



Pathway Selection Policy

Table of Contents

1. Introduction	3
2. Aims	4
3. Developmental Journey	7
4. Player Eligibility	12
5. Player Nomination	13
6. Player Recruitment Methodology	14
7. Selection	28
8. Selection Committee	29
9. 'Playing Up'	33
10. Withdrawal and Deselection	34
11. Mitigating Circumstances	36
12. Appeals Process	39
13. Review and Amendments	42

1. Introduction

- 1.1. The Oxfordshire Cricket Board Ltd (OCB) has the responsibility for delivering a County Talent Pathway in accordance with the defined criteria set out in the County Partnership Agreement (CPA) between the England and Wales Cricket Board (ECB) and OCB. The ECB oversight of the OCB pathway is via the CPA which outlines the OCB obligation throughout to CPA term to run, and appropriately staff to the ECB's reasonable satisfaction a County Talent Pathway Programme which meets the defined ECB criteria set out in the CPA 2 Deliverables document. The deliverables include a Boys and Girls Pathway, comprising the Early Engagement Programme (EEP) positioned at Under 10 to Under 12s before the County Age Group (CAG) programme for Under 13 to Under 18. The ECB provides an amount of funding to the OCB via the CPA that contributes to the total expenditure of the County Talent Pathway.
- 1.2. A talent pathway, or County Talent Pathway as earlier described, typically refers to the structures, processes and systems that allow high-potential or talented players to progress from recreational cricket (club or school) into performance environments, representative teams and eventually professional cricket. The County Talent Pathway involves the identification and recruitment of players from a potential talent pool within a geographical area that were reasonably possible, 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 aspiring to play representative cricket. 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. **Early Engagement Programme (EEP)**
 - 1.3.1.1. Girls Under 11 and 12
 - 1.3.1.2. Boys Under 10, 11 and 12
 - 1.3.2. **County Age Group (CAG) Programme**
 - 1.3.2.1. Girls Under 13, 15 and 18
 - 1.3.2.2. Boys Under 13, 14, 15, 16 and 18
- 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 assessment of current performance, and 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 is structured to include observation and development opportunities to allow for more informed talent selection decisions to be made.
- 1.6. The OCB Pathway Manager and OCB Pathway Cricket Coaches are responsible for delivering the pathway in line with the “Pathway Selection Policy”. The OCB Pathway Manager assigns a team of OCB coaches to each age group, with the number of coaches varying based on need. At least two coaches must be present at every session to ensure safeguarding compliance and that multiple observers can assess players. OCB Pathway Coaches are assigned on a phase, or session-by-session basis depending on their availability. However, those who are part of any selection committee must have coached the age group on at least two occasions.
- 1.7. The "Pathway Selection Policy" will be provided to all OCB employees and will be accessible to the parents, guardians, and carers of any player involved in the OCB pathway. In any event, by accepting an “offered’ place in any OCB pathway activity or final pathway squad and registering to participate, a player and their family are agreeing to abide by all current and future OCB policies, rules, and regulations, including those outlined in the "Pathway Selection Policy”.

2. Aims

- 2.1. The OCB’s performance cricket strategy sets out to achieve a sustainable and high-performing talent development system with the aim 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 OCB pathway is key component of our three core performance cricket programmes, dedicated to continuously developing a constant stream of players that can populate recreational and professional cricket. This is achieved by prioritising the long-term development of players aged between nine and eighteen, with its approach guided by the following principles.

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.

2.2.4. The OCB Pathway is designed to provide a structured and progressive transition for players between the EEP and CAG stages to ensure players receive the right balance of training and competition at the right time. The EEP and CAG stages of the OCB pathway are specifically shaped to achieve the following goals.

2.2.5. Early Engagement Programme (EEP)

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

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

2.2.5.3. 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.

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

- 2.2.5.5. To feed the County Age Group stage of the OCB Pathway by selecting a greater number of players for Intra-County Age Group activity. The final selection quantity will inevitably vary depending upon programme capacity and resource capability. There is not enough space to keep everyone in the system given resource capability.

2.2.6. County Age Group (CAG) Programme

- 2.2.6.1. To prioritise long-term, individual player development and the provision of opportunities that accelerate the progression of players and players of high potential.
- 2.2.6.2. To maintain a greater emphasis on developing potential and ability, whilst continuing to support players to achieve performance outcomes in training and competition.
- 2.2.6.3. To develop a targeted talent pool which culminates in the selection of a final squad of players who will receive developmental experiences within localised and/or external match play opportunities depending upon the age and stage of development.
- 2.2.6.4. To provide localised, intra-county age group or external fixtures against other National County or First-Class County Cricket Boards for County Age Group final 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.
- 2.2.6.5. 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).
- 2.3. 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 and Phase 4) with the number of players in each predetermined 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 EEP or CAG squads.

- 2.4. 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. Initial Observation, Coaching and Assessment (Phase 1)

- 3.1.1. All players who are recommended to participate within Phase 1 of the OCB pathway will be invited to participate in an initial phase of observation, coaching and assessment, which may take place indoors or outdoors, depending on facility access and availability prior to Christmas in late summer, autumn or early winter.
- 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 are provided in Phase 1 of the OCB Pathway to help mitigate structural inequities that can occur from providing a single opportunity for observation and assessment.
- 3.1.3. The OCB will deliver Phase 1 of the OCB 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 observed and assessed for their readiness to participate in next phase of activity 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.

