PLAYER PATHWAY & GUIDELINES
for Selection to Representative Cricket

- ELITE PLAYER GROUP (EPG)
- COUNTY AGE GROUP (CAG)
- PERFORMANCE CRICKET
1 Introduction and Surrey CCC Player Pathway
County Age Group (CAG), District Cricket and Performance Course programmes

1.1 Introduction

This document is designed to provide information to players and parents, both in and outside of the Surrey CCC Performance Pathway. It will also provide information to members of cricket clubs and schools in Surrey who have a pivotal role in youth cricket so that all stakeholders are aware of how players can move into the Surrey Performance Pathway and how players are able to move up through the various stages of the Pathway.

The ultimate aim of Surrey CCC’s Player Pathway is to produce and develop young cricketers to play senior County cricket for Surrey CCC and England. Surrey CCC’s Performance programmes are integrated with the professional squad and form part of the Cricket Department’s overall strategy.

This document is specific to the U-8 to U-15 age groups and outlines the thought process and guidelines behind the selection of players at the various stages of the Player Pathway, as delivered by Surrey CCC’s Performance Department.

In addition, it contains information about selection procedure for U-16’s and above.

All of Surrey CCC’s Performance activities adhere to Surrey CCC’s Safeguarding Policy, copies are available on request.

1.2 Surrey CCC Player Pathway

Within Surrey CCC’s Player Pathway, as shown above, the stages are listed with the age groups that they are relevant to:

- Junior Coaching Courses: U-6 to U-16 age groups
- Performance Courses: U-8 to U-10 age groups
- Performance Cricket: U-9 to U-14 age groups
- County Age Group (CAG) Cricket: U-9 to U-17 age groups
- Elite Player Group: U-14 to U-18 age groups

The Surrey CCC Player Pathway highlights the various levels of cricket that a player can pass through as they progress towards making a career in the game.

Players are able to enter the Pathway at any stage, dependent on their ability, with the ultimate aim of reaching the Elite Player Group, which is the Academy & EPP (Emerging Player Programme) - and onto playing professionally for Surrey.

For further details of each level on the Player Pathway, please go to: www.surreyperformance.co.uk
2 Junior Coaching Courses / Performance Courses & CAG Cricket
(U-8 to U-10)

2.1 Junior Coaching Courses

Junior Coaching Courses are organised by the Surrey Cricket Foundation (was Surrey Cricket Board) and are one of the initial entry levels into Surrey CCC’s Player Pathway.

Junior Coaching Courses are open to all young people aged U-6 to U-16 and are held at various venues throughout Surrey for 10 weeks from October-December and again from January-March. Further courses are arranged during the Christmas, Easter and summer holidays. For further details please contact Katie Baker on kbaker@surreycricket.com or see prideoflions.co.uk/get-playing/coaching-courses/.

Junior Coaching Courses specific for U-8 to U-10 age groups running October-December provide opportunities for players to be selected to attend Performance Courses running January-March. See below for more details on Performance Courses.

Junior Coaching Courses specific for U-8 to U-10 age groups running January-March also provide opportunities for players to be highlighted for possible inclusion in Performance Courses and/or to be considered for the Performance Cricket summer match programme.

2.2 Performance Courses

U-8, U-9 & U-10 Performance Courses

The U-8 to U-10 Performance Courses are 10-week courses (January-March) organised by the Performance Department, which are designed to offer opportunities for the development of talented cricketers identified from the Junior Coaching Courses or prior involvement in the U-9 Performance match-play programme. Performance Courses aim to provide solid foundations for a successful future in the game. In addition to these post-Christmas Performance Courses, there are also Performance Courses during the summer.

In order to attend a Performance Course (January-March), players at the U-8 to U-10 age groups will need to have been highlighted to the Performance Department by a Lead Coach on a Junior Coaching Course (October-December), or have been seen early on in a Junior Coaching Course (January-March).

A number of players from the preceding U-9 summer match-play programme will be invited to attend U-10 Performance Courses (November and December), alongside a number of other players identified from the U-10 Phase 1 Assessments.

