



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 from U13s upwards (including sub squads such as the MCC Foundation teams) 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.

There are separate documents outlining selection principles for the Early Engagement Programme, Emerging Players Programme (EPP) and Development XI.

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 England & Wales Cricket Board (ECB) & National Counties Cricket Association (NCCA) competitions from U14s upwards

- **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) and in particular the Player Pathway Structure outlining the Foundation Stage (8-12s), Development Phase (13s-15s) and confirmation & transition phase (16-20s). This is a National Framework whereby numbers are large at the Early Engagement Stage and then refined from Under 14s when ECB offer a County Competitions programme. * ECB national competitions are offered at U14/16 & 18s for boys and U15 & 18s for girls.

3. Eligibility Criteria

County Age Group only:

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 but the majority of selected players must meet one of the above criteria
5. In some circumstances players from outside Herefordshire/Worcestershire can be selected if:
 - Their 'home County' gives written consent for Herefordshire selection, usually on the basis that they have not been selected for their home County
 - Their selection does not displace a Herefordshire player who meets the criteria for selection as outlined in this Policy

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](#).

Other squads

- For the Early Engagement Programme for 8-12 yr olds players must be from Herefordshire and meet criteria 1,2,3 or 4 above.
- For MCC Foundation squads, players must attend a state school
- For Men's and Women's Senior Teams competing in the 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

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/squad 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 edmcab@herefordshirecricketltd.co.uk)

5.2 Trial Process

- Trials will be held annually every Autumn to select the squads for winter training and summer matches
- There will be a minimum of two trials per age group and players must attend a minimum of two to be eligible.
- All players will be given equal opportunity to bat, bowl and field at trials
- A marking system will be used with scores given for batting, bowling (or wicketkeeping), and fielding by all observers and these scores can be requested
- Trials will be free of charge
- Players must not wear Herefordshire Cricket Ltd or other County clothing and HCL will not brief observers of where the children play their cricket (eg, club or school)
- 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. Coaches will primarily act as observers and make notes and scores. This will mean that they cannot do any coaching. Coaches may note good effort and performance but this should not be interpreted as likelihood of selection.

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 year may be considered for re-observation and selection.

5.4 Observers, Selection Panels and Conflicts of Interest

For County Age Group cricket, a selection group of at least three people will conduct the trials, meet and make the decisions, likely to include the Age Group coaches and Cricket Performance Manager (CPM), who will chair the meetings.

All trial observers will be ECB qualified coaches and at least one will be an Advanced (L3) coach. There will be a minimum of three coaches at a HCL Trial.

The CPM works solely for HCL with no Herefordshire club or private conflicting interests

Panel members or coaches/observers will need to declare any conflicts of interest where they find themselves in any position which could prejudice their objectivity in advance of the process. The CPM will then determine the level of compromise and:

Request the panel member to remain silent on this particular player(s) and let the other selectors make the decision.

Or even replace the coach entirely from the trial

Wherever possible HCL seeks to eliminate conflicts of interest in its coaching team.

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.

Selection panel members/coaches are encouraged to attend training courses and continuous professional development

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

1. Appeals must be submitted in writing to the Cricket Performance Manager within 7 days of the selection decision: edmccabe@herefordshirecricketltd.co.uk

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

3. Appeal panel reviews information received by player family, information and scores held by HCL from trials and selection process around specific player

4. Appeal panel communicates to player one of the following a. If the process has been followed decision stands b. If the process was followed but panel believes a re-observation is required, the player will be invited to a re-observation c. If the process was not followed the player will be invited for a re-observation

4. Upon re-observation a final decision will be made by the selection panel and communicated to the player

8. Post selection

1. All parents will receive communications from HCL about the programme

2. All players will have access to the full winter programme, summer coaching sessions and 'coaching matches'

3. Selection for a squad does not guarantee selection for inter county matches and there is no guaranteed number of games per player

4. It is highly unlikely that a player would not be involved in a single fixture versus an external county. Player safety would be the only reason for non-inclusion in games.

5. The selection cycle is for one year until the next set of Autumn trials

Selection for external opposition fixtures will be based on what players have demonstrated throughout the winter and summer coaching sessions. We will attempt to provide opportunities that match the level of competence demonstrated by the individual.

We seek to give players opportunities to be successful within the various cricket options available. It is a responsibility of the staff involved to give players the cricket they demonstrate a level of competence for. Exposing a player to a level beyond their current competency would be irresponsible and potentially a damaging to their long-term development and confidence. There are no pre-determined selected squads.

9. Policy Review

9.1 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.

9.2 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

Herefordshire Talent Framework Document

HCL Girls playing in Boys CAG Policy