3.1.6. The OCB selection committee for each age group will select a talent pool of players from those who completed the registration process for and participated within the Phase 1 of the OCB Pathway to progress to the next phase of the OCB Pathway in accordance with the set selection quantity and skill-discipline thresholds. Selected players in the EEP will progress (unless they choose to withdraw) into Preparation (Phase 3) and subsequent Competition (Phase 4), which will comprise a programme of training across post-Christmas winter months and early spring and match-play and competition opportunities through the late spring summer and early autumn months. Selected players in the CAG will be invited (unless they choose to withdraw), to participate in a second phase of observation, coaching and assessment (Phase 2). The OCB reserves the right to hold discretion on selecting a player who did not participate within Phase 1 to the next phase on the condition that they have an approved mitigation circumstances claim-

3.2. Second Observation, Coaching and Assessment (Phase 2)

3.2.1. Phase 2 will comprise a programme of observation, coaching and assessment for players in the CAG developmental stage during the late autumn and pre-Christmas winter months. Phase 2 will take place indoors, depending on facility availability and there may be a purposeful fallow period between the end of the Phase 1 and the commencement of Phase 2.

3.2.2. 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 may offer multiple payment options and the opportunity to apply for financial assistance where cost is a barrier for participation.

3.2.3. 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 (preparation) and Phase 4 (competition) based on their demonstration of predetermined requirements of the selection criteria and in accordance with the OCB 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.

3.2.4. The OCB selection committee for each CAG age group will select a talent pool of players from those who completed the registration process for and participated within the Phase 2 of the OCB Pathway to progress to the next phase of the OCB Pathway in accordance with the set selection quantity and skill-discipline thresholds. Selected players in CAG will progress (unless they choose to withdraw) into Preparation (Phase 3) and Competition (Phase 4), which will comprise a programme of training across post-Christmas winter months and early spring and match-play and competition opportunities through the late spring summer and early autumn months. The OCB reserves the right to hold discretion on selecting a player who did not participate within Phase 2 to the next phase on the condition that they have an approved mitigation circumstances claim.

3.3. Preparation (Phase 3) and Competition (Phase 4)

3.3.1. Selected players in EEP and CAG will receive training and coaching within phase 3 during the post-Christmas winter months and early spring with the aim to develop and progress the foundations of current and future performance, and to prepare for the match play and competition programme ahead. A programme of match-play and competition opportunities will follow within phase 4 between late spring summer and early autumn months and involves a minimum of eight scheduled match-play opportunities for each age group within the OCB pathway. The EEP and CAG developmental stages of the OCB pathway may be different, depending on the prescription of the match-play and ECB competition programme. All players will be selected to participate in Phase 3 and Phase 4

3.3.2. Phase 4 will comprise match play, but not participation 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 EEP will participate in internal, Intra-County Age Group activity only. Players selected within the final squads of CAG will participate in external activity, Inter-County, which may include internal (Intra-County) activity as determined by the OCB. 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 internally between OCB players/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 to reduce travel time within agreed parameters and to ensure time and cost-efficiency for players, parents, guardians and/or carers and OCB employees where ECB competition is not set by the ECB. Inter-County matches may also be played between the partnership agreement between Oxfordshire and Sussex Cricket.

3.3.3. 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 the Competition element of the phase. 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 4 who are registered onto an Academy or Emerging Players Programme (EPP) between 1st November and 31st October each year.

3.3.4. The OCB holds the authority to set the player participation charge for Phase 3 and Phase 4 of the OCB pathway and reserves the right to change the amount charged for Phase 3 and/or Phase 4 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 and when completing registration for Phase 4 within the OCB pathway. The OCB may offer

multiple payment options and the opportunity to apply for financial assistance where cost is a barrier for participation.

- 3.3.5. 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 EEP and CAG developmental stages. The OCB maintains the discretion to set the clothing requirements for the OCB pathway in accordance with any commercial deals in place at the time, but with the aim of keeping requirements to a reasonable level.

3.4. All Phases

- 3.4.1. The OCB Pathway may be different for Boys and Girls, depending on both the OCB Talent Development Framework and prescription of the Content Syllabus and needs of the OCB Talent Development System. The OCB Pathway Manager is responsible for designing the Content Syllabus that will emphasise a breadth of developmental areas intended to help players to develop and to progress the foundations of current and future performance required at adult level. 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 ECB safeguarding provision requirements.
- 3.4.3. The number of players who are nominated to participate in Phase 1 of the OCB Pathway and selected to participate in subsequent phases will be offered the opportunity to participate by booking a place on the relevant phase of programme activity. The quantity of players to be selected and the quantity threshold of skill-disciplines to be selected for a phase of activity or final squad will be set and predetermined by the OCB. The OCB will monitor the number of players nominated for and engaging in the Early Engagement Programme (EEP) and County Age Group (CAG) programmes each year, along with their demographics, including ethnicity and school background to help create a more equitable system and broaden the talent pool with the aim to match the local playing population.
- 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) govern 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 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 June 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. The OCB reserves the right to adjust the start and end date in which 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 the OCB Pathway. 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. Current Performance: A player's current performance is significantly above, or above average, relative to their peers.