2.3 U-9 & U-10 CAG Squads

The philosophy of U-9 and U-10 cricket is to provide talented cricketers with the opportunity to develop and improve their skills. The Performance Department desires U-9 and U-10 cricket to be competitive and of a high standard and stresses that the emphasis is on the development of the individual player, rather than the ‘win-at-all-costs’ team outcome. As such, areas such as selection, batting orders, bowling orders etc will not be driven with the sole intention of winning matches but with the development of the individuals at the forefront of those decisions.

U-9: Players identified from the Performance Courses and the Easter Assessments* at the U-9 age group will be included in an U-9 summer match-play programme. This programme incorporates initially a series of U-9 Performance fixtures (in June/July), which will be hard-ball, pairs format cricket. A number of players are then incorporated into a further series of matches, dependent upon their level and perceived ability:

- Inner-County Performance (level 1); longer-format matches
- Inner-County Development (level 2); adjusted hard-ball pairs format cricket

The culmination of the U-9 summer programme will be some U-9 County matches (in August), which players who perform well in the Inner-County matches will be selected for.

U-10: All players within the Performance winter programme at the U-10 age group will be invited to some outdoor training sessions (Easter) out of which a number of players will be divided into 5 x equitable squads for the U-10 summer match-play programme. Those players not selected into one of the equitable squads will be signposted towards appropriate Coaching Courses to further their development.

Equitable squads will play a series of matches through May and a festival week later in the summer. Players who perform well will be considered for U_10 CAG selection throughout the summer.

*The Performance Department organise a series of U-9 Assessments at the start of the cricket season, where clubs and schools can nominate U-9 players who haven’t yet been part of the Junior Coaching Courses and/or Performance Courses.
Surrey CCC’s Performance Department organises a series of Assessments held during and at the end of the summer in order to identify the players who will make up CAG (County Age Group) winter training squads at U-11 to U-15 age groups; Performance Cricket winter-training squads at U-11 to U-14 age groups, and Performance Course players at the U-10 age group.

Due to the increasing number of players that are nominated each year, we have decided (from 2016) to introduce an additional stage within the Youth Assessment programme. We have introduced an initial Phase 1 Assessment stage (in July) for NEW players within the U-11 to U-13 age groups (specific to the following season’s age group) and envisage that within these assessments we can make a more informed decision on players who should then be invited to the subsequent Performance Assessments at the end of the summer, where they will get an opportunity to be observed against players that have been involved in this programme during the summer and winter preceding.

The significant number of players being observed has also resulted in our decision to hold all assessment sessions indoors. We appreciate the lack of ‘in-game’ observations by holding assessments indoors. However, with any poor weather resulting in cancellations, we simply do not have the opportunities available to reschedule assessment sessions should that happen.

The three assessment stages are highlighted below with their objectives and further information listed:

**Phase 1 Assessments (U-10 to U-12)**

**Aim**
To give SCC an opportunity to observe NEW players to the Surrey Player Pathway and assist in identifying players for the Performance & CAG programmes (via further assessment stages)

**Who**
For NEW players in this summer’s U-10 to U-12 age groups. Players currently involved in U-10, U-11 and U-12 Performance Programmes do not need to be nominated at this stage; NEW players are any players that aren’t currently involved in those programmes

**When**
July (1.5 hour session - indoors)

**Entry Route**
Nomination Form (completed by coach, not parent) and returned in May/June window

**Exit Routes**
Players deemed with potential Performance Programme ability will be invited to the Performance Assessments held in Aug/Sept (see below). Players not identified for the Performance Assessments will be signposted to the Junior Coaching Courses that run from Sep to Dec.

**Performance Assessments (U-10 to U-15)**

**Aim**
To give SCC an opportunity to observe NEW players to the Surrey Player Pathway; to observe players currently within the Surrey Player Pathway (Performance players) and observe further players identified at the Phase 1 Assessments (U-10 to U-12)

**Who**
For NEW players in this summers U-10 to U-12 age groups (who weren’t observed at the Phase 1 Assessments; for NEW players in the U-13 to U-15 age groups and for players who have been involved in the Performance summer and winter programme.

