



Pathway Selection Policy

November 2024

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1. Introduction

- 1.1. The Oxfordshire Cricket Board Ltd (OCB) has the responsibility for delivering a pathway in accordance with the requirements of its County Partnership Agreement (CPA) with the England and Wales Cricket Board (ECB) and an obligation to promote, protect and support the wellbeing of everyone involved. The ECB oversight of the OCB pathway is via the CPA which outlines the requirements of a talent pathway, comprising County Age Group Cricket (CAG) for Girls and Boys. The ECB provides an amount of funding to the OCB via the CPA to contribute to the delivery of CAG Cricket for Under 13 to Under 18 Boys and Under 11 to Under 18 Girls. The OCB delivers additional Age Group activity within its pathway prior to the commencement of CAG cricket for Under 11 and Under 12 Boys and Under 12 Girls at their own cost and discretion.
- 1.2. A talent pathway, or pathway as it is known locally in Oxfordshire, typically refers to the structures, processes and systems that allow high-potential or talented players to progress from recreational cricket (club, school or other non-traditional route) into performance environments, representative teams and eventually professional cricket. A talent pathway involves the identification and recruitment of players from a potential talent pool within a geographical area that were reasonably possible, and should be reflective of the local population.
- 1.3. The OCB Pathway is a talent development programme that provides a developmental journey for girls and boys between the ages of nine and eighteen. The OCB pathway is for individuals aspiring to play representative cricket within intra-county, or county age group formats. The OCB Pathway is designed to provide appropriate and progressive transitions between ages and stages of development, targeting longitudinal player development. The development journey within the OCB Pathway culminates in the selection of the final squads for the following age groups.
 - 1.3.1. Intra-County Age Groups
 - 1.3.1.1. Girls Under 12 and Under 13
 - 1.3.1.2. Boys Under 11, Under 12 and Under 13
 - 1.3.2. County Age Groups
 - 1.3.2.1. Girls Under 13, 15 and 18
 - 1.3.2.2. Boys Under 13, 14, 15, 16 and 18

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- 1.4. The ECB's published Talent Pathway Action Plan in October 2024 specifies the requirement for County Cricket Board's (CCB's) to establish and maintain a Pathway selection policy, which includes mitigating conflicts of interest. This policy (the "Pathway Selection Policy") intends to achieve this responsibility and sets out the OCB's procedures and criteria for the selection of eligible players for phases of activity and within final age group squads on an annual basis. The "Pathway Selection Policy" aims to ensure that the identification, development, confirmation and selection processes used to select final Pathway squads is equitable, robust and systematic. The OCB and its employees have full authority on the selection of all players which shall be made in accordance with this selection policy.
- 1.5. The OCB recognises that there is a potential error risk of selection and deselection given that talent and ability may not be easily identifiable until maturity, or which may only develop with the right coaching and training environment. The complex, dynamic and nonlinear nature of talent development means that the identification of talent involves making predictions about which players have the potential for future success. With players developing at varying ages, stages and often through non-linear development trajectories, the OCB pathway structure includes multiple observation and development opportunities to allow for more informed talent selection decisions to be made.

2. Aims

- 2.1. The Pathway is one of three priority areas within the OCB's thriving performance cricket 2020-2024 strategy which sets out to achieve a sustainable and high-performing talent development system. The aim of the OCB talent development system is to.
 - 2.1.1. Support and inspire individuals to thrive and stay in the game.
 - 2.1.2. Sustain a talent pipeline that populates recreational and professional cricket.
 - 2.1.3. Produce repeated individual and team performances.
- 2.2. The primary aim of the OCB pathway is to develop a constant stream of players that can populate recreational and professional cricket, achieved by prioritising the long-term development of players aged between nine and eighteen and guided by the following principles.

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2.2.1. To ensure opportunities for talent to be identified, developed, confirmed and selected.

2.2.2. To deliver environments, coaching provision and support that maximises potential and performance over time.

2.2.3. To provide experiences that foster a life-long enjoyment and connection with the game of cricket.

2.3. The OCB Pathway is structured into two developmental stages: the foundation pathway and the talent pathway. The two development stages provide the appropriate longitudinal programme, progressive transitioning of players and diet of training and competition at the right time, for the age and stage of development. The foundation pathway and talent pathway developmental stages of the OCB pathway are shaped to achieve the following aims.

2.3.1. **Foundation Pathway**

2.3.1.1. To prioritise long-term, individual player development and the provision of multiple and varied opportunities for those players to discover, learn and progress.

2.3.1.2. To place greater emphasis on developing potential and ability, supporting players to achieve performance outcomes in training and competition.

2.3.1.3. To develop a large talent pool over time, selecting larger numbers of players within final squads to allow for more players to receive foundational development experiences within coaching and match play opportunities. The selection of a larger talent pool of players helps to negate the impact of deselection and gives scope to equalise opportunities via an inclusive view on long-term player development.

2.3.1.4. To provide localised, intra-county age group training and match play programmes that help to minimise the indirect costs of pathway participation.

2.3.1.5. To feed the talent pathway stage of the OCB Pathway by selecting a greater number of players for Intra-County Age Group Cricket activity at Phase 2 and Phase 3. The final selection quantity will inevitably vary depending upon programme capacity and resource capability. There is

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not enough space to keep everyone in the system given resource capability.

2.3.2. Talent Pathway

- 2.3.2.1. To prioritise long-term, individual player development and the provision of opportunities that accelerate the progression of players and players of high potential.
- 2.3.2.2. To maintain a greater emphasis on developing potential and ability, whilst continuing to support players to achieve performance outcomes in training and competition.
- 2.3.2.3. To develop a targeted talent pool over time within Phase 2 of the OCB pathway, which culminates in the selection of a final squad of players for Phase 3 who will receive developmental experiences within localised and/or external match play opportunities depending upon the age and stage of development. Selection occurs across one phase transition (Phase 1 to Phase 2) for the Girls Under 13, Boys Under 13 and Boys Under 14 Age Groups with players selected into either a County Age Group or Intra-County Age Groups squad. Selection occurs across two phase transitions (Phase 1 to Phase 2, and Phase 2 to Phase 3) for the Girls Under 15 and 18, and Boys Under 15, 16 and 18.
- 2.3.2.4. To provide localised, intra-county age group training for all age groups, and either external fixtures against other National County or First-Class County Cricket Boards for County Age Group final squads or localised competition for Intra-County Age Group squads. The final squad of players for CAG cricket will be set out to compete in ECB competition and supported in learning how to win. The finishing position within ECB competition is not a measured metric of success, with the accelerated development of players remaining the priority focus.
- 2.3.2.5. To feed the OCB Women and Men's representative team (adult teams), individualised programmes of development for players of high-potential aged thirteen to eighteen (Emerging Player Programmes) and to populate recreational (clubs, schools and universities) and professional cricket (first class counties, Tier 1 counties).

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- 2.4. The OCB pathway develops a significant number of Girls and Boys within the same basic structure, where players within the talent pool at each phase will benefit from time investment and access to coaching and support in their pursuit of progression and selection for future phases of pathway activity and final age groups squads. Through the developmental journey, players who register onto the OCB pathway may progress through phases of activity (Phase 1, Phase 2 and Phase 3) with the number of players in the talent pool decreasing in size at the conclusion of each phase of activity depending upon the age and development stage. This process involves selection, deselection and players dropping out of the OCB pathway with the developmental journey culminating in the selection of final Intra-County or County Age Group squads.
- 2.5. Player selection decisions are required to be made within the OCB pathway. The OCB will select a defined quantity of players in each age group that will comprise the appropriate quality and threshold quantity of skill discipline roles for the future phase of activity or final age group squad to achieve the intended aims of the two developmental stages in accordance with the 'Pathway Selection Policy'. The OCB pathway aims to find a balance between greater accuracy of talent identification and selection, considering the importance of selection accuracy versus the need to select the appropriate quantity of striving players for developmental needs, depending upon the age and stage of development. The OCB recognises that selection may provide developmental advantages to those selected and impact those deselected.