- 5.5.2. High Potential: A player is predicted to have the capacity to perform at a more advanced stage of development and a higher level of competition.
- 5.5.3. Standout Strength: A player possesses a unique or rare point of difference in a specific skill discipline, such as high pace or 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. Player Recruitment Methodology

- 6.1. The OCB has a methodology for player recruitment in place to ensure an equitable, robust and systematic approach to talent identification and selection, prioritising players with the greatest potential for long-term success. The methodology is guided by eight key principles from the ECB, ensuring an informed, evidence-based approach;
- 6.1.1. Use multiple eyes, multiple times.
 - 6.1.2. Create opportunities to confirm talent.
 - 6.1.3. Collect rich information and use it.
 - 6.1.4. Follow a structured process and timeline.
 - 6.1.5. Follow an evidenced-based approach.
 - 6.1.6. Adopt a targeted approach.
 - 6.1.7. Understand future needs.
 - 6.1.8. Record observations, judgements, and decisions

- 6.2. The OCB's player recruitment methodology helps the organisation to make better, more informed selection decision at the required selection time points. It's designed to maximise the return on investment from selection decision making and to ensure the selection of the appropriate balance and breadth of skill-discipline across the OCB Pathway. The long-term approach to player recruitment and the procedures used to identify, develop, confirm and select players considers a range of factors that have a bearing on a player's current performance and potential. Talent identification and selection is challenging as it involves identifying the types of variables that aid the prediction of future potential, which varying across ages and stages of the developmental journey. With the avoidance of any doubt, the OCB's approach to selection places a greater emphasis on players with "potential" to maximise long-term development and return on investment and the selection of a balanced of players with a breadth of batting, pace bowling, spin bowling, and wicket-keeping skill-disciplines. This approach may require the OCB to tolerate short-term performance fluctuations ahead of the selection of players for current performance who may 'perform' to a higher level today within match play or competition to achieve long-term player development goals, and to sustain a pipeline for recreational and professional cricket in the future.
- 6.3. The OCB recognises both the complexity of talent identification, development, confirmation and selection, and the limitations and risks of assessing current performance and making predictions of future potential at a moment in time. 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. The process of identifying and making assessment of players in the OCB pathway takes place longitudinally through phases of activity of the developmental journey. Each phase is structured to provide multiple 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 and by aggregating information to help make better, more informed selection decisions. It is acknowledged that the timing of the phase delivery may not allow for activity to take place within an outdoor setting and thus activity 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 constraints of the available time to deliver the annual OCB pathway are such that the limitations are accepted and risks acknowledged.

6.4. Player Observation and Assessment Criteria: To ensure a robust and systematic approach, a clear criterion for player observation and assessment is required to ensure fairness and objectivity within the OCB Pathway. All players participating with the OCB Pathway will be observed and assessed using the following methodology detailed in the table below. The information gathered, record and collated within OCB Pathway activity be used as a tool to aid the talent pool selection decision making of the selection committees for each age group.

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 observed as set within the Content Syllabus. Each player's current performance is assessed as follows relative to their peers.</p> <ul style="list-style-type: none"> • Significantly Above Peer Group • Above Peer Group • In Line with Peer Group • Below Peer Group • Significantly Below Peer Group
A prediction of Future Potential	<p>Making a prediction about the player's likelihood of future success, based upon an assessment of the extent to which the elements of performance observed at the stage of 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
Skill-Discipline Characteristics Assessment	<p>This is a holistic evaluation of a player's characteristics, skills, and behaviours, as observed in training and competition. This assessment is made against the OCB Talent Development</p>

	<p>Framework. Historical performance data within the OCB Pathway and an individual's readiness for a more challenging programme will also be considered.</p> <p>A breadth of supplementary information on each player collated at registration will be used to aid a greater contextual understanding and a holistic view of a player and their development age and stage. For the avoidance of any doubt, the supplementary information is considered, but not a criterion of selection.</p>
--	---

6.5. Players are assessed across the skill-disciplines but selected for one of four primary 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 players primary and secondary skills. 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'.

6.6. **Information Gathering:** 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. The 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.

6.7. 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 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.

6.8. **Targeted Approach to Selection:** The targeted approach to selection involves understanding our current and future needs and ensures 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 the final age group squads. The aims of the targeted approach include but are not limited to.

6.8.1. The OCB aims to create balanced squads to meet the current needs of each age group. By ensuring the right number of batters, pace bowlers, spin bowlers, and wicket keepers are selected, the OCB can provide and manage in-game playing opportunities for everyone. This approach prevents an oversupply of any single skill-discipline, which could hinder individual player progress and the overall health of the talent development system.

