



PATHWAY SELECTION POLICY

YORKSHIRE CRICKET

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1. PRELIMINARY

1.1 Purpose

The purpose of this Pathway Selection Policy (the **Policy**) is to clearly outline how players are identified, selected and progressed within the Yorkshire CCC Pathway programme. It ensures:

- fair, transparent and consistent decision-making;
- structured and objective selection; and
- prioritisation of long-term player development and potential over short-term success.

1.2 Objectives

The objectives of this Policy are to:

- Identify and develop cricketers with the potential to become high-performance or elite players, focusing on long-term capability rather than current performance;
- Establish clear, consistent and transparent criteria to guide objective selection and minimise bias;
- Promote fairness and equity, with selections based on merit and potential;
- Support long-term player development by selecting players at appropriate stages and fostering growth across technical, tactical, physical and psychological areas;
- Communicate the selection process clearly to players, coaches and families - including criteria, timelines and expectations; and
- Provide a dedicated channel for players or families to raise concerns if the process is believed to have been unfair or discriminatory.

1.3 Scope

This Policy applies to all players, coaches, contractors, families and staff engaged with the Pathway; namely decision-makers on selection and administrators involved in Pathway operations.

2. GUIDING PRINCIPLES

Decision-making will be guided by the following principles when considering players to select:

- *Fairness and Equity* | All players will have equitable access to identification, selection and development opportunities regardless of any protected characteristic, including gender, race, religion or belief, or socio-economic background;
- *Inclusivity* | Players from all communities are welcomed, supported and considered for selection;
- *Player-Centred Development* | Focused on long-term potential, skill growth, personal development, relative age, education history, training age, growth and maturation;
- *Consistency* | Objective, evidence-based decisions applied uniformly across all Pathway levels; and
- *Transparency* | Selection decisions supported by defined criteria and processes with outcomes being communicated clearly.

- *Individualised Development* | The Pathway operates as a development environment recognising that players progress at different rates and require different experiences, challenges and levels of exposure. Opportunities will therefore be tailored according to a player's age, stage of development, individual development plan, readiness, welfare considerations and long-term potential.

3. ELIGIBILITY

3.1 General Eligibility

To be eligible for the Pathway, and to play representative cricket for Yorkshire CCC, a player must:

- Be a British citizen and either:
 - Born within England and Wales; or
 - Have been resident in England or Wales for the immediately preceding three years; or
 - not be suspended from participation in cricket or any other sporting activity as a result of inappropriate or criminal behaviour.

Individuals, by making themselves available for selection and when selected, will agree to abide by the policies and codes of conduct, rules and regulations of the Yorkshire CCC and ECB, including this policy.

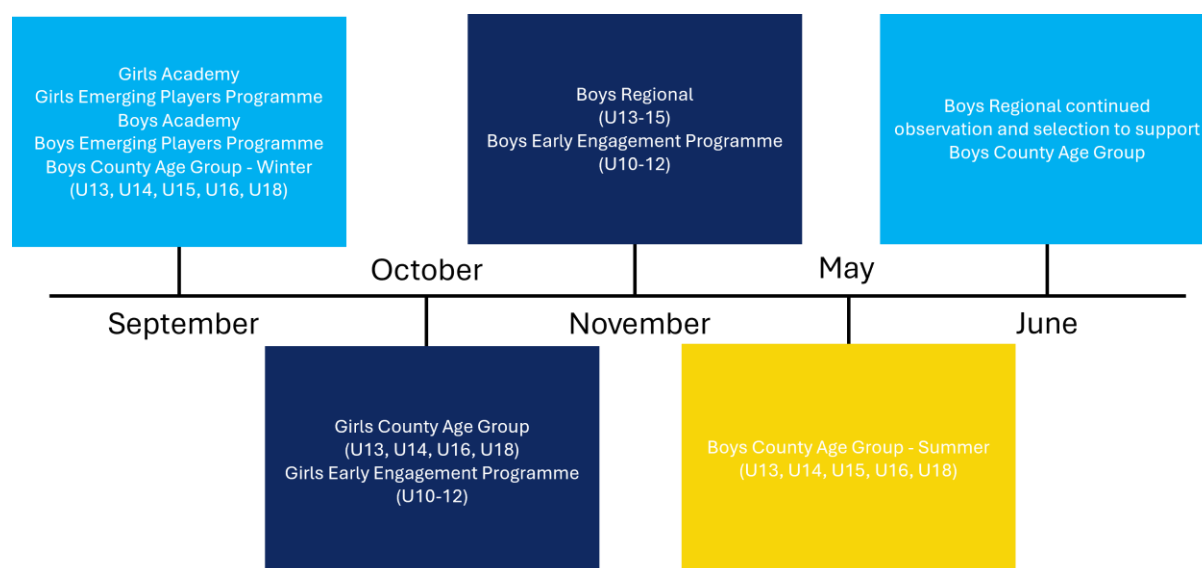
Players can only play for another County if not selected by their qualified County and with written consent from that County. Qualification generally continues season to season even if a player's circumstances change, as long as they have represented the County the previous season.

3.2 Dual Registration

Dual registration has been created in order to encourage co-operation and flexibility between counties and to provide the right playing opportunities for our players:

1. Any player can be dual registered but may only be registered for a maximum of two counties (their home county plus one other); and
2. For dual registration to take place there must be unanimous agreement amongst the following parties:
 - the County Performance Lead Officer for each county; and
 - the player in question or the player's family where the player is under 18.