3. Developmental Journey

3.1. Phase 1: Observation and Assessment

- 3.1.1. All players who are recommended to participate within Phase 1 via player nomination (section 5) of the OCB pathway will be invited to participate in an initial phase of coaching, which may take place indoors or outdoors, depending on facility access and availability prior to Christmas in late summer, autumn or early winter. There may be a purposeful fallow period between the end of the Phase 3 (match play and competition) in the previous calendar year's OCB pathway and the commence of Phase 1 in the upcoming pathway

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to allow players to engage in other sports, for the OCB to plan the delivery of the pathway cycle and to allow the OCB pathway employees a rest period.

- 3.1.2. The initial phase (Phase 1) will involve a minimum of two sessions for each player who completes the registration process for the OCB pathway depending upon the age and developmental stage. Multiple sessions and longitudinal assessment are provided in Phase 1 to mitigate structural inequities that can be seen in talent pathways that provide a single opportunity for observation and assessment.
- 3.1.3. The OCB will deliver Phase 1 of the pathway free of any participation charge to reduce barriers for talent inclusion but reserves the right to charge for the initial phase at any point in the future should the supporting ECB funding change or be withdrawn, or if the OCB requires it for financial reasons. The initial phase (Phase 1) may also include the methods to further reduce talent barriers by neutralising differentiators such as training kit.
- 3.1.4. Players who participate in the initial phase will be coached during the Phase 1 activity, and whilst being coached, will continually be assessed for their readiness to participate in Phase 2 based on their demonstration of predetermined requirements of the selection criteria and in accordance with the 'Pathway Selection Policy'. This assessment will include, but not be limited to, considering the player's readiness to engage with a challenging programme of development and the player's current performance weighed against their potential and capacity to benefit from the programme.
- 3.1.5. The assessment of players in Phase 1 may include soft-ball and hard-ball activity, in recognition that not all players may be accustomed to playing hard-ball cricket, safety and appropriateness for skill development.

3.2. Phase 2 – Preparation and Assessment

- 3.2.1. The OCB selection committee at each age group will select a talent pool of players to progress to Phase 2 of the OCB Pathway in accordance with the set selection quantity and skill-discipline thresholds from those who completed the registration process for and participated within the Phase 1 of the OCB Pathway. The OCB reserves the right to hold discretion on selecting a player who did not participate within Phase 1 in mitigating circumstances such as when a player is unable to participate due to injury on the condition that the

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OCB have been informed of a player's inability to attend prior to the commencement of Phase 1. Those players who are selected to progress through the observation and assessment at the end of Phase 1, will be invited to enter Phase 2 of the OCB Pathway.

- 3.2.2. Phase 2 will comprise a programme of training and coaching during the winter months to allow for players to develop and progress the foundations of current and future performance, and to prepare for the match play and competition programme ahead. Phase 2 will likely operate from December onwards and offer players a maximum of ten sessions each up to and including Easter, and may take place indoors or outdoors, depending on facility availability and access after Christmas in winter and early spring.
- 3.2.3. The OCB holds the authority to set the player participation charge for Phase 2 participation of the OCB pathway and reserves the right to change the amount charged for the Phase 2 on an annual basis, including the right to set participation charges as non-refundable. Payment of the participation charges will be required when completing registration for Phase 2 activity of the OCB pathway. The OCB will offer multiple payment options and the opportunity to apply for financial assistance where cost is a barrier for participation.
- 3.2.4. Players who participate in Phase 2 will be coached during the phase activity, and whilst being coached, will continually be assessed for their readiness to participate in Phase 3 based on their demonstration of predetermined requirements of the selection criteria and in accordance with the OCB player recruitment strategy. This assessment will include but not be limited to considering the player's readiness to engage with a challenging programme of development and the player's current performance weighed against their potential and capacity to benefit from the programme. Players selected within the Talent Pathway will participate in up to two additional match play days which will take place outdoors to provide opportunities to identify, develop, confirm and select players from training and match play environments. Match play opportunities may take place indoors should circumstances require it. Players selected within the Foundation Pathway developmental stage of OCB pathway will transition into Phase 3 of the programme with no further selection decisions occurring at the conclusion of Phase 2. Selection decisions will be

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made for each talent pathway age group in accordance with this pathway selection policy.

3.3. Phase 3 – Match play and competition

- 3.3.1. All players in the OCB foundation pathway who participated in Phase 2 will progress (unless they choose to withdraw) into Phase 3, which will comprise a programme of match-play opportunities across the late spring, summer and early autumn months. The final squads for Phase 3 will be selected following Phase 2 and the player groupings will be reconfigured from sessions in Phase 2, according to the needs of the intra-county age groups squads in Phase 3.
- 3.3.2. The OCB selection committee at each age group of the talent pathway will select a talent pool of players to progress to Phase 3 of the OCB Pathway in accordance with the set selection quantity and quantity of skill-discipline thresholds from those who completed the registration process and participated within the Phase 2 of the OCB Pathway. The OCB reserves the right to hold discretion on selecting a player who did not participate within Phase 2 where they were unable due to injury or unforeseen circumstances on the condition that the OCB have been informed of a player's inability to attend prior to the commencement of Phase 2. Players who are selected to progress through Phase 2 of the talent pathway will be invited to enter the Phase 3 of the OCB Pathway.
- 3.3.3. Phase 3 of the OCB pathway involves a minimum of eight scheduled match-play opportunities for each age group within the OCB pathway that will likely operate from late spring onwards and through the summer and early autumn months. The foundation pathway and talent pathway developmental stages of the OCB pathway may be different for boys and girls, depending on the prescription of the match-play and competition programme.
- 3.3.4. All players in Phase 3 will participate in match play or competition, but not within tours or festivals. Match-play opportunities will take place in meaningful, developmental and predetermined formats which are age- and stage-appropriate and which may be nationally prescribed with the England and Wales Cricket Board (ECB) competitions. Players selected within a final squad of the Foundation Pathway will participate in internal, Intra-County Age Group activity only. Players selected within the final squads of the Talent

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Pathway will participate in external activity, Inter-County, except for the Girls Under 13, Boys Under 13 and Boys Under 14 who will participate in a blended programme of internal (Intra-County) and external activity (County Age Group). The OCB may also schedule Intra-County competition for other age groups with the talent pathway developmental stage at their discretion. For the avoidance of any doubt, external, Inter-County means a fixture played between two County Cricket Board's (CCB's). An Intra-County match means a fixture played between two OCB internal squads within a defined age group, or across chronological age groups as set by the OCB. Non-ECB competition, Inter-County matches will be played against neighbouring or proximate counties, to reduce travel time within agreed parameters and to ensure time and cost-efficiency for players, parents, guardians and/or carers and OCB employees. Inter-County matches may also be played between the partnership agreement between counties, and specifically between Oxfordshire and Sussex Cricket (Boys) or in alignment to the new women's domestic structure.