- 6.8.2. To support the long-term development of its selected players by ensuring the talent pool has a balanced range of skill-disciplines. For example, a batter's development requires them to play against various types of bowlers, including both finger and wrist spin, as well as pace bowling. Similarly, bowlers need to develop their skills against both right and left-handed batters. Therefore, the selection process is designed to create a balanced talent pool or squad that provides players with the diverse training and match experiences needed for future success.
- 6.8.3. 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.
- 6.8.4. To ensure that players have supportive peers and skilled opponents to progress alongside by selecting of 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:
- 6.8.4.1. A range of dexterities and handedness, i.e. left and right batters and bowlers, finger and wrist spin options, s
 - 6.8.4.2. Players who have a standout strength or point of difference, players who have the potential to perform within different roles in a team (i.e. opening batters in different formats have very different skill-discipline sets)
- 6.8.5. Players with a blend of primary and secondary skills, recognising that these abilities may develop at different rates and could switch places as they progress. For example, a player selected as a batter who is also a spin bowler may later become a bowler who bats. We recognise that a player's core role may evolve as their skills develop, and the system is designed to accommodate this long-term progression.
- 6.8.6. 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.
- 6.9. The OCB employs a "**talent pool balance**" system to ensure each age group recruits the appropriate quality, quantity and depth of skill disciplines within each phase of pathway activity and final pathway squad. This system is integral to our player recruitment methodology. For each phase of the pathway, the OCB decides in

advance the total quantity of players and the quantity of players needed for each skill discipline (e.g., batters, pace bowlers). The latter may also be referred to as 'threshold of skill-discipline roles'. These predetermined numbers are final and not open to a challenge. A talent pool builder is used to maintain a consistent approach across the age groups. Players are selected for a single skill discipline, which may be their primary or secondary skill-discipline. Selection within a talent pool builder task by a selection committee member may not be correlated to the selection outcome within the selection committee meeting. The selection committee makes the final decision on which skill-discipline a player is chosen for, and this decision cannot be contested. This approach guarantees that each age group has the necessary balance and depth of skill-disciplines, avoiding an oversupply of any single discipline and ensuring the long-term health of the talent development programme.

6.10. The OCB Pathway Manager is responsible for setting the predetermined talent pool balance requirements for the OCB pathway. The OCB reserves the right to change the predetermined total number of players and the skill-discipline thresholds at any time for reason of talent development system need. This information will also be communicated to all OCB Pathway Cricket Coach employees and to the parents, guardians and carers of players registered. The predetermined talent pool balance requirements are not subject to appeal.

6.11. The OCB will select the following **predetermined quantity of players and threshold of skill-discipline roles** for Phase 2, Phase 3 and Phase 4 of the OCB Pathway. The total selection places available in Phase 2 will be the difference between the total predetermined quantity of players for the talent pool, less the total number of eligible final squad players from the previous year who will begin the development journey within the OCB pathway at Phase 2 should they opt to participate again. The threshold of skill-discipline roles of the available selection places in Phase 2 will be predetermined based upon the skill-discipline roles of players already in the talent pool from the previous year's final squads, ensuring the talent pool has a balanced range of skill-disciplines.

Early Engagement Programme (EEP)			
Age Group	Phase 2	Phase 3	Phase 4
Boys Under 10	Not Applicable	54 players selected from Phase 1 comprising:	3 x 18 player squads from the 54 players in
Boys Under 11			
Boys Under 12			

		<ul style="list-style-type: none"> • 18 – Batters • 6 – Wicket Keepers • 15 – Pace Bowlers • 9 – Spin Bowlers • 6 – Depth Selections 	Phase 3 comprising: <ul style="list-style-type: none"> • 6 – Batters • 2 – Wicket Keepers • 5 – Pace Bowlers • 3 – Spin Bowlers • 2 – Depth Selections
Girls Under 11 Girls Under 12		36 players selected from Phase 1 comprising: <ul style="list-style-type: none"> • 12 – Batters • 4 – Wicket Keepers • 10 – Pace Bowlers • 6 – Spin Bowlers • 4 – Depth Selections 	2 x 18 player squads from the 36 players in Phase 3 comprising: <ul style="list-style-type: none"> • 6 – Batters • 2 – Wicket Keepers • 5 – Pace Bowlers • 3 – Spin Bowlers • 2 – Depth Selections
County Age Group (CAG) Programme			
Age Group	Phase 2	Phase 3	Phase 4
Girls Under 13	54 players in total including: <ul style="list-style-type: none"> • 32 players from the final age group squads the previous year 	18 players selected from Phase 2 comprising: <ul style="list-style-type: none"> • 6 – Batters • 2 – Wicket Keepers 	As per Phase 3

	<ul style="list-style-type: none"> • 22 selection places for players participating in Phase 1 comprising: <ul style="list-style-type: none"> ○ 6 – Batters ○ 2 – Wicket Keepers ○ 5 – Pace Bowlers ○ 3 – Spin Bowlers ○ 6 – Depth Selections 	<ul style="list-style-type: none"> • 5 – Pace Bowlers • 3 – Spin Bowlers • 2 – Depth Selections 	
Boys Under 13	<p>72 players in total including:</p> <ul style="list-style-type: none"> • 60 players from the final age group squads the previous year • 12 selection places for players participating in Phase 1 comprising: <ul style="list-style-type: none"> ○ 5 – Batters ○ 1 – Wicket Keeper ○ 3 – Pace Bowlers ○ 1 – Spin Bowler 	<p>36 players selected from Phase 2 comprising:</p> <ul style="list-style-type: none"> • 12 – Batters • 4 – Wicket Keepers • 10 – Pace Bowlers • 6 – Spin Bowlers • 4 – Depth Selections 	<p>2 x 18 player squads (County Age Group and Development) from the 36 players in Phase 3 comprising:</p> <ul style="list-style-type: none"> • 6 – Batters • 2 – Wicket Keepers • 5 – Pace Bowlers • 3 – Spin Bowlers 2 – Depth Selections