4. SELECTION TIMELINE



Exceptional players may, at the discretion of the General Manager of Cricket and the Head of Pathway, be invited to join the Pathway outside of the formal selection process.

5. SELECTION CRITERIA

Selection is based on a holistic assessment of the player, considering:

- *Technical Skills* | Batting, bowling, fielding, wicketkeeping and overall game ability;
- *Tactical Understanding* | Decision-making and match awareness;
- *Physical Attributes* | Fitness, athleticism and capacity for long-term development;
- *Psychological Characteristics* | Attitude, resilience, coachability and commitment;
- *Performance Record* | Consistency and impact in Pathway cricket; and
- *Potential for Development* | Ability to progress through the Pathway.

No single factor is determinative; decisions reflect a comprehensive evaluation of each player. The *Selection Panel* reviews players guided by the Yorkshire CCC Framework. While some subjectivity is inherent, particularly in balancing skills within a team or programme, the panel aims to make decisions fairly, objectively and without bias.

Selection into a programme does not guarantee identical opportunities, roles, playing time, match exposure or progression experiences. As such, opportunities provided to players may differ according to:

- age and stage of development;
- individual development objectives;
- current capability and readiness;
- long-term player potential;

- physical maturation and workload management;
- programme requirements;
- team balance and game situations; and
- welfare considerations.

As part of an individualised development approach, some players may receive additional exposure to higher levels of competition, specialist training opportunities, leadership responsibilities or challenging match situations, where coaches believe this will support their development.

6. SELECTION PANEL

For Academy, Emerging Players Programme and County Age Group (CAG) selection, the Panel consists of:

- Head of Pathway (Chair);
- General Manager of Cricket;
- Academy Coach;
- All High-Performance Coaches; and
- Pathway Operations Manager (Secretary).

For Regional Cricket & Early Engagement selection, with oversight from the Head of Pathway, the Panel consists of:

- Early Engagement Lead (Chair);
- Relevant Pathway Coaches; and
- Pathway Operation Manager (Secretary).

If a panel member cannot attend, the Chair may allow a proxy vote or appoint a suitable substitute. Additional Yorkshire CCC personnel may attend meetings but do not have voting rights.

All panel members must declare any conflicts of interest to the Chair at least 72 hours before the meeting.

7. CONFLICTS OF INTEREST

A conflict of interest occurs when a coach's personal, financial or relational interests have the potential to interfere with their ability to make impartial, objective and fair decisions in their professional role. An existing connection, loyalty or benefit could influence - or appear to influence - their judgment, leading to decisions that may not be entirely fair or unbiased.

The Club is committed to ensuring a fair and impartial selection process by requiring all coaches to declare any actual or potential conflicts of interest, which are then formally recorded and addressed in line with the Club's Conflict of Interest (COI) Policy. This includes personal, financial or relational connections that could influence decision-making. Declared conflicts are mitigated through various means, including but not limited to exclusion from relevant discussions or decisions, restrictions on managing certain players, and, where necessary, the ending of private coaching, ensuring transparency, fairness and integrity in all selection processes.

Conflicts of interest declarations are made twice-yearly or as and when a new conflict arises and maintained in the Pathway's Conflict of Interest Register. All declared conflicts are reviewed on a case-by-case basis with oversight of the Head of Pathway.

8. PLAYER & FAMILY EXPECTATIONS

Players and families should recognise that Pathway programmes operate as high-performance development environments and therefore differ from participation-based programmes.

While all players will be treated fairly and with respect, opportunities will not necessarily be equal or identical. Players may experience different levels of match exposure, playing responsibility, positional opportunities, representative selection and challenge throughout the season, reflecting their stage of development, individual needs and long-term potential.

Decisions regarding player opportunities within training and competition environments are made by High-Performance Coaches and programme staff. These decisions are informed by Individual Development Plans (IDPs), performance observations, developmental priorities, team requirements and the demands of the specific environment. They are not based solely on short-term performance outcomes but consider individual development needs as well as the current and future requirements of Yorkshire County Cricket Club and its professional teams. Such differences are a normal and necessary feature of a high-performance pathway and should not be interpreted as unfair treatment where decisions are based on legitimate developmental, welfare or performance considerations.

9. SELECTION FEEDBACK

Structured development feedback is only provided to players within the Academy programme, Emerging Player Programme (EPP) and County Age Group (CAG) programme. Informal player feedback following fixtures and training will be made available to all player, verbally or through **Teamworks** to support development and progress reviews.

Due to the size and volume of the programme, individual feedback on selection following an observation will not be provided at Regional or Early Engagement Programme (EEP) level.

10. CONCERNS REGARDING SELECTION

If a player or their family believes that this Policy has not been followed, or that a decision was made in a discriminatory, biased or procedurally unfair manner, they may raise a concern in accordance with the *Communications Protocol*.

A difference of opinion regarding a professional judgement about a player's development needs, readiness, playing opportunities, match exposure or progression within the Pathway does not indicate that this Policy has not been followed.

11. WITHDRAWAL AND DESELECTION

If a selected player withdraws or is deselected, a replacement will be chosen either from reserves identified by the selection panel or by reconvening the panel to repeat the selection process. If no

reserves exist or time constraints prevent reconvening, a High-Performance Coach may nominate a replacement with the express approval of the Chair of the selection panel.

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