**CAG Assessments (U-11 to U-15)**

**Aim**
To give SCC an opportunity to observe players identified through Phase 1 and Performance Assessments and players from the CAG and Performance programme

**Who**
For players identified in this summers U-10 to U-14 age groups and players identified at the Phase 1 and Performance Assessments who have potential to be selected for the CAG winter training programme

**When**
October/November (1.5 hour sessions - indoors)

**Entry Route**
Players identified at Phase 1 and Performance Assessments and also players identified during Performance and CAG programme

**Exit Routes**
Players deemed with potential CAG programme ability will be highlighted and invited to join the CAG winter training squad. Players not invited to join the CAG winter training squad will be selected for a Performance winter training squad.

We endeavor to find an opportunity to observe all players within these assessment stages. However should your nomination form be received outside of the nomination windows, then we may not be able to offer a player an assessment session.

All matters to do with assessments are covered by the Performance Department and all decisions on selection are final. We operate an online assessment ‘app’ at each assessment session, so all players receive a document that highlights feedback based on the coaches observations and links the current abilities of the player to a series of criteria within each of the skill areas.

A note to parents: attendance at an assessment session will result in one of two outcomes …

- Firstly, successful, where the player is invited to the next stage of assessments or to a winter training programme.
- Secondly, not successful, where the players is not invited to the next stage of assessments or to a winter training programme. Therefore, if you are not able to accept the possibility of an unsuccessful outcome, please do not attend.

Further details and objectives are outlined over the page about the assessments listed above.
3.2 Surrey CCC Youth Assessments
U-16 & U-17

Selection into our CAG programme above the U-15 age group is through nominations from cricket clubs and schools of their most talented players using the Nomination Form procedure. Assessments for these age groups are held in January and are indoor based.

Players subsequently selected will be invited to train as part of an U-16 to U-18 winter training squad from January to March. This squad is separate to the U-16 to U-18 players who are part of the Surrey Elite Player Group (comprising of players within the Emerging Players Programme* and the Academy).

*Surrey CCC does not run an U-16 County side. In its place we run an Emerging Players Programme (EPP), which consists of the most talented County players from U-13 to U-16.

Please contact performance@surreycricket.com for information on the U-16 & U-17 indoor assessments.

3.3 Surrey CCC
U-18 players

If you are a player within the U-18 age group (or going into the U-18 age group) then please contact performance@surreycricket.com for further information as to entry into the Surrey CCC Player Pathway.

4. SELECTION POLICY

All parents and players should be aware that the selection of any Surrey CCC representative team is at the sole discretion of the respective CAG (County Age Group) Management team and in cases of Performance programme fixtures, the Performance Department and the Performance age-group lead coaches. Selection of teams are determined in accordance with Surrey CCC’s selection criteria as stated in sections 4.1 and 4.2 of this document.

It should be noted that the individual views, or opinions, of any person or party not involved with a particular team’s management (other than those of the Performance Department) will not be considered in any way when selecting teams to represent Surrey CCC.

The decision of the Performance Department in these matters will be final.
4.1 Selection of Performance Programme Cricket Teams

In selecting teams for matches within the Performance Programme, a balance needs to be obtained in order to provide opportunities for development of ‘key’ players, i.e. those that have already been identified as having the ability to play at a higher level, and development of players who need to experience a higher standard of cricket than club cricket to see if they could progress to play at a higher level.

**Aim:**
To have players selected for Performance sides in the Performance Programme matches taking into account the players current ability, their performance and development through winter training programmes, performances within previous Performance Programme fixtures, performances within club cricket and the players potential to play CAG cricket.

**Who:**
Lead Coaches of winter training programmes provide information to assist Performance age-group lead coaches and the Performance Department in creating 5 equitable squads (in 2016 at U-10 to U-12 age groups only). Selection of teams for Performance Programme fixtures are made by the Performance Department using this information as well as availability gained from all players.