	<ul style="list-style-type: none"> ○ 2 – Depth Selections 		
Girls Under 14	<p>54 players in total including:</p> <ul style="list-style-type: none"> • 36 players from the final age group squads the previous year • 18 selection places for players participating in Phase 1 comprising: <ul style="list-style-type: none"> ○ 6 – Batters ○ 2 – Wicket Keepers ○ 5 – Pace Bowlers ○ 3 – Spin Bowlers ○ 2 – Depth Selections 	<p>18 players selected from Phase 2 comprising:</p> <ul style="list-style-type: none"> • 6 – Batters • 2 – Wicket Keepers • 5 – Pace Bowlers • 3 – Spin Bowlers • 2 – Depth Selections 	As per Phase 3
Boys Under 14	<p>54 players in total including:</p> <ul style="list-style-type: none"> • 42 players from the final age group squads the previous year • 12 selection places for players participating in 		As per Phase 3

	<p>Phase 1 comprising:</p> <ul style="list-style-type: none"> ○ 5 – Batters ○ 1 – Wicket Keeper ○ 3 – Pace Bowlers ○ 1 – Spin Bowler ○ 2 – Depth Selections 		
Boys Under 15	<p>54 players in total including:</p> <ul style="list-style-type: none"> • 24 players from the final age group squads the previous year • 30 selection places for players participating in Phase 1 comprising: <ul style="list-style-type: none"> ○ 11 – Batters ○ 3 – Wicket Keeper ○ 8 – Pace Bowlers ○ 4 – Spin Bowler ○ 4 – Depth Selections 		As per Phase 3

Girls Under 16	<p>36 players in total including:</p> <ul style="list-style-type: none"> • 17 players from the final age group squads the previous year • 19 selection places for players participating in Phase 1 comprising: <ul style="list-style-type: none"> ○ 6 – Batters ○ 2 – Wicket Keepers ○ 5 – Pace Bowlers ○ 3 – Spin Bowlers ○ 3 – Depth Selections 		As per Phase 3
Boys Under 16	<p>36 players in total including:</p> <ul style="list-style-type: none"> • 18 players from the final age group squads the previous year • 18 selection places for players participating in Phase 1 comprising: 		As per Phase 3

	<ul style="list-style-type: none"> ○ 6 – Batters ○ 2 – Wicket Keeper ○ 5 – Pace Bowlers ○ 3 – Spin Bowler ○ 2 – Depth Selections 		
Girls Under 18	<p>36 players in total including:</p> <ul style="list-style-type: none"> • 14 players from the final age group squads the previous year • 22 selection places for players participating in Phase 1 comprising: <ul style="list-style-type: none"> ○ 6 – Batters ○ 2 – Wicket Keepers ○ 5 – Pace Bowlers ○ 3 – Spin Bowlers ○ 6 – Depth Selections 		As per Phase 3
Boys Under 18	<p>36 players in total including:</p>		As per Phase 3

	<ul style="list-style-type: none"> • 28 players from the final age group squads the previous year • 8 selection places for players participating in Phase 1 comprising: <ul style="list-style-type: none"> ○ 3 – Batters ○ 1 – Wicket Keeper ○ 2 – Pace Bowlers ○ 1 – Spin Bowler ○ 1 – Depth Selections 		
--	--	--	--

6.12. 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 this “Pathway Selection Policy” should they arise.

6.13. 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. 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 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.

6.14. The OCB reserves the right to change the player recruitment methodology at any time and in any given year but will not seek to change the selection procedures

within a single phase of activity. From time to time, the ECB may direct the selection criteria that should be adopted by a CCB.

7. Selection

- 7.1. The OCB Pathway follows a structured process to recruit the predetermined number of players and skill-disciplines for each phase of activity and final squad. This is done according to the "Pathway Selection Policy," which includes specific criteria and procedures. The final squad sizes are set in advance and are reviewed annually.
- 7.2. The OCB will select players from the talent pool of "participants" who have completed the registration process to participate within the phase of OCB Pathway 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. Players who do not participate in any capacity will not be eligible for selection, unless a mitigating circumstances claim has been approved by the OCB.
- 7.3. Each pathway age group will have a selection committee meeting with the timing of selection decision making dependent upon the development stages of the OCB pathway as detailed below. Best endeavours will be made to ensure that the selection committee meeting take place at the conclusion of the age group phase of activity.
 - 7.3.1. **Early Engagement Programme (EEP).**
 - 7.3.1.1. Selection decisions will occur between one phase transition (phase 1 to phase 2) and will be conducted in accordance with the procedures of the selection policy.
 - 7.3.2. **County Age Group (CAG) Programme**
 - 7.3.2.1. Selection decisions will occur between two phase transitions (phase 1 to phase 2) and (phase 2 to phase 3).
- 7.4. 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 player recruitment outputs complete. The OCB aims to inform parents, guardians and carers of the selection decision outcomes within four weeks of the conclusion of the phase of activity. Failure to adhere to the timeline in no way

invalidates the decisions made by the selection committee and a selection appeal cannot be made based on the timeframe of communicating the selection decision outcomes.