- 3.3.5. The OCB has the discretion to control the degree in which a player is selected to participate in scheduled match play or competition activity during Phase 3. The OCB Pathway Manager is delegated the responsibility to ensure that the assigned coaching teams of OCB Pathway Cricket Coaches fairly manage the equal provision of playing opportunities to those selected within the age group final squads. Each player selected within a final squad will be selected to participate in at least fifty percent of the matches that they have confirmed their availability for on the condition that availability has been provided a least ten days ahead of the fixture. A player may be selected for less than fifty percent of the games that they are available for in instances where the availability of a player has been provided later than the specified time, or not at all. The OCB holds the discretion to not select a player if their availability has not been provided. The OCB also holds the discretion to prioritise the selection of high-potential players for scheduled match play or competition activity during Phase 3 who are registered onto an Academy or Emerging Players Programme (EPP) between 1st November and 31st October each year.

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- 3.3.6. The OCB holds the authority to set the player participation charge for Phase 3 of the OCB pathway and reserves the right to change the amount charged for Phase 3 on an annual basis, including the right to set participation charges as non-refundable. Payment of the participation charges will be required when completing registration for Phase 3 within the OCB pathway. The OCB will offer multiple payment options and the opportunity to apply for financial assistance where cost is a barrier for participation.
- 3.3.7. The clothing and kit requirements for selected players will be set and led by the OCB and may differ in the level of requirements between the foundation pathway and talent pathway development stages. The OCB aims to keep clothing requirements to a reasonable level, however maintains the discretion to set the clothing requirements for the OCB pathway in accordance with any commercial or partnership deals in place at the time.

3.4. All Phases

- 3.4.1. The OCB Pathway Manager is responsible for designing the Pathway OCB Pathway Programme Syllabus for the OCB Pathway in alignment to the OCB Talent Development Framework (TDF) and talent development system needs. The OCB Pathway Programme Syllabus emphasises a breadth of developmental areas intended to help players to build and progress the underpinning elements of successful performance. The delivery of the OCB Pathway Programme Syllabus may be different for Girls and Boys, and developmental stage. All phases may include soft-ball and hard-ball skill development activity that is safe, appropriate and progressive for the age and developmental stage.
- 3.4.2. Players will participate in accordance with the age groups delivered within the OCB pathway. A maximum coaching ratio of 8 players:1 coach is prescribed as part of the OCB pathway to ensure compliance with safeguarding provision requirements and to achieve the aims of the OCB pathways guiding principles.
- 3.4.3. The number of players who are nominated to participate in Phase 1 and/or selected to participate in Phase 2 and/or Phase 3 of the OCB Pathway will be offered the opportunity to participate in the relevant phase of activity by booking a place on the phase programme. The quantity of players to be

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selected and the quantity threshold of skill-disciplines to be selected for a phase of activity or final squad will be set by the OCB and will be logged and analysed with a view to assessing the key metrics of the programme. Key data sets will be collated which will allow for the monitoring and assessment of the OCB pathway and the tracking players' individual progression within the game.

- 3.4.4. By registering a player to participate within the OCB pathway, the player, and their parent's, guardians and/or carers agree to abide by the policies, rules and regulations of the OCB and any that may be introduced from time to time.

4. Player Eligibility

- 4.1. The England and Wales Cricket Board (ECB) governs the qualification criteria for Junior Cricket (Boys and Girls) for representative cricket. To qualify for the OCB "Pathway" an individual must be able to evidence that they meet at least one of the eligibility criteria defined by the ECB. The ECB qualification criteria for all County Representative cricket for the Under 18 age group and below are as follows unless indicated otherwise.

- 4.1.1. A player may only represent one County in any one Competition in any one season, except for those players that are dual registered with another County.

- 4.1.2. A player shall be eligible to play for a County provided:

- 4.1.2.1. The player is permanently resident within, or was born within, that County.

- 4.1.2.2. Alternatively, the player is attending an educational establishment within the County (this does not include international exchange students who remain ineligible).

- 4.1.2.3. Alternatively, the player has been a bona-fide playing member of a club within the County for at least the entire preceding season including playing in representative matches for that club.

- 4.1.3. County boundaries shall be as defined by ECB Cricketing County Boundaries as currently agreed.

- 4.1.4. A player may play for a County for whom the player is not qualified only if the player has not been selected by the County/Counties for whom the player is otherwise qualified and has obtained the written consent of that County/those Counties. Such consent shall not be unreasonably withheld. There is no

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requirement to obtain the consent of the County of birth. In the event of a dispute the matter shall be referred to the ECB, whose decision shall be final.

4.1.5. A player who has played for a County, with a valid qualification for that County, during a season can continue to play for that County, if selected, the following season even if the player no longer has a current qualification (for example following a change of school). The qualification remains valid from season to season but lapses if the player does not represent the County during a season.

4.1.6. Age groups are defined by the player's age at midnight on 31st August in the year prior to the relevant season.

5. Player Nomination

- 5.1. The OCB "Pathway" is underpinned by a methodology for player identification and recruitment that assists the search for players who have the potential to transition from the recreational game (clubs, schools and other non-traditional cricket programmes) into a more advanced stage of development and higher level of competition within the pathway.
- 5.2. The OCB provides an equitable, accessible and inclusive Pathway for both Girls and Boys that is open to receiving eligible player nominations via the annual player search process that solicits player nominations. The OCB reaches out proactively to seek player nominations from a wide network of clubs, schools and alternative providers within the geographical playing population of Oxfordshire to ensure that the player search process has a wide reach that offers an opportunity for all aspiring, and eligible players to be recommended regardless of their background.
- 5.3. The OCB recognises that players may face talent inclusion barriers into talent pathways and seeks to minimise barriers to access by welcoming eligible player recommendations from any individual via the OCB player search process. The OCB player search process allows a player nomination to be submitted via the completion of an online nomination form between May and the end of July annually each year. Player nominations are open and encouraged, with any individual able to submit an unmediated recommendation to enter Phase 1 of the OCB pathway programme. The OCB reserves the right to adjust the start and end date in which

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player nominations are solicited and the discretion to accept or decline any late recommendation after the commencement of Phase 1 of the pathway programme.

- 5.4. The OCB solicits player nominations from players in School Year 5 to Year 12 only for the Girls and Boys Pathway each year. Exceptions may be permitted for players in Year 4 on a case-by-case basis. The OCB reserves the discretion to determine the starting age-limit of its pathway programme according to its capacity and resources to deliver a pathway programme. The ECB may direct the lower age limit of players from time to time.
- 5.5. The OCB welcomes the recommendation of eligible players (who meet at least one of the eligibility criteria defined by the ECB as aforementioned) and who must fulfil at least one of the OCB talent identification criteria below.
 - 5.5.1. A player whose current performance within the current playing season has been above average, or significantly above their peers.
 - 5.5.2. A player with the potential to thrive at a more advanced stage of development and level of competition within pathway programmes.
 - 5.5.3. A player who has a standout strength or rare point of difference within a specific skill discipline i.e. high-pace, mystery spin.
- 5.6. Any individual (nominator) who submits a player nomination for the OCB Pathway is required to submit accurate details on each player recommended and to provide information on the player in accordance with the talent identification criteria and questions contained within the online nomination form. The talent identification criteria within the nomination form will be reviewed annually by the OCB Pathway Manager and OCB Performance Director.
- 5.7. Any individual (nominator) should only submit a player recommendation for a player to be observed within Phase 1 of the OCB Pathway with the aim that the recommended player has the potential to progress through future phases of pathway activity or to achieve final squad selection. Each recommended player will be invited to participate in the initial phase of the OCB pathway (Phase 1) which is conditional to the completion of the registration process. By registering a player to participate within the OCB pathway, the player, and their parent's, guardians and/or carers are agreeing to abide by the policies, rules and regulations of the OCB and any that may be introduced from time to time. This includes the procedures and criteria set out within this "Pathway Selection Policy".