At the U-13 & U-14 age groups in 2016, Performance Squad Managers have selection responsibilities for their Performance Programme fixtures and will do so utilizing winter training feedback offered by the winter training lead coaches.

**Selection Criteria:**
- Performance/improvement during winter training programme
- Current ability as a cricketer; including technical, tactical, physical and mental characteristics
- Potential to play regular Performance Programme Cricket
- Performance/improvement during Performance Programme fixtures
- Potential to play CAG fixtures and higher levels of cricket in future
- Role that the player will fulfill

**Communication:**
If parents have any issues concerning their child’s cricket development within the Performance Programme please take this up initially with the relevant Performance Squad Manager (at U-13 & U-14 age groups) and with the Performance Department (at U-10 to U-12 age groups).

All players selected to play Performance Programme fixtures agree to abide by the Players Code of Conduct, a copy of which can be found in section 5 of this document.

All parents and families of players selected to play Performance Programme fixtures agree to abide by the Parents and Families Code of Conduct, a copy of which can be found in section 6 of this document.

4.2 Selection of CAG teams

In selection of teams for matches within the summer CAG match play programme, a balance needs to be obtained in order to provide opportunities for development of ‘key’ players, i.e. those that have already been identified as having the ability to play at a higher level, and development of players who need to experience a higher standard of cricket than Performance Programme fixtures to see if they could progress to play at a higher level. This balance will change through the age groups with the introduction of ECB National Competitions at U-14 & U-15 age groups.

Within these National Competitions, the strongest available team will often be selected with occasional places being taken by developing players to observe their ability to perform at this level.

**Aim:**
To have players selected for CAG sides taking into account the players current ability, their performance through the winter training programmes, their performance within the Performance Programme fixtures for their Performance squad side, their potential to play CAG cricket and the players’ role within the team.

**Who:**
All CAG teams (U-9 to U-15) will be selected by the respective CAG coach in conjunction with the respective CAG manager. The CAG coach will have the final decision in player selection following discussions with the CAG manager. Surrey CCC’s Performance Managers have the power to override any decisions made with regards to player selection within any of the CAG sides.

**Selection Criteria:**
- Performance/improvement during winter training programme
- Current ability as a cricketer; including technical, tactical, physical and mental characteristics
- Potential to play regular CAG fixtures and higher levels of cricket in future
- Performance/improvement during Performance Programme fixtures
- Role that the player will fulfill

**Communication:**
If parents have any issues concerning their child’s cricket development within the CAG system please take this up initially with the relevant CAG manager. All players selected to play CAG Cricket agree to abide by the Player’s Code of Conduct, a copy of which can be found in section 5 of this document.

All parents and families of players selected to play CAG Cricket agree to abide by the Parents and Families Code of Conduct, a copy of which can be found in section 6 of this document.
5. PLAYERS’ CODE OF CONDUCT

We are committed to the development of our elite young cricketers and the realisation of their aspirations.

As society, attitudes and patterns of behaviour are changing; Surrey CCC has taken the decision to issue a Code of Conduct to its young County Age Group and Performance cricketers.

All young cricketers selected to represent Surrey at Performance and/or County Age Group (CAG) levels will be issued with this Code of Conduct and thereby agree to fully abide by its contents.

Players are the most important people in cricket. Playing for a team to win is the fundamental aim of the game. But not to win at all cost – fair play and respect for others in the game is fundamentally important.

**The principles that underpin this Code of Conduct are:**

- The player’s welfare is paramount
- All players, whatever their age, culture, disability, gender, language, racial origin, religious belief or sexual identity have the right to protection from abuse
- All players have the right to be safe and treated with dignity and respect

Any breach of this Code may lead to the player being warned as to their future conduct or in more serious cases being suspended or barred from participation in Surrey CCC activities. During festivals or tours players may be sent home for serious breaches of discipline.