- 7.5. 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.
- 7.6. 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.
- 7.7. 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.
- 7.8. 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.

8. Selection Committee

- 8.1. The OCB Pathway Manager is delegated the principal responsibility for leading the selection decision making process for all OCB Pathway age groups. The OCB Pathway Manager delegates responsibility for selection to the OCB Pathway Cricket Coaches assigned for each age group, unless they themselves are acting as a decision maker.
- 8.2. All Pathway selections for future phases of activity or final squads will be decided by a selection committee consisting of at least three people. Final selection decisions

will be reached via consensus with the Chair of the selection committee responsible for the overall selection process. The Chair will assign a delegated casting vote to a single member of the selection committee if consensus cannot be reached

8.3. All OCB Pathway selection committees will consist of the following persons who will perform the following duties to ensure that selection decision making procedures enshrined within this policy are consistent for each age group.

8.3.1. The Chair of the selection committee, which in most instances will be the OCB Pathway Manager, will be responsible for chairing the selection meeting. The Chair 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 'Pathway Selection Policy'

8.3.2. 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. Selection within a talent pool builder task by a selection committee member may not correlated to the selection outcome within the selection committee meeting. Where mitigating circumstances prevent the pre-meeting task cannot be completed, the OCB Pathway Manager has the discretion to proceed with the selection meeting for practical reasons, provided at least two members of the selection committee have done so. The Chair will be responsible for ensuring that the opinions of the selection committee members who did not complete the pre meeting task shared their views within the selection task.

8.3.3. The OCB Pathway Manager will appoint an alternative "Chair of the selection committee" in advance of a selection committee meeting in instances where the OCB Pathway Manager has acted in the role as an assigned Pathway Coach of an age group or in mitigating circumstances.

8.3.4. 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.

8.3.5. All voting members of the selection committee must have been assigned to coach the talent pool of players within the pathway age group during the relevant pathway phase of activity to render them appropriate to perform the role of selecting players within the age group.

8.3.6. 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. 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”.

8.3.7. 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, management and recording of conflicts of interest prior to the commencement of the selection committee meeting discussions. 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 committee), or acting 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.
Confirmation of player observation and assessment	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 player observation and assessment criteria

	<p>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, which shall include the opinions and views of the selection committee members and other assigned OCB Pathway Cricket Coaches. The OCB recognises that opinions may vary and change over time as a player progresses through ages and stages of development. If the further information gathering is required, then a reasonable meeting action plan must be agreed and put in place to rectify.</p> <p>For reasons of practicality, a detailed discussion on each player and their development progression will not take place and those discussed may or may not also receive equally proportionate time, given that the scale of players that may be participating within the talent pool could vary significantly.</p>
Talent Pool Selection	<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 group squad as set by the OCB. 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 be responsible for selecting a reserve for each of the skill-discipline (batter, wicket Keeper, spin bowler and pace bowler), with exception to the 'depth pick' but may choose to identify one at their discretion. As part of the selection process, players may, or may not be discussed within the element of the selection committee meeting and those discussed may or may not also receive equally proportionate time. The players discussed will be influenced and lead by the talent pool selection task of the selection committee, which will not include all players.</p>

- 8.3.8. The Chair of the selection committee will be responsible for ensuring the recording of the selection committee meeting notes to include the final list of the selected players in their identified skill discipline roles in accordance talent pool selectin task. The Chair of the selection committee will also be responsible for communicating the final list of selected players to the OCB Pathway Manager (if not acting as Chair themselves) and OCB Performance Cricket Coordinator.
- 8.3.9. The OCB may, at its discretion, may deploy an independent observer to attend a selection committee meeting to ensure that the Selection Committee are making selection decisions in accordance with the Pathway Selection Policy". The OCB reserves the right to control the frequency and quantity of selection committee meetings independently observed.
- 8.4. The OCB employs all their OCB Pathway Cricket Coaches who each play a key role in the identification, development, selection and confirmation of players within the OCB Pathway. The OCB acknowledges that selection committee members may have outside roles (e.g., private coaching) that could create potential conflicts of interest within the OCB Pathway. These are recognised as inherent to the talent pathway and are managed through the declaration process.–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 Chair must ensure all members declare any conflicts of interest, including current coaching roles. While some conflicts are considered inevitable, they will be managed by allowing unbiased members to share their views first and by challenging potential bias.
- 8.5. The OCB acknowledges the inherent challenges and potential error risk in selecting players. Identifying talent is difficult because a player's full potential may not be clear until they mature, and development often follows a non-linear path. For this reason, the OCB's pathway is structured to help each selection committee make more informed decisions, recognising that talent is an emergent quality that changes over time.

9. 'Playing Up'

- 9.1. The 'Pathway Selection Policy' includes the procedure for players to be given the opportunity to play in an age group older than their own chronological age. This practice is known as 'playing up' which is designed to challenge identified high-potential players and accelerate their development. The primary goal of 'playing up'

is to maximise a player's potential and to help develop the skills required to thrive and survive at the highest level possible.