6. Selection Committee

- 6.1. The OCB delegates responsibility for selecting the final Pathway Age Group Squads to the OCB Pathway Cricket Coaches assigned to work with a specific Pathway Age group. The OCB Pathway Manager will have the principal responsibility for leading the selection decision making process for each pathway age group as the Chair of the selection committee.
- 6.2. All Pathway selections for future phases of activity or final squads will be decided by a selection committee consisting of a minimum of three people. Final selection decisions will be reached via majority rule with the Chair of the selection committee delegating the overall responsibility for the selection decision making process. The Chair of the selection committee will be responsible for delegating a casting vote to a single member of the selection committee.
- 6.3. Each pathway age group will have a selection committee meeting no earlier than the penultimate session/activity within the phase. Each OCB Pathway selection committee will consist of the following persons who will perform the following duties to ensure that selection decision making procedures are consistent for each age group.
 - 6.3.1. The OCB Pathway Manager (Chair of the selection committee). The Chair of the selection committee will not be a voting member of the selection committee, unless assigned on a player-by-player basis to manage conflicts of interest in accordance with the selection policy.
 - 6.3.2. A minimum of three OCB Pathway Cricket Coaches who have been assigned to work with the age group by the OCB Pathway Manager. Each OCB Pathway Cricket Coach will become a 'Selection Committee member' who will collectively form the selection committee. Each selection committee member will be required to complete the 'talent pool builder' task set by the OCB Pathway Manager prior to the selection committee meeting taking place.
 - 6.3.3. The OCB Pathway Manager will appoint an alternative "Chair of the selection committee" in advance of a selection committee meeting only in instances where the OCB Pathway Manager has acted in the role as an assigned Pathway Coach of an age group.

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- 6.3.4. Each selection committee member will participate in the selection discussions and will be entitled to one vote in the selection decision making process. The selection committee member delegated the casting vote by the Chair of the selection committee will use at their discretion, the casting vote if a conclusion cannot be reached by the selection committee members.
- 6.3.5. All voting members of the selection committee must have observed, developed or assessed the talent pool of players within the pathway age group as an assigned OCB Pathway Cricket Coach during the relevant OCB pathway phase of activity which will render them appropriate to perform the role of selecting players within the age group. The OCB recognises that all voting members of the selection committee hold significant power in the selection of players and are responsible for ensuring that the selection of pathway phases of activity or final squads is equitable, robust and systematic.
- 6.3.6. The OCB Pathway Manager is responsible for ensuring that the members of the selection committee understand and adhere to the procedures of the ‘Pathway Selection policy’ prior to the selection committee meeting taking place to ensure that selections are made according to the processes of the “Pathway Selection Policy”.
- 6.3.7. The OCB Pathway Manager is delegated the responsibility to ensure that selection committee meetings follow the structured process set out within the “Pathway Selection Policy”. Each selection committee meeting be conducted as follows:

Conflicts of Interest	The Chair of the selection committee will be responsible for the declaration and management of conflicts of interest asking each member of the selection committee to declare their conflicts of interest prior to the commencement of the selection committee meeting. Members of the selection committee will be asked to declare any current roles and the names of players whom they may currently coach on an individualised basis from the age group in which they are selecting from. Where conflicts of interest cannot be avoided, the OCB Pathway Manager (as the Chair of the selection
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	<p>committee), or the Chair of the selection committee should help to mitigate against conflicts of interest by allowing members of the selection committee who have not declared a conflict to share their views on a player first and by challenging potential bias and/or preconceived opinions.</p>
<p>Confirmation of player observation and assessment</p>	<p>The Chair of the selection committee will be responsible for ensuring that the members of the selection committee check that the procedures of the player recruitment methodology in relation to the observation and assessment of players as detailed in the selection criteria have been followed and completed. The selection committee will be tasked with checking that a sufficient depth of information has been obtained on each player. If further information is required, then a reasonable post meeting action plan must be put in place to rectify. The selection committee will also be required to reach consensus on the assessment of current performance and the prediction of future potential at the current age and stage of their development journey for each player. This shall be an opinion of the view of the members of the selection committee recorded at the time of the selection committee meeting. The OCB recognises that opinions may vary and change over time as a player progresses through ages and stages of development. For reasons of practicality, a detailed discussion on each player and their development progression will not take place given that the scale of players that may be participating within the talent pool could vary from 24 to more than 150 players per age group i.e. Boys Under 11.</p>
<p>Talent Pool Selection</p>	<p>The Selection Committee will be responsible for selecting the predetermined number of players for the future phase of pathway activity or for the final pathway age</p>

	<p>group squad as set by the OCB within the selection criteria. The predetermined number of players differs depending upon the development stage. The selection committee will complete the 'talent pool selection' task, selecting the quantity threshold for each discipline on a skill-by-skill basis, concluding with the additional depth selections picks. The selection committee will not be responsible for selecting reserves but may choose to identify one for each skill-discipline at their discretion. As part of the selection process, players may or may not be discussed within the element of the selection committee meeting. The players discussed will be influenced and led by the selection build task of the selection committee, which will not include all players. Those discussed may or may not also receive equally proportionate time.</p>
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6.3.8. The Chair of the selection committee will be responsible for ensuring the recording and documenting of the selection committee meeting notes to include the final list of the selected players in their identified skill discipline roles in accordance with the selection criteria. The Chair of the selection committee will also be responsible for communicating the final list of selected players to the OCB Pathway Manager and OCB Performance Cricket Coordinator.

6.3.9. From time to time, the OCB may deploy an independent observer to attend a selection committee meeting to ensure that the Selection Committee are making selection decisions in accordance with due process and the selection criteria detailed in this Selection Policy. The OCB reserves the right to control the frequency and quantity of selection committee meetings independently observed.

6.4. The OCB employs all their Pathway Cricket Coaches who each play a key role in the identification, development, selection and confirmation of talent. It is recognised that some OCB employees may work in independent schools or deliver private

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coaching in their capacity outside of work for the OCB, that may help players to accelerate their development in the game via additional coaching, time investment and provided learning opportunities. The OCB does not place restrictions on the employment positions or type of work that their employees can undertake outside of their role with OCB, nor places restrictions on what OCB employees can do in their own time. The OCB recognises that some employees may coach or have previously coached players that they are currently coaching as an assigned pathway cricket coach within the OCB pathway. Given the nature of a talent pathway, actual or potential conflicts of interest will inevitably arise within the pathway. However, the OCB recognises the need to manage conflicts of interest which need to be declared by OCB coaching employees and all members of a selection committee.

- 6.5. The OCB acknowledges the difficulty in making selection decisions with the pathway given that the identification of talent involves making predictions about which players have the potential for future success. With talent emerging and changing over time, and at varying ages, stages and often through non-linear development trajectories the OCB pathway structure includes multiple observation and development opportunities to allow for more informed talent selection decisions to be made. The OCB recognises that there is a potential error risk of selection and deselection given that talent and ability may not be easily identifiable until maturity, or which may only develop with the right coaching and training environment. The identification of future potential and assessment of performance takes place longitudinally within the OCB pathway with the intention that the selection committee will make better, more informed talent selection decisions.

7. Selection Criteria

- 7.1. The OCB has a methodology for player recruitment in place to ensure an equitable, robust and systematic approach to talent identification within the Pathway. The methodology encompasses the principles that the OCB use to identify, develop, confirm and select players and is adopted to ensure a better and fairer overall talent identification process for participants within the OCB pathway. "Participants" within the OCB Pathway are defined as those who have completed the required

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registration process to participate within a pathway phase of activity or within a final age group squad which may be because of nomination or selection.