A disciplinary procedure is available upon request.

Any matters regarding to this code should be addressed to the Performance Department, Surrey CCC, The Kia Oval, Kennington, London SE11 5SS.

**Player availability:**

Surrey CCC appreciate that there can be pressure on our CAG and Performance players with regards to their availability – with commitments elsewhere (school cricket, club cricket, other sporting sides). In order to maximise the standard, performances and development of cricket and cricketers in Surrey, and to avoid ambiguity or undue pressure on players when fixture clashes arise, the Performance Department has agreed priority criteria that are to be applied to all Surrey CCC affiliated clubs.

The criteria are that a player should play for teams for which he or she is selected in the following order:

Country / Region / County / District (Performance) / Club / School

**Communication:**

If parents have any issues concerning their child’s cricket development within the Surrey Performance system please take this up initially with the relevant CAG or Performance Manager.

All players selected to play CAG or Performance Cricket agrees to abide by this Player’s Code of Conduct.

**CAG and Performance cricketers agree to:**

- Make every effort to develop their own skills, technique, tactics and stamina with the aim of reaching their full potential
- Give maximum effort and strive for the best possible performance during games and practice
- Set a positive example for others, particularly other players
- Play cricket in a competitive manner whilst maintaining the highest standards of sportsmanship
- When invited/selected to attend Surrey CCC events regularly and punctually, behave with self-discipline and give notice and reasons for any absence
- Listen to and take on board guidance given by the Surrey CCC coaching team and other Surrey CCC officials
- Practice the techniques and skills taught by the Surrey CCC coaching team and attempt to apply them within matches
- Abide by the spirit, as well as the letter, of the laws of cricket
- Accept the umpire’s decision at all times and do not show any dissent - umpires will be advised prior to matches of the high standard expected from a Surrey CCC side
- Behave and dress in an appropriate manner (both on and off the field) when participating in Surrey CCC activities
- Not to take alcohol or tobacco, or any other stimulant or harmful substance, whilst participating in Surrey CCC fixtures or on tour
- Accept victory and defeat with dignity and grace
- Not use foul and abusive language on or off the field
- Treat all players, both team mates and opposition, as you would like to be treated, and with respect
- Keep to agreed timings for matches and practice sessions
- Respect grounds and pavilions and outdoor net facilities. Leave changing rooms neat and tidy.
- Avoid all forms of gamesmanship including sledging
- Not make negative reference to any Surrey CCC activity, official, player or parent on the World Wide Web and ensure strict confidentiality is adhered to
- Thank umpires, tea providers and opponents at the end of matches
Disciplinary procedure:

Any breach of this Code may lead to the player being warned as to their future conduct or in more serious cases being suspended or barred from participation in Surrey CCC activities.

In the first instance, a verbal warning as to future conduct will be issued by the relevant CAG or Performance Manager. Further breaches may result in a written and final warning being issued by the Cricket Department.

Should a parent wish to appeal against any disciplinary measures issued to a player (as detailed above) they should, in the first instance, formally contact, in writing, Richard Bedbrook (Performance Manager; rbedbrook@surreycricket.com; 020 7820 5773) who will investigate and reply in writing with a full response.

Should the matter remain unresolved to the satisfaction of the parent it will be referred to Gareth Townsend (Academy Director; gtownsend@surreycricket.com 020 7820 5762).

After further investigation, the decision of the Academy Director will be sent to the parent, in writing, and will be full and final.

All written correspondence to the above should be sent to: Surrey CCC, The Kia Oval, Kennington, London SE11 5SS.

Grievance procedure:

If a parent or child has any issues or concerns about their child’s involvement within Surrey CCC a grievance procedure exists:

In the first instance parents should raise the issues or concerns informally with the respective Performance or CAG Manager.

Should this not resolve the matter they should, in the first instance, formally contact, in writing, Richard Bedbrook (Performance Manager; rbedbrook@surreycricket.com; 020 7820 5773) who will investigate and reply in writing with a full response.