- 9.2. Players on the OCB Boys Emerging Player Programme (Boys EPP), other Emerging Players Programme (EPP), on a First-Class County Academy are eligible to be considered for 'playing up'. In some cases, other identified players of potential from within the EEP or CAG programmes may also be considered for playing up. Decisions to play a player up will be made on a case-by-case basis. This is to ensure the decision benefits the individual's development while also meeting the needs of the OCB's talent development system.
- 9.3. The OCB's Performance Director and OCB Pathway Manager have the sole authority to make all 'playing up' decisions at any time. They determine the frequency and extent of a player's participation in an older age group, whether on a permanent or intermittent basis. The OCB's partner county Sussex CCC, or other First-Class County to which a player may be registered onto an EPP or Academy will also hold influence on determining playing up decisions. The process of decision making may also include consultation with OCB Pathway Cricket Coaches.
- 9.4. The OCB Performance Director or OCB Pathway Manager will be responsible for informing the relevant Selection Committee members of 'playing up' decisions made before the competition of any talent builder task and at the very latest, as a matter's arising within the selection committee meeting structure.
- 9.5. A player who is authorised to play up may do so for the entirety of an annual OCB Pathway cycle or intermittently on a phase by phase, session by session or match by match basis. A player may not be withheld by their chronological or selected age group during the competition element of Phase 4 and a replacement selection procedure should occur to include the selection of another player in the age group final squad or for player movement to occur from either the age group below or the selection of a player previously deselected.

10. Withdrawal and Deselection

- 10.1. The OCB Pathway Manager is delegated the responsibility to ensure that an exit procedure is in place and adhered to for all players released from the OCB pathway. Recognising the emotional and developmental impact of selection decision, the OCB is accountable for providing proactive support to those released at the conclusion of each phase. The exit procedure in place for all players who are released from the OCB pathway includes written feedback to provide a clear

explanation on why the player was not selected for the future phase of activity or within a final squad and a sufficient depth of information that is useful to aid the player's future progression. The written feedback may be generalised or individualised in nature. Written feedback will be communicated in writing via email to parents, guardians and carers and is intended to aid understanding of the decision-making process and to help parents, guardians and carers to support their child's ongoing development. The OCB holds the discretion to determine the format, structure and content of written feedback provided.

- 10.2. 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.
- 10.3. 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 with the pathway the following year through recommendation if they continue to meet the eligibility criteria.
- 10.4. The OCB reserves the right to deselect or remove a player from a pathway phase or final squad at any time for the following reasons.
 - 10.4.1. If a player breaches any rules, policies or procedures that are set and in place by the OCB, including failure to adhere to the Code of Conduct or Disciplinary issues.
 - 10.4.2. At any time should a player, parent, guardian and/or carer be found to have breached the policies, rules and regulations of the OCB, including failure to adhere to the Conduct of Conduct.
 - 10.4.3. If the OCB Pathway Manager or assigned coaching team of OCB Pathway Cricket Coaches has concern about a player's safety or physical and mental well-being. 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 available. These may include programmes in the recreational game such as junior club cricket and programmes for state-educated children.
 - 10.4.4. If the OCB Pathway Manager or 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.

10.4.5. 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.

10.5. If a player needs to be replaced owing to withdrawal or removal, the relevant reserve player identified by the selection committee will be invited to join the phase of activity or final pathway squad. If the selection committee decides to call upon a replacement player, then the decision will be communicated via email to parents, guardians or carers by the OCB. The OCB reserves the right not to replace a player who no longer participates due to withdrawal or removal. Decisions on these matters are not open to appeal.

10.6. The OCB reserves the right to control whether participation charges are non-refundable. 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. A refund of player participation charges will not be available to parents, guardian, carer or player on the grounds that they do not agree with the outcome of selection decision making or appeals procedures.

11. Mitigating Circumstances

11.1. The OCB recognises that circumstances, unforeseen events or valid reasons outside of one's control may prevent an individual from participating or negatively impact their ability to perform in the OCB Pathway. The OCB are committed to provide support and outline the principles and procedures for parents, guardians or carers to request consideration for mitigating circumstances (MC)

11.2. MC are defined as valid reasons or events outside of one's control that may prevent an individual from participating or negatively impact their ability to perform in the OCB Pathway. What constitutes an MC that may be considered by the OCB include, but are not limited to:

11.2.1. **Short-term illness or injury** (physical or mental health), such as a broken finger.

11.2.2. **Long-term health conditions**, including unpredictable flare-ups of a chronic condition or disability (physical or mental).

11.2.3. **Bereavement** of a close relative or friend.