7.2. The player recruitment methodology supports the OCB to make better, more informed player selection decisions at the required selection time points with the aim to maximise the long-term return on investment from selection decision making and to ensure that we select an appropriate balance and breadth of skill-discipline within each OCB Pathway age group. The player recruitment methodology and the procedures used to identify, develop, confirm and select players is underpinned by best practice for talent identification, considering the range of factors that have a bearing on a player's current performance and potential and the ECB's eight guiding principles on how to approach talent identification which include:

- 7.2.1. Use multiple eyes, multiple times
- 7.2.2. Create opportunities to confirm talent
- 7.2.3. Collect rich information and use it
- 7.2.4. Follow a structured process and timeline
- 7.2.5. Follow an evidenced based approach
- 7.2.6. Adopt a targeted approach
- 7.2.7. Understand future needs
- 7.2.8. Record observations, judgements and decisions.

7.3. The OCB adopts a long-term approach to player recruitment which includes assessing current performance, making a prediction of future potential and selecting the predetermined number of players that comprises an appropriate balance and breadth of skill-discipline within each OCB Pathway age group. With the avoidance of any doubt, the approach places greater weighting on the selecting players on 'potential' with the aim to maximise the long-term return on investment, ahead of the selection of players on current performance who may 'perform' to a higher level today within match play or competition. Talent selection is challenging as it involves identifying the types of variables that aid the prediction of future potential, which vary across ages and stages of the developmental journey. This weighting may require the OCB pathway to tolerate a greater short-term cost in the performance outcomes of its age squads to achieve the longer-term benefits of player development and aims to sustain a pipeline for recreational and professional cricket in the future.

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7.4. The OCB recognises the complexity of talent identification, and that clear selection criterion is required to ensure fairness and objectivity within the OCB Pathway or any other talent pathway. To ensure a robust and systematic approach to talent identification, development, confirmation and selection within the OCB pathway, all players participating with phases of activity will be observed and assessed using the following methodology detailed in the table below. This information will be used as a tool to help talent pool selection decision making.

Recorded Observations and Judgements	An objective and/or subjective assessment of the players characteristics, attributes holistically, skill-discipline competencies and elements of performance against the OCB Talent Development Framework(TDF) and the OCB Pathway Programme Syllabus. These may also include comments on the player's behaviours, development stage and factors that may be impacting developmental progression. This may also include an assessment of an individual's readiness to be involved in a more challenging programme of development and comments on the player's historical performance data within OCB Pathway activity.
An assessment of Current Performance	<p>Recognising exceptional talent or talented players relative to peers at a particular age and development stage which we do via assessments. The assessment of a player's current performance relative to peers is made against the elements of performance prescribed by the OCB Pathway Programme Syllabus. Each player's current performance is assessed as follows relative to their peers.</p> <ul style="list-style-type: none"> • Above Average Performer (Above Peers) • Average Performer (In-Line Peers) • Below Average Performer (Below)
A prediction of Future Potential	Making a prediction about the players likelihood of future success, based upon an assessment of the extent to which the elements of performance observed at the stage of

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	<p>development are fixed versus malleable and how they relate to the indicators of performance required, or which we hope to see at adult level. Making a prediction of the player's future potential categorised as either.</p> <ul style="list-style-type: none"> • High Potential • Average potential • Limited Potential
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7.5. The OCB acknowledges the limitations and risk of assessing current performance and making predictions of future potential from a variety environment that may consist of indoor or outdoor, coaching or match play activity at different OCB pathway phase timepoints. The constraints of the available time to deliver the OCB pathway are such that the limitations are accepted and risks acknowledged.

7.6. To gain a broader contextual understanding of the player talent pool, OCB Pathway Cricket Coaches will be provided with a breadth of supplementary information on each player collated at registration. For the avoidance of any doubt, this information is supplementary and not a criterion of selection and will be used to aid a greater contextual understanding and a holistic view of a player and their development age and stage. The supplementary information includes but is not limited to.

Player Information	<p>Date of Birth</p> <p>Birth Quartile (Relative Age)</p> <p>Ethnicity</p> <p>Club</p> <p>Schooling</p> <p>Postcode</p> <p>This information may also include where accurate and available, maturation status, training age, siblings who play cricket and family engagement with cricket which all have some relevance to talent identification and development.</p>
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- 7.7. The information gathered and collated will be used as a tool to aid the talent pool selection decision making of the selection committees for each age group. The OCB adopts a targeted approach to ensure the selection of a predetermined quantity of players, comprising the appropriate quality and depth of batting, pace bowling, spin bowling and wicket keeping skill-disciplines within each pathway phase of activity and final age group squad. Players will be assessed across the batter, pace bowler, spin bowler, wicket keeper and fielding skill disciplines, but be selected to fulfil one of four skill-discipline roles – batter, pace bowler, spin bowler, wicket keeper. For the avoidance of any doubt, no player will be selected to fulfil a role as a fielder. However, fielding may be a deciding factor in selection decision making where two players are assessed to be equal within another skill-discipline role i.e. where two players assessed equally cannot be split by the Selection Committee for their competence in the skill-discipline, a batter may be selected ahead of another batter based on their fielding. Selection decisions may be made on other grounds including, but not limited to, the player's assessed primary and secondary skill-discipline or a blend of a player's primary and secondary skills.
- 7.8. The targeted approach to selection by predetermining the number of selection places available involves understanding our current and future needs, the skill discipline depth across the OCB pathway and the recruitment of a balanced breadth of skill-disciplines. The aims of the targeted approach include but are not limited to.
- 7.8.1. To meet the current needs of an age group via the selection of a balanced breadth of batters, pace bowlers, spin bowlers and wicket keepers and to manage playing opportunities within final pathway squads i.e. not creating blocks through an oversupply of discipline depth.
- 7.8.2. To aid the long-term development of the selected talent pool of players, by providing a greater depth of developmental opportunities that benefit from containing a varying degree of skill-discipline roles i.e. a batter needs to develop and progress the foundations of future performance against spin bowlers (finger spin and wrist spin) and pace bowling. The selection of balance on breadth of both is needed to achieve this aim and applies to bowlers who need to deliver their skill against right and left-handed batters.

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- 7.8.3. To enable players and teams to experience the intricacies of the game which contains the contest between a batter and pace bowler or spin bowler, the role of wicket keeper and fielders at varying stages of a match.
- 7.8.4. To meet the future needs of the OCB talent development system and its long-term health, via the selection of a balanced breadth of batters, pace bowlers, spin bowlers and wicket keepers. This also involves identifying talent and skill shortages and ensuring high-potential players have the opportunity for accelerated development.
- 7.8.5. To manage the impact of over representation of skill-disciplines on individual player progression, the delivery of talent development environments and the long-term health of the OCB talent development system i.e. an even distribution of skill-disciplines.
- 7.8.6. To ensure that players have supportive peers and skilled opponents to progress alongside by selecting a breadth of skill-discipline variety within each skill set is advantageous to an individual's developmental needs and the long-term health of the talent development system. This process may involve, but not be limited to selecting:
 - 7.8.6.1. A range of dexterities and handedness, i.e. left and right batters and bowlers, finger and wrist spin options.
 - 7.8.6.2. Players who have a standout strength or rare point of difference or the potential to perform within different roles in a team (i.e. opening batters in different formats have very different skill-discipline sets).
 - 7.8.6.3. Players for a blend of primary and secondary skill-disciplines in the knowledge that these skill-disciplines may develop at different rates and may change places over time i.e. a player with a primary skill as a batter who has a secondary skill of spin bowling, may become a bowler who bats in the future.
- 7.9. To recruit the appropriate quality, quantity and depth of skill disciplines within each phase of pathway activity within a final pathway squad, the OCB methodology to player recruitment involves the use of a 'talent pool balance' system. The 'talent pool balance' system is adopted for each phase of activity and sets out the quantity of players that are to be selected and the quantity threshold of skill-discipline roles to be selected for the future phase of activity or final squad within each pathway age group. The set quantity of selected players and quantity of skill-discipline

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threshold is predetermined and may not be contested. The talent pool builder is in place to ensure a consistent, age and stage of development appropriate approach to selection across the OCB Pathway with all players selected for a single skill-discipline role which may be their primary or secondary skill as assessed by the assigned coaching team and selection committee. The decision to select a player for the skill-discipline that may be their primary or secondary skill is at the discretion of the selection committee is final and may not be contested. The quantity of players selected for each of the required skill disciplines will be made in order of selection in accordance with the selection threshold requirements i.e. if the final age group squad requires the selection of six batters, then six will be selected in order of selection.

