PATHWAY SELECTION POLICY

County Age Group 2025/2026

1. Introduction

Gloucestershire County Cricket Club is one of the 18 first-class county clubs within the domestic cricket structure of England and Wales. The Gloucestershire Talent Pathway provides a structured and progressive development environment for boys and girls across the Early Engagement Phase (EEP), County Age Group (CAG), Emerging Player Programme (EPP), Academy (Boys) and Tier 2 Women's pathway.

This Selection Policy outlines the principles, procedures and criteria used to identify and select players for the Gloucestershire Talent Pathway. The policy ensures that selection is fair, transparent and consistent, and is aligned with the Gloucestershire Talent Development Frameworks for both the Boys (https://glos.cricket/boyshandbook) and Girls (https://glos.cricket/Girlshandbook).

The pathway aims to identify players with the highest long-term potential while removing barriers to access and progression. Gloucestershire CCC is committed to Equality, Diversity and Inclusion (EDI) and works to ensure that players from all backgrounds are provided with equal opportunity to access and progress within the pathway.

This policy applies to all selections across the Gloucestershire Pathway programmes. Further information on the new pathway structures for men and boys as well as women and girls can be found here: Gloucestershire Cricket | About Our Talent Pathway

2. Aim / Objectives

The Gloucestershire Talent Pathway aims to:

- Identify and develop high-potential cricketers capable of progressing into professional county and international cricket.

- Provide access to high-quality coaching, competition and support across the county.
- Ensure a fair, meritocratic and inclusive selection process that offers equal opportunity to players from all backgrounds and schooling environments.
- Select players based on long-term potential as well as current performance, recognising that young players develop at different rates.
- Support players who exit the pathway to maintain a lifelong love of cricket and continue to contribute to the recreational game.

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3. Player Eligibility

To be eligible for selection for the Gloucestershire Talent Pathway, a player must meet **at least one** of the following criteria:

- Born in Gloucestershire and/or Bristol
- Live in Gloucestershire and/or Bristol
- Play for a cricket club or school in Gloucestershire and/or Bristol

Players must not:

- Be registered or actively participating in another County Cricket Club pathway

By making themselves available for selection, players and parents/guardians agree to abide by all Gloucestershire CCC policies and Codes of Conduct. https://glos.cricket/codeofconduct

Academy players can be brought in from other counties, and don't have to meet these criteria.

4. Selection Process and Panel

Selection is based on both objective and subjective information, with decisions prioritising long-term development and potential over short-term performance.

Selection decisions are informed by:

- Pathway Casual Coaches
- Pathway Head Coaches (Boys or Girls)
- Head of Talent Pathways
- Senior Cricket Department Leadership (where appropriate)

To support fairness and reduce bias:

- Coaches will use Talent Development Framework and scoring systems
- Independent notes will be taken by staff
- Ongoing training will be provided to coaches on bias and objective assessment
- Decisions will be reviewed to ensure consistency across squads and programmes

Private coaches of players under assessment will not be involved in selection decisions.

CAG and EPP Selection Decisions

Selection decisions should be reached by consensus wherever possible. In the event consensus cannot be reached, the relevant CAG pathway coach (boys or girls) will present evidence and recommendations to the Head of Talent Pathways, who will make the final decision.

Academy Selection Decisions

The academy lead coach in conjunction with CAG coaches will present evidence and recommendations to the Head of Talent Pathways and Director of Cricket, who will make the final decision around selection for the academy.

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5. Selection Criteria

Players are assessed across the following areas:

- **Technical Ability**
  Assessed against the Gloucestershire Talent Development Framework competencies.
- **Tactical Understanding**
  Decision-making, game awareness and adaptability in training and match scenarios.
- **Physical Ability & Athleticism**
  Movement skills, coordination, speed, agility and cricket-specific physical qualities.
- **Psychosocial Factors**
  Attitude to training, response to coaching, resilience, effort, behaviour and mindset.
- **Growth & Maturation**
  Consideration of physical development stages to ensure fair comparison between players at different stages of maturation.
- **Performance & Potential**
  Performance in appropriate competitive environments is considered within context. Long-term potential remains a major focus of selection decisions.

No single criterion guarantees selection. Decisions are based on a holistic assessment across all areas.

6. Selection Timeline

Winter Squads

- Observation and assessment for the winter programme will take place across multiple sessions, typically between late August and early October.
- Players will be observed in both training and game-based environments, whenever possible.
- The selection process will usually span a two to four-week period to allow all aspects to be considered.
- Players must attend trial sessions to be considered for selection.

Summer Squads

- Observation and assessment for the summer programme will take place across the winter programme.
- Players must attend the majority of the winter programme sessions in order to be considered for selection.

7. Communication and Appeals

Winter Squads

- Selection outcomes for the winter programme will be communicated by mid-October whenever possible.
- Communication will be via email to parents/guardians.
- Players who are not selected will receive RAG rating feedback aligned to the Talent Development Framework.
- Additional feedback beyond this will not normally be provided.

Summer Squads

- Selection outcomes for the summer programme will be communicated by early-May.
- Communication will be via email to parents/guardians.
- Players who are not selected will receive written feedback aligned to the Talent Development Framework.

Appeals

If a player reasonably believes that the published selection policy or process has not been followed correctly, an appeal may be submitted in writing to the Head of Talent Pathways within 48 hours of receiving the selection decision.

Appeals will only be considered on the basis of process, not selection opinion.

8. Withdrawal and Deselection

CAG Deselection

If a selected player withdraws or is deselected for any reason, replacement players may be selected based on assessment data and observations from the selection process. Decisions will be made by the relevant pathway coach (boys or girls) in consultation with the Head of Talent Pathways to ensure fairness and consistency.

Academy and EPP Deselection

Academy players will participate in three performance review meetings each year, during which they will receive detailed feedback on their development and progress. In the final year of the programme, players will attend three additional meetings involving the Head of Talent Pathways, the Director of Cricket, and the appropriate Head Coach. At the final meeting, players will be informed of their commitments for the following year, which may include a further year on the Academy or the offer of a professional contract.

EPP players will attend two performance review meetings annually. The first will take place at the end of the winter training block, and the second at the conclusion of the summer competition phase. Both meetings will involve the appropriate Lead Pathway Coach and the Head of Talent Pathways and will focus on reviewing the player's progress and future development within the programme.

9. Data Collection and Storage

To support fairness, monitoring and EDI objectives, Gloucestershire CCC may collect demographic data in line with relevant legislation.

Principles:

- Data will be collected separately from selection decisions
- Data will be stored securely
- Players and parents/guardians may choose not to disclose information

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10. Amendments to the Selection Policy

This Selection Policy will be reviewed annually or as required. Any amendments will be approved by Gloucestershire County Cricket Club's senior leadership team.