- 11.2.4. **Absence from a scheduled activity** due to attending the funeral of a close relative or friend on the same day.
- 11.2.5. **Adverse personal or family circumstances**, such as divorce, serious illness of a close relation, or unexpected caring responsibilities.
- 11.2.6. **Exceptional travel circumstances** beyond your control that prevented attendance (e.g., extreme weather, natural disasters, or unexpected security threats - not normal traffic or mechanical issues).
- 11.2.7. **Participation in a significant sporting event** (e.g., a Finals Day or National Competition) that directly conflicts with the pathway programme event - not club or school matches
- 11.2.8. **Subject of, or impacted by a crime or hate incident**, including racist, homophobic, or transphobic incidents, or other sensitive personal and family circumstances.
- 11.2.9. **Being affected by other major incidents.**
- 11.2.10. Claims for minor sickness, personal disorganisation, or other circumstances considered to be within one's control will **not** be accepted.
- 11.3. The process for MC is designed to be as straightforward as possible and Parents, Guardians or Carers must proactively inform the OCB Pathway Manager and OCB Performance Cricket Coordinator as soon as a circumstance arises to ensure they can be considered. A Parent, Guardian or Carer must prepare and submit a written MC claim including:
 - 11.3.1. Detailed information about the circumstance(s), including the dates they occurred and a timeline of events.
 - 11.3.2. A full explanation of how the circumstance(s) may prevent an individual from participating, or negatively impact their ability to perform in the OCB Pathway
 - 11.3.3. The specific OCB pathway activity (e.g., a session, a match) that will be impacted.
- 11.4. Supporting Evidence is required to verify MC claims where possible. If supporting evidence is not yet available (for example, you are waiting for a doctor's letter), MC claim should still be submitted before the claim deadline and evidence provided later. It is the responsibility of the parents, guardians or carer to obtain and provide all supporting evidence on time. However, the OCB recognises that it can be challenging to gather evidence for some claims, so please submit an MC claim regardless. The OCB does not expect evidence from a GP or medical practitioner to

be obtained, as they may not be obliged to issue certificates or fit notes. Photographic evidence of injuries or illness should also not be submitted.

- 11.5. The deadline for submitting a MC Claim varies depending on the phase and timepoint within the OCB pathway. MC Claims, and all supporting evidence must be submitted by the following deadlines:

11.5.1. **EEP (Early Engagement Programme):** No later than the penultimate session of the phase activity for phase 1 only.

11.5.2. **CAG (County Age Group):** No later than the penultimate session of the phase activity for phase 1 and 2 only.

- 11.6. No claims will be accepted after the dates specified as the EEP and CAG programmes within the OCB pathway will select their final age group squads to commence Phase 3 activity in January. **Players who have not been able to participate in the phase of activity will not be considered for selection unless a mitigating circumstance claim is submitted in writing.**

- 11.7. All MC claims will be reviewed by a Mitigating Circumstances (MC) Panel. This panel will decide whether to approve the MC claim based on the details provided and any supporting evidence. Based on the nature of the MC claim, the MC Panel will decide on one of the following outcomes.

11.7.1. **Claim Not Approved:** The player will not be eligible for selection unless the player attends the relevant phase of activity

11.7.2. **Claim Approved:** The player will be eligible for selection on the basis that the assessment is made on known information as detailed in 11.10

- 11.8. Parents, Guardians or Carers will be notified in writing of the outcome of MC claims.

- 11.9. The selection committee will be informed by the OCB Pathway Manager of any approved MC Claims before final submission of the pre-meeting selection meeting task. The selection committee members will then be aware of a player's eligibility for selection. The applicable pathway selection committee will reach a consensus on the assessment of players with approved MC Claims. This may include allowing the player to be considered for selection by the selection committee for the forthcoming phase of the OCB Pathway.

- 11.10. When an approved MC Claim prevents direct player observation and assessment as per the player recruitment methodology outlined in the "Pathway Selection Policy", the selection decision making will be determined by the selection committee based upon known historical information and preconceived assumptions

on a player over the past 12 months, information gathered from the nomination source and available performance data from the players nomination source. Reasonable action will be taken to gather sufficient information on each player.

- 11.11. The OCB recognises the inherent difficulties and risks in making talent selection decisions, particularly when a player's observation is limited or not possible due to approved MC Claim. The OCB acknowledges that the identification of talent is not a precise science as it involves making predictions about future potential, which may emerge and change over time and through non-linear development trajectories. The OCB understand and accepts the potential risks of MC Claims, which means we must accept that there is a potential risk error in both selection and deselection when selection decisions are based on limited or no recent observation time for a player.

12. Appeals Process

- 12.1. The OCB is responsible for establishing an appropriate appeals process for selection decisions within the OCB 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.
- 12.2. 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 guardian of the OCB Pathway.
- 12.3. 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 receiving communication of the selection decision outcomes. Failure to lodge a written appeal complying with the requirements of section 12.4 will mean that the appeal is out of time, and it will not be entertained by the Appeal Panel, unless the appellant can demonstrate to the Appeal Panel that there were exceptional reasons justifying such failure.
- 12.4. 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.

12.5. 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.

12.6. In the event of a submitted appeal, the following procedure shall apply to the OCB Performance Director and the Independent Panel.

12.6.1. Upon receipt of the submitted appeal, including the appellant’s full grounds and supporting documentation, the OCB Performance Director shall form an independent panel comprising 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 consensus which will be final.

12.6.2. 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 “Pathway 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.

12.6.3. 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.

- 12.6.4. 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.
- 12.6.5. 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.
- 12.6.6. 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).

13. Review and Amendments

- 13.1. This “Pathway Selection Policy” will be ratified by the OCB Board of Directors and reviewed annually by the OCB Performance Director. Version 2 of the ‘Pathway Selection Policy” was ratified in September 2025 following the annual review.
- 13.2. The OCB reserves the right to adjust the policy at any time to ensure that remains effective, efficient, and aligned with any changes to external rules or policies. Any amendments will become effective on the day they are communicated.
- 13.3. Any matters arising from the selection process that are not covered within this “Pathway Selection Policy” shall be determined and handled by the OCB at their sole discretion.