7.10. The OCB will select the following predetermined number of players:

Age Group	Phase 2	Phase 3
Girls Under 12 Boys Under 11 Boys Under 12	<p>The following quantity of players and threshold of skill-discipline roles will be selected from the talent pool in Phase 2.</p> <p>60 players comprising:</p> <ul style="list-style-type: none"> • 20 - Batters • 8 - Wicket Keepers • 16 - Pace Bowlers • 8 - Spin Bowlers • 8 - 'Depth selections' 	<p>The talent pool needs to populate Intra-County Age Group final squads at the end of Phase 2.</p> <p>60 players will be selected into 4 x 15 player Intra-County Age Group final squads comprising:</p> <ul style="list-style-type: none"> • 5 – Batters • 2 – Wicket Keepers • 4 - Pace Bowlers • 2 – Spin Bowlers • 2 – “Depth selections’
Girls Under 13 Boys Under 13 Boys Under 14	<p>The following quantity of players and threshold of skill-discipline roles will be selected to form the talent pool in Phase 2.</p>	<p>The talent pool needs to populate County Age Group and Intra-County Age Group final squads at the end of Phase 2.</p>

	<p>42 players comprising:</p> <ul style="list-style-type: none"> • 15 - Batters • 6 – Wicket Keepers • 12 – Pace Bowlers • 6 – Spin Bowlers • 3 – ‘Depth selections’ 	<p>42 players will be selected into 1 x 14 player County Age Group final squad and 2 x 14 player Intra-County Age Group Squads comprising:</p> <ul style="list-style-type: none"> • 5 – Batters • 2 – Wicket Keepers • 4 - Pace Bowlers • 2 – Spin Bowlers • 1 – “Depth selections’
<p>Girls Under 15 Girls Under 18 Boys Under 15 Boys Under 16 Boys Under 18</p>	<p>The following quantity of players and threshold of skill-discipline roles will be selected to form the talent pool in Phase 2.</p> <p>24 players comprising:</p> <ul style="list-style-type: none"> • 8 – Batters • 3 – Wicket Keepers • 7 – Pace Bowlers • 4 – Spin Bowlers • 2 – ‘Depth selections’ 	<p>The talent pool needs to populate a County Age Group final squad at the end of Phase 2.</p> <p>24 players will be selected into 1 x 18 player County Age Group final squad comprising:</p> <ul style="list-style-type: none"> • 6 – Batters • 2 – Wicket Keepers • 5 - Pace Bowlers • 3 – Spin Bowlers • 2 – “Depth selections’

7.11. The OCB Pathway Manager has the discretion to set the requirements of the talent pool balance for each developmental stage of the pathway, and each pathway age group and phase of activity in the pathway (phase one, two or three). The OCB reserves the right to alter or adjust the final quantity of players to be selected and/or the quantity threshold of skill-discipline roles to be selected at any

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time. The OCB will communicate the quantity of players to be selected and the quantity threshold of skill discipline roles to be selected to those responsible for delivering the OCB Pathway and to parents, guardians and carers of players who complete the registration process for their child to participate with the phase of activity. A copy of this information will be made available upon request and may not be contested.

7.12. The OCB Pathway Manager has the authority to select additional players at any phase time point than those predetermined by the OCB for reasons of mitigating circumstances, in accordance with the withdrawal procedures or on a talent development system need basis should it arise.

7.13. The player recruitment methodology within the OCB pathway involves understanding our current and future needs and by creating multiple opportunities to identify, develop, confirm and select talent within the training and match play environment. The process of identifying and making assessment of players in the OCB pathway takes place longitudinally throughout each phase of the developmental journey. Each phase is structured to provide multiple development opportunities to increase the potential for talent to emerge and to assist the OCB Pathway Coaches with identifying, developing, confirming and selecting talent. This process includes multiple eyes making objective and subjective assessment of players over time and by aggregating information to make better, more informed selection decisions. It is acknowledged that the timing of the phase delivery may not allow for match play activity to take place within an outdoor setting and thus may therefore take place indoors instead. Reasonable endeavours will be made to ensure that players are observed in match play situations indoors where outdoor observation is not possible. The selection of players to progress to future phases of pathway activity or within the final squad are made at the conclusion of each phase by the selection committee in accordance with the requirements of the 'Pathway selection policy'.

7.14. The OCB Pathway Manager and OCB Pathway Cricket Coaches are delegated the responsibility to deliver the OCB pathway in accordance with the player recruitment methodology. The OCB Pathway Manager is delegated the responsibility to assign a coaching team of OCB Pathway Cricket Coaches for each Pathway Age Group and has the discretion to decide the total number of OCB

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Pathway Cricket Coaches assigned within a coaching team on a session-by-session, week-by-week, phase-by phase, or full programme basis. The total number of coaches assigned to the coaching team must be more than one and each session must be delivered in accordance with player supervision ratios. The deployment of multiple OCB Pathway Coaches for each Age Pathway group is in place to ensure that multiple eyes can make assessment of players as part of the process to identify, develop, confirm and select talent within the talent pool. The OCB Pathway Cricket Coaches assigned to deliver the Pathway Age Group activity may vary on a session-by-session basis, depending upon the availability of the OCB Pathway Cricket Coaches who are casual employees of the OCB. This variability may increase or decrease the degree of multiple eyes that are deployed to identify, develop, confirm and select players but must not be less than one. Those who will be selectors on the selection committee will be required to have observed players on at least two occasions.

- 7.15. The OCB Pathway Cricket Coaches are tasked with gathering a sufficient depth of information in accordance with the requirements of the 'Pathway Selection Policy' and of the player recruitment methodology. Reasonable endeavours will be made to ensure that a sufficient depth of information is collected on each player and the OCB Pathway Manager is delegated the responsibility to ensure that the OCB Pathway Coaches record their own observations and judgements on players and a sufficient depth of information on each player during each phase of activity in which the player participates. Collating rich information on each player, and using it to aid the identification, development, confirmation and selection of players is an important, and valuable part of the player recruitment methodology. This involves each OCB Pathway Cricket Coach recording their observations, judgements and decisions on a session-by-session basis within each phase of activity which may be objective and/or subjective in nature. The collecting of information from multiple OCB Pathway Coaches is adopted so that there is an opportunity for it to be aggregated to make more accurate player assessment, to proactively help to mitigate against the biases and to make better, more informed selection decisions.
- 7.16. The information collected by OCB Pathway Cricket Coaches on a player during the OCB pathway may be objective, subjective or both. The OCB reserves the discretion to capture objective and subjective opinions of the OCB Pathway Cricket

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Coaches assigned by the OCB Pathway Manager. The objective and subjective information gathered will be made in accordance with the requirements of the "Pathway Selection Policy". The OCB recognises that objective information (metrics or assessment) alone without considering the context in which development has occurred may fail to consider the potential of a player and may favour those who have already had more opportunities. Such players may not necessarily have the greatest potential or actual talent and may disadvantage other players who have had fewer opportunities to date. The OCB also recognises that the collection of subjective information alone may bring with it a risk of bias given the full range of contextual factors that have a bearing on current performance and potential. In addition to the information collated on each player with the phases of activity in the OCB Pathway, the OCB Pathway Cricket Coaches at their discretion, may use known historical information on a player's development and any preconceived assumptions on a player to inform their current observations and judgements.

