best interests of the players and their cricket development.

The weighting that is placed on all of the above factors depends on both the coaches of that age group and the age and stage of the players they are coaching. If the coaches have considered all these elements, then we know the players have been subject to a fair and robust process. Not everyone may agree with the selections made, but that is the nature of player identification and selection.

Players develop at different rates for varying reasons. The best players at younger ages may continue to be so at the top end of the pathway, but they are equally as likely to have been overtaken by others or have dropped out of the game altogether. We also have many examples of players missing out on selection for one year, then bouncing back and thriving in subsequent years. This demonstration of resilience often holds them in great stead for years to come.

Parents should feel comfortable asking for feedback on selections and their child's development at any point. However, please understand that with circa 200 children in the pathway making this systematic is currently a challenge. While selections will always be made in comparison to other players, we ask parents to refrain from any comparison of their child to others. Not only will a parent not know the weighting of the factors above that a coach has selected another child on,

but such comparison creates an unhealthy environment. We encourage players to focus on their own continual learning and development.

5. Selection Process

5.1 How to access an assessment

- Players can be recommended for assessments by their club, school or any qualified cricket coach or by their parents or by themselves aged 16+
- Herefordshire Cricket Ltd will advertise assessment nominations processes on its website and through communications to clubs
- For NCCA Teams potential players can write into Herefordshire Cricket attaching their CV asking for a trial (to edmcabe@herefordshirecricketltd.co.uk)

5.2 Assessment Process

- Assessments will be held annually every Autumn to select the squads for winter training and summer matches
- There will a minimum of two trials offered per age group
- All players will be given equal opportunity to bat, bowl and field at trials
- A marking system will be used with scores given for batting, bowling (or wicketkeeping), and fielding by all observers and these scores can be requested
- Trials will be free of charge
- Players must not wear Herefordshire Cricket Ltd or other County clothing, and HCL will not brief observers of where the children play their cricket (eg, club or school)

Herefordshire trials shall be conducted in an atmosphere of welcome, support and encouragement. Coaches will primarily act as observers and make notes and scores. This will mean that they are not obliged to do any coaching. Coaches may note good effort and performance, but this should not be interpreted as likelihood of selection.

5.3 Ongoing Assessment

Selection will not necessarily be fixed for the entire season — ongoing performance and commitment will be reviewed regularly. Players who show significant improvement during the year may be considered for re-observation and selection.

5.4 Observers, Selection Panels and Conflicts of Interest

For County Age Group cricket, a selection group of at least three people will make the decisions, likely to include the Age Group coaches and Cricket Performance Manager (CPM).

All trial observers will be ECB qualified coaches. There will be a minimum of two coaches at HCL Trials, and often at least three, depending on the numbers of trialists and coach availability.

The CPM works solely for HCL with no Herefordshire club or private conflicting interests

We do not consider the opinions of private coaches, for all the obvious reasons why this would not be appropriate despite their credentials.

Coach/selectors/observers will need to declare any conflicts of interest where they find themselves in any position which could prejudice their objectivity in advance of the process. The CPM will then determine the level of compromise and:

Request the panel member to remain silent on this particular player(s) and let the other selectors make the decision.

Or even replace the coach entirely from the process.

Wherever possible HCL seeks to eliminate conflicts of interest in its selection team.

For NCCA Teams the selection panel will consist of three to five people and must include the Captain and the Coach

Selection panel members/coaches are encouraged to attend training courses and continuous professional development

6. Communication of Decisions

- Selection decisions will be communicated to players and parents/guardians in a respectful and timely manner.
- Feedback can be provided upon request to help players understand areas for improvement.
- If a player is dropped from the squad, clear reasons can be provided. A development plan for progress and reconsideration can be drawn up.

7. Appeals and Review

1. Appeals must be submitted in writing to the Cricket Performance Manager within 7 days of the selection decision: edmccabe@herefordshirecricketltd.co.uk
2. An appropriately assembled panel, including a non-involved senior coach, will review the appeal and respond
3. Appeal panel reviews information received by player family, information and scores held by HCL from trials and selection process around specific player
4. Appeal panel communicates to player one of the following a. If the process has been followed decision stands b. If the process was followed but panel believes a re-observation is required, the player will be invited to a re-observation c. If the process was not followed the player will be invited for a re-observation

4. Upon re-observation a final decision will be made by the selection panel and communicated to the player

8. Post selection

1. All parents will receive communications from HCL about the programme
2. All players will have access to the full winter programme and summer coaching sessions
3. Selection for a squad does not guarantee selection for inter county matches and there is no guaranteed number of games per player
4. The selection cycle is for one year until the next set of Autumn trials

Selection for external opposition fixtures will be based on what players have demonstrated throughout the winter and summer coaching sessions. We will attempt to provide opportunities that match the level of competence demonstrated by the individual.

We seek to give players opportunities to be successful within the various cricket options available. It is a responsibility of the staff involved to give players the cricket they demonstrate a level of competence for. Exposing a player to a level beyond their current competency would be irresponsible and potentially a damaging to their long-term development and confidence. There are no pre-determined selected squads.

9. Policy Review

9.1 Frequency

This policy will be reviewed annually by Herefordshire Cricket Ltd to ensure it remains fair, effective, and aligned with its goals, the England and Wales Cricket Board's and those of the wider cricketing community in the County.

9.2 Factors for monitoring and evaluation of success of the Policy

- Performance of all Teams
- Representation of local demographics in selected teams
- Background of schooling of selected players
- Numbers of players attending trials and putting themselves forward for selection
- Complaints and appeals received
- Feedback from players and all relevant stakeholders
- Overall levels of cricket participation in the County and contribution to successful delivery of the Herefordshire Cricket Strategy 2025-28.

Appendices:

Under 11, 12 & 13 Summer Team Match Policy to be updated annually

Under 14, 16 & 18 Summer Team Match Policy to be updated annually

Herefordshire Talent Framework Document

HCL Girls playing in Boys CAG Policy

Financial Assistance Policy