



Herefordshire Cricket Ltd County Selection Policy 2025

1. Purpose

The purpose of this selection policy is to provide a clear, fair, and transparent framework and a set of factors to be considered when selecting players to represent the Herefordshire County Age Group (CAG) Cricket Squads (including sub squads such as the MCC Foundation teams, EPP, Development XI) and Senior Men's and Women's Teams. The policy aims to promote player development, team success, enjoyment, and a positive cricketing environment where all players feel valued and supported as players and people.

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

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

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

Each squad and team can produce further bespoke selection criteria on an updated basis that sits under this overarching framework.

2. Principles

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

- **Fairness and Transparency** – all players will have an equal opportunity to be considered for selection based on merit.
- **Player Development** – for CAG cricket long-term player development will be prioritised over short-term success.
- **Commitment and Conduct** – Players will be selected based not only on cricketing ability and aptitude but also on attitude, effort, and sportsmanship.
- **Inclusivity** – Selection will be free from discrimination based on race, ethnicity, gender, religion, schooling or background.
- **Competitiveness** – teams will be selected with a view to winning matches, particularly in ECB & NCCA competitions
- **Performances** – good performances should be rewarded, and form and momentum maximised
- **Reducing barriers to the Talent Pathway wherever possible**

- **A commitment to adhere to all ECB Regulations**, policies, guidelines as per the County Partnerships Agreement (CPA 2.0 2024-28)

3. Eligibility Criteria

County Age Group:

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

Either:

1. Live in the County
2. Attend a school in the County
3. Play for a club in the County
4. Have played for Herefordshire before in previous seasons. New players from Worcestershire (residence or club or school) will also be eligible up to a maximum of 5 players per age group as per the Herefordshire/Worcestershire CCC partnership agreement.

Players must also:

- Fall within the appropriate age group for the squad, being under the age of the team age group on 1st September of the current academic year
- Be available to attend training sessions and matches unless excused for valid reasons (eg, exams, injury).
- Adhere to the County's code of conduct, the ECB General Conduct Regulations and relevant disciplinary standards.
- Abide by the ECB's [Boys' CAG registration regulations](#) and [Girls CAG registration regulations](#).
- For MCC Foundation squads, players must attend a state school
- For Men's and Women's Senior Teams competing in the National Counties Cricket Association (NCCA) Competitions:
- Abide by the Men's NCCA regulations, which can be viewed here: [NCCA General Competition Rules | National Counties Cricket Association](#)
- Abide by the Women's ECB Tier 3 Regulations, [Microsoft Word - Womens T3 Competition Regulations 2025](#)
- Be the appropriate gender and abide by the ECB's [Gender Eligibility Regulations](#)

4. Selection Criteria

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

4.1 Performance

Batting, bowling, and fielding ability as demonstrated at trials, in training and matches.

Fitness will become a factor from Under 14s+ so players will need appropriate levels of fitness for the formats they will play in. Trials may, therefore, include some base level fitness tests.

Consistency and history of consistency in performance over the course of the season(s).

Club and school records and statistics as on play-cricket from Under 13s upwards

Performance and aptitude vis a vis the Herefordshire Talent Framework document

4.2 Potential

- Long-term potential and capacity for improvement.
- Willingness to take on coaching feedback and work on personal development.
- Levels of maturation and relative age affect
- Coachability and character
- Athletic ability and past exposure to cricket coaching

4.3 Commitment and Availability

- Regular attendance at training and matches.
- Display of a positive attitude and team-first mentality.
- Availability for training, meetings, fixtures and tournaments.

4.4 Team/Squad Balance

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

5. Selection Process

5.1 How to access a trial

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

5.2 Trial Process

- Trials will be held annually to assess player performance and potential.

- There will always be more than one trial offered
- All players will be given equal opportunity to showcase their skills during trials.
- A marking system will be used with scores given for batting, bowling (or wicketkeeping), and fielding
- Trials will be free of charge
- Players must not wear Herefordshire Cricket Ltd or other County clothing
- All players must attend trials as there will be no automatic re-selection
- Age Group Bowling Directives to be adhered to

Herefordshire trials shall be conducted in an atmosphere of welcome, support and encouragement

5.3 Ongoing Assessment

Selection will not necessarily be fixed for the entire season — ongoing performance and commitment will be reviewed regularly. Players who show significant improvement during the season may be considered for squad promotion.

5.4 Selection Panel and Conflicts of Interest

For County Age Group cricket, a selection panel of at least three people will make the decisions, likely to include the Head Coach, second coach and Cricket Performance Manager, who will chair the meetings.

Where necessary, independent input from club and previous coaches may be sought.

For NCCA Teams the selection panel will consist of three to five people and must include the Team Manager, the Captain, the Coach and at least one independent Director of HCL Ltd. Each meeting will nominate a Chair.

Selection panel members will be encouraged to attend training courses and continuous professional development

Panel members will need to declare any conflicts of interest where they find themselves in any position which would prejudice their objectivity (such as being a relative, or club team colleague, a coach receiving payment from that player). The Chair will then request the panel member to remain silent on this particular player(s) and let the other selectors make the decision.

6. Communication of Decisions

- Selection decisions will be communicated to players and parents/guardians in a respectful and timely manner.
- Feedback will be provided upon request to help players understand areas for improvement.

- If a player is dropped from the squad, clear reasons will be provided. A plan for re-selection can be drawn up.

7. Appeals and Review

Players aged 16+ (or parents/guardians for Under 16s) may request a review of selection decisions if they believe the policy has not been applied fairly or simply if they disagree with their decision. Appeals must be submitted in writing to the Cricket Performance Manager within 7 days of the selection decision: edmccabe@herefordshirecricketltd.co.uk

An appropriately assembled panel, including a Board Director and a non-involved senior coach, will review the appeal and respond within 14 days.

8. Policy Review

8.1 Frequency

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

8.2 Factors for monitoring and evaluation of success of the Policy

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

Appendices:

Under 11, 12 & 13 Summer Team Match Policy 2025

Under 14, 16 & 18 Summer Team Match Policy 2025