7.17. Inherent in any selection process is subjectivity, especially with a team sport where an appropriate balance and breadth of skill-disciplines is required, not excluding skills and characteristics of individuals that can contribute to collective achievement. The OCB recognises that they must proactively mitigate against biases (whether conscious or not) that may occur within its pathway, or within any talent identification and selection process. The OCB shall ensure that, as far as is reasonable, all selection decisions will be taken in accordance with the player recruitment methodology and the selection committees will endeavour to act fairly, rationally and without bias in selection matters.

7.18. The OCB reserves the right to change the selection criteria or procedures within the player recruitment methodology at any time and in any given year but will not seek to change the selection criteria within a single phase of activity (phase one, two or three). From time to time, the ECB may direct the selection criteria that should be adopted by a CCB.

8. Selection

8.1. The OCB pathway follows a structured process and timeline to recruit the set quantity of players and skill-disciplines in accordance with the selection criteria and selection procedure for a future phase of activity or final pathway squads. The OCB

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will select a predetermined number of players for each phase of activity and final age group squad. The size of the final squads is fixed and are reviewed annually.

8.2. The OCB will select players from the talent pool of participants who have completed the registration process to participate within the phase of activity at the conclusion of the phase where selection occurs. For avoidance of any doubt, the extent to which a player attends a phase of activity as a participant does not invalidate their potential to be selected for a future phase of activity or within a final pathway age group squad so long as the player has attended on more than one occasion and the full player participation charges paid. However, players who do not participate in any capacity, unless a return to play agreement has been reached with the OCB Pathway Manager, or if the players has recently moved to the area will not be eligible for selection on the grounds that the assigned coaching team of OCB Pathway Cricket Coaches have not had the opportunity to observe, develop or assess the player. The OCB retains full discretion on the management of injured players who may be eligible for selection if a return to play agreement has been reached with the OCB Pathway Manager.

8.3. Each pathway age group will have a selection committee meeting no earlier than the penultimate session/activity within the phase. The timing of selection decision making by the Selection committees shall be dependent upon the development stages of the OCB pathway as detailed below.

8.3.1. **Foundation Pathway**

8.3.1.1. Final selection decisions for the Girls Under 12, Boys Under 11 and Under 12 will occur between one phase transition (phase 1 to phase 2) There will be a further selection process that takes place at the conclusion of the phase two activity in which the talent pool will be placed into intra-county age group squads by the selection committee in readiness for phase 3 of the OCB pathway programme. This process will not involve any deselection and will be conducted in accordance with the procedures of the selection policy.

8.3.2. **Talent Pathway**

8.3.2.1. Final selection decisions for the Girls Under 13 and Boys Under 13 will occur between one phase transition (phase 1 to phase 2). There will be a further selection process that takes place at the conclusion of the

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phase two activity in which the talent pool will be placed into a single county age group squad and multiple intra-county age group squads by the selection committee squads in readiness for phase 3 of the OCB pathway programme. This process will not involve any deselection and will be conducted in accordance with the procedures of the selection policy.

8.3.2.2. Final selection decisions for the Girls Under 15 and 18, and the Boys Under 14, 15, 16 and 18 will occur between two phase transitions (phase 1 to phase 2) and (phase 2 to phase 3).

8.4. The OCB will communicate player selection decisions to confirm whether a player has been selected or released from the OCB pathway in writing via email to parents, guardians and carers after the selection committee meeting has been conducted and required outputs complete. The OCB aims to inform parents, guardians and carers of the selection decision outcomes no later than two weeks prior to the commencement of the future phase of activity. Failure to adhere to the timeline in no way invalidates the decisions made by the selection committee. A selection appeal cannot be made based on the timeframe of communicating the selection decision outcomes.

8.5. All players identified to be recruited onto the future phase or within a final squad will be “offered” a place in the future phase of activity or within the final squads. The parents, guardians or carers of the selected player will be required to confirm acceptance of the players “offered place” by return email and by completing the required registration process prior to the commencement of the phase of activity. Upon completion of the registration process, the commencement of payment of any participation charges and acceptance of any terms and conditions set by the OCB, the player will be able to engage in the future phase or final pathway squad activity. The OCB reserves the right to withdraw the “offered” place and to offer the place to an alternative player if the registration process is not completed prior to the commencement of the phase of activity.

8.6. By registering a player to participate within the OCB pathway or by accepting an “offered” place, the player, and their parent's, guardians and/or carers are agreeing to commit fully to the phase of activity in its entirety.

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- 8.7. In any event, registration to participate within the OCB Pathway or acceptance of an “offered” place onto an OCB pathway phase of activity, or selection within a final pathway squad, implies that the player, and their parent’s, guardians and/or carers agree to abide by the policies, rules and regulations of the OCB and any that may be introduced from time to time regardless of whether acceptance is signed or not.
- 8.8. Players selected within a final squad within an OCB pathway will be expected to purchase the required OCB clothing directly from the OCB clothing supplier as set and communicated by the OCB in readiness for the match play and competition phase of the OCB pathway programme.

9. Withdrawal and Deselection

- 9.1. The OCB are accountable for robust selection decision making and the provision of clear explanations on those released from the OCB pathway. The OCB has an obligation to support the individual wellbeing of players released from OCB Pathway at the conclusion of a phase of activity in recognition of the impact selection decisions may have on an individual and to provide proactive support for those released. The OCB has in place an exit procedure for all players who are released from the pathway which includes the provision of written feedback containing a clear explanation of why the player was not selected for the future phase of activity or within a final squad and guidance to aid the player’s future progression. The guidance to aid future progression may include the identification of individual strengths and areas for development which may be generalised or individualised in nature. The written feedback must contain a sufficient depth of information on each player relevant to the requirements of the selection criteria and will be communicated in writing via email to parents, guardians and carers. The feedback is intended to guide the player and to help parents, guardians and carers to support their child’s ongoing development. The OCB reserves the right to control the format, structure and content of the written feedback that is provided to players released from the OCB pathway.
- 9.2. The OCB Pathway Manager is delegated the responsibility to ensure that the exit procedure is adhered to within the OCB Pathway and in place for all players released from the pathway.