Should the matter remain unresolved to the satisfaction of the parent it will be referred to Gareth Townsend (Academy Director; gtownsend@surreycricket.com 020 7820 5762).

After further investigation, the decision of the Academy Director will be sent to the parent, in writing, and will be full and final.

The address for all written correspondence is: Surrey CCC, The Kia Oval, Kennington, London SE11 5SS.

6. PARENTS & FAMILIES CODE OF CONDUCT

Surrey CCC has also produced a Code of Conduct for parents and families of young players representing Surrey in Performance or CAG cricket. Whilst we in Surrey have always had an extremely supportive and dedicated group of parents, we also realise that the role they play in the cricketing development of their children is pivotal to the success of our Elite player development programmes.

Each official, as well as each child, are subject to strict Codes of Conduct. The parental code exists merely to guide and help parents to give all the young cricketers the best opportunity of succeeding.

Parents, guardians and families agree to:

- Attend matches as often as possible to support their child and the team they are representing – without their support Surrey CCC’s youth programmes would not be able to function
- Encourage and help the players to meet targets, including abiding by the Player’s Code of Conduct
- Support the players without pressure, praise good work and refrain from criticizing lapses
- Set a good example to the players
- Encourage their child to participate in cricket activities
- Demand that their child treat other players, coaches, officials and spectators with respect regardless of race, creed, colour, sex or ability
- Not engage in any kind of unsportsmanlike conduct with any official, coach, player, or parent such as booing and taunting; refusing to shake hands or using profane language or gestures
- Communicate with the Performance Department, keeping them informed about matters affecting the player
- Avoid going onto the field of play or to give advice about the game to their child at any stage of the game
- Not enter the dressing room at any stage of the match except in exceptional circumstances, such as injury, when this may be waived at the discretion and invitation of the Coach or Manager
- Not interfere, unless specifically requested, with the warm up, or comment on involvement of their child in the match
- Respect the privacy of scorer and the score box, only entering when requested to do so
- Respect the role of the Coach and/or Manager during or after matches by not giving different advice to that which has been given
- Emphasise skill development and practices and how they benefit their child over winning

Communication:

If parents have any issues concerning their child’s cricket development within the Surrey Performance system please take this up initially with the relevant CAG or Performance Manager.

All parents and families of players selected to play CAG or Performance Cricket agree to abide by the Parents and Families Code of Conduct.
7. USEFUL LINKS / DOCUMENTS

This document – Player Pathway & Guidelines for Selection to Representative Cricket – can be downloaded HERE.

Two documents have been created to highlight key characteristics relevant to players within the Player Pathway.

The two documents are designed to provide information to key cricketing personnel within Surrey on the various aspects of players characteristics that Surrey CCC take into consideration when observing and making decisions on abilities of young cricketers. These key cricketing personnel range from player to coaches, from parents to teachers and we hope these documents will provide information to clarify and confirm to these people the many criteria that we take into account as players progress through the Surrey CCC Player Pathway.

The following documents can be downloaded HERE:

- **The Player Pathway Profile** document gives an overview of the characteristics that County Age Group player may demonstrate and highlights key characteristics that Surrey CCC is looking for in the most able young cricketers within the county in order to select them into the most appropriate programme possible.

- **The Player Pathway Level Descriptors** document goes into more detail around the various key disciplines and is a tool that Surrey CCC hope coaches and teachers can use to gain an understanding, both for the coach and the player, of where that player sits within the level descriptors at that time. It is hoped that the document can be used to then highlight what improvements can be made and what areas might require closer attention in order to continue improving the player over time.

- **The 2016 Youth Assessment document** (and Nomination Form), which includes a comprehensive overview of the Assessment procedure.

- **The 2016 Youth Fixtures document**, which includes a comprehensive overview of the summer match programmes for Academy, EPP, CAG, Performance Cricket and Women & Girls’ teams.

The Surrey Cricket Foundation Junior Coaching Courses site, with information on their programme of courses for U-6 to U-16 year-olds can be downloaded HERE.