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- 9.3. The OCB aims to provide written feedback to all released players within one month of communicating the selection decision outcomes. Failure to adhere to the timeline in no way invalidates the decisions made by the selection committee or the substance of the written feedback. A selection appeal cannot be made based on the timeframe of communicating the selection decision outcomes.
- 9.4. Talent can emerge through the process of selection and deselection across consecutive years and with this knowledge, the OCB pathway is structured to provide released players the opportunity for re-engagement within the following year through recommendation if they continue to meet the eligibility criteria.
- 9.5. If a player needs to be replaced in a phase of activity or within a final pathway squad owing to injury, withdrawal or removal, the selection committee for the relevant pathway age group will confer and agree for a player to join the phase of activity or final pathway squad. The player may be one identified as a reserve or another player who participated within the phase of activity in which the selection decisions were made. Any replacement(s) will be made by the selection committee based on needs of the talent pool in accordance with the selection criteria. If the selection committee decides to call upon a replacement player, then the decision will be communicated via email to parents, guardians or carers. Decisions on these matters are not open to appeal. The OCB reserves the right not to replace a player who no longer participates due to injury or withdrawal.
- 9.6. A player is permitted to withdraw at their own choosing at any time within a phase of the OCB pathway but may not be entitled to a refund of participation charges.
- 9.7. A refund of player participation charges for either Phase 2 or Phase 3 will not be available to parents, guardian, carer or player on the grounds that they do not agree with the selection decision outcome in accordance with the appeals procedures. The OCB reserves the right to control whether participation charges are non-refundable.
- 9.8. The OCB reserves the right to deselect and/or remove a player from participating in a phase of the pathway at any time on any of the listed grounds.
- 9.8.1. If the OCB Pathway Manager or assigned coaching team of OCB Pathway Cricket Coaches considers it unsafe for them to continue to participate. Such players, and those who do not progress through into future phases will be referred to other environments or initiatives to progress their development if

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available. These may include programmes in the recreational game such as junior club cricket and programmes for state-educated children. If the OCB Pathway Manager, assigned coaching team of OCB Pathway Cricket Coaches considers that the behaviour of the player is having a detrimental and disruptive impact on the other players in the age group, and should those behaviours impair the OCB from achieving the intended aims and outcomes of the pathway.

9.8.2. If a player breaches any rules, policies or procedures that are set and in place by the OCB.

9.8.3. At any time should a player, parent, guardian and/or carer be found to have breached the policies, rules and regulations of the OCB.

9.8.4. At any time should payment of any due participation charges not be started or a payment plan in place at the time of completing the registration process for the phase of activity.

10. Appeals Process

10.1. The OCB is responsible for establishing an appropriate appeals process for talent selection decisions within the pathway. An appeals process is in place to ensure that the processes enshrined within the “Pathway Selection Policy” have been observed as fully as is reasonable to expect. Any dispute shall be resolved by an Independent Panel.

10.2. Any appeals shall be determined in accordance with the “Pathway Selection Policy” and where appropriate, the laws of England and Wales. However, the Appeal Panel will also pay due regard to the extent permitted by law, to the fact that certain decisions are made in the exercise of the sole discretion of the OCB and that the OCB are the guardians of the OCB Pathway.

10.3. If a parent, guardian, or carer of a player reasonably considers that the player should have been selected then they may submit an appeal in writing to the OCB Performance Director within two weeks of parents, guardians or carers receiving communication of the selection decision outcomes. Failure to lodge a written appeal complying with the requirements of section 10.4 will mean that the appeal is out of time, and it will not be entertained by the Appeal Panel, unless the appellant

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can demonstrate to the Appeal Panel that there were exceptional reasons justifying such failure.

- 10.4. The appellant must submit a written appeal to state (i) the decision or part of the decision against which that appeal is made (ii), the grounds and basis of the appeal and, (iii) the nature of the remedy sought. An appeal will only be accepted if the appellant can demonstrate that the published Pathway Selection Policy has not been followed in its entirety with supporting documentation (including reference (if appropriate) to the parts in which are alleged not to have been followed and/or properly implemented) to the OCB Performance Director.
- 10.5. For the avoidance of doubt, the only basis for an appeal shall be if there has been a failure to adhere to the processes enshrined within the “Pathway Selection Policy”. A parent, guardian or carer shall not have any right of appeal against any judgement or discretion exercised while making selection decisions or in respect of the terms of this “Pathway Selection Policy”. Parents, Guardians and Carers are required to pay the participation charges for a player to attend the OCB pathway and it is not possible to apply for a refund of the pathway participation charges paid on the basis that a parent, guardian, carer or player does not agree with the selection decision outcomes reached by the Selection Committee.
- 10.6. In the event of a submitted appeal, the following procedure shall apply to the OCB Performance Director and the Independent Panel.
 - 10.6.1. Upon receipt of the submitted appeal, including the appellant’s full grounds and supporting documentation, the OCB Performance Director shall form an independent panel of three intermediary arbitrators who shall be appointed to consider the submitted appeal. No member of the independent panel will have participated in the selection committee in which the appeal is raised. Each member of the Independent Panel shall have one vote, and a decision may be made by majority which will be final.
 - 10.6.2. The Independent panel shall determine its own procedure and will be responsible for determining whether the selection has taken place in accordance with the procedures set out in this Selection Policy. The decision of the Independent Panel shall be final and binding on all concerned (including any affected players) and written reasons shall be given which will be communicated electronically.

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- 10.6.3. The independent panel will be responsible for providing its response to the appellants submitted appeal in writing within four weeks. Failure to adhere to the timeline in no way invalidates the decisions made by the independent panel. An appeal cannot be submitted on the grounds that the timeframe of communicating the appeal decision outcomes was not met. The OCB Performance Director shall be responsible for communicating the final decision of the independent panel electronically in writing to the appellant who submitted the appeal.
- 10.6.4. If, following the decision of the Independent Panel, a selection decision needs to be re-examined, then it shall be referred to the relevant Selection Committee to revisit their decision at the earliest opportunity taking account of any issues raised in the Independent Panel's decision. If the independent panel decides to refer the selection decision back to the relevant Selection Committee, then the selection committee will be asked to revisit their decision-making account of any procedural issues raised. The selection committee shall be permitted at their discretion, to solicit further information or supporting evidence to aid any re-examination from any OCB Pathway Cricket Coach who was assigned to deliver the relevant Pathway Age Group activity.
- 10.6.5. If the selection committee concludes that a player should have been selected following the re-examination of the selection decision, then the player will be "offered" a place in the current phase of activity or within the final squads as an "additional" player. The parents, guardians or carers of the additional player will be required to confirm acceptance of the player's "offered place" by return email and by completing the required registration process prior to the commencement of the phase of activity. Upon completion of the registration process, the commencement of payment of any participation charges and acceptance of any terms and conditions set by the OCB, the player will be able to engage in the future phase or final pathway squad activity. For the avoidance of any doubt, an "additional" player will not replace any player already selected. If a player is added as an additional player, then they will enter the phase of activity at the earliest possible opportunity with a pro-rata calculation of any participation charges calculated. Parents, guardians or carers of "additional" players will be expected to complete the registration process.

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10.6.6. The Independent Panel may at its absolute discretion, make such other directions regarding the process of the appeal as it sees fit which may include the scheduling of a hearing in person to resolve the appeal. The Independent Panel shall, also at its absolute discretion, make any order as to costs in relation to the appeal that it considered appropriate (having regard to the outcome of the appeal and the conduct of the parties).

11. Amendments to the Selection Policy

- 11.1. This selection policy shall be ratified by the OCB Board of Directors and shall be reviewed annually by the OCB Performance Director. This selection policy was established in November 2024 and ratified by the OCB Board of Directors in February 2025.
- 11.2. This ‘Pathway Selection Policy’ will be reviewed annually to ensure that it remains effective and efficient, and in accordance with any external rule or policy amendment change, and any relevant feedback from the OCB Pathway Manager, Selection Committees’ and OCB Pathway Cricket Coaches, parents, guardians and carers of players and the ECB. Any amendments to the “Pathway Selection Policy” will take effect the day in which they are communicated.
- 11.3. The “Pathway Selection Policy” will be communicated to OCB employees and be accessible to the parents, guardians and carers of any player recommended for the OCB pathway. In any event, if a player registers to participate within the OCB Pathway or accepts their “offered” place into an OCB pathway phase of activity, or selection within a final pathway squad, then this will be held to imply acceptance to abide by the policies, rules and regulations of the OCB and any that may be introduced from time to time. This includes those contained within the selection policy.
- 11.4. Any matters arising from the selection process that are not covered within this “Pathway Selection Policy” shall be determined by the OCB at their sole discretion.