Isle of Wight Cricket Board
Selection Policy

1. Introduction

- The purpose of this policy is to outline the principles and procedures for selection into the IWCB County Cricket Programmes and matchday teams. It aims to ensure a transparent, inclusive and consistent approach to identifying and developing cricketing talent across the Isle of Wight.
- This policy applies to all age-group representative teams and development programmes within the IWCB County Cricket Programmes, including but not limited to:
    - County Age Group (CAG) squads (U13-U18)
    - Early Engagement Programme (EEP) (U10-U12)
    - Emerging Player Programmes (EPP) (U13-U18)
    - Disability Representative Teams
    - Senior Representative Teams

2. Aim

- To identify, nurture and develop talented players with the potential to play at county, regional and national levels.
- To create an inclusive, enjoyable environment that supports long term player development.
- To align with ECB talent development frameworks and best practices.

3. Eligibility

- The pathway is open to eligible players regardless of background, ethnicity, disability or club affiliation. Selection and participation will be managed fairly and in accordance with applicable ECB regulations and IWCB policies.
- Players making themselves available for selection, will agree to abide by the policies, rules and regulations of the IWCB and competition requirements.
- Player eligibility for participation in Female Only Cricket and Open Cricket will be determined in accordance with the ECB Player Gender Eligibility Regulations, as amended from time to time. In particular:
    - Female Only Cricket is subject to ECB Regulation 3.1, which states that only individuals who were assigned female at birth are eligible to participate.
    - Open Cricket is subject to ECB Regulation 3.2 and is open to all players.

4. Selection Process

- Identification means a player has been noticed by coaches, teachers, or programme leaders as having potential.
- Nomination refers to a formal recommendation for consideration, typically by a coach, teacher, or programme lead.
- Selection is the final decision to include a player in a squad, based on performance, attitude, and readiness, following further assessment.

- Players may be identified through:
    - Club or school nominations
    - County observation sessions
    - Observation at matches, festivals or training

- Street Cricket sessions overseen by IWCB coachesAny other cricket programmes run on the Isle of Wight

- Players may be selected into squads directly from these environments if they meet the required standards. However, most players will progress through a nomination and assessment phase before final selection.
- Selection to one programme or squad does not guarantee selection to another programme, age group or individual match.
- Selection decisions will consider both current performance and future potential. Statistics or performance in a single match will not, on their own, determine selection.
- Being part of an IWCB squad does not mean a player will be selected for every match. Match selection may depend on the opposition; type of fixture; player development objectives; current form; availability; the needs of the team and levels of commitment and attitude.
- Not being selected for an individual match does not necessarily mean a player has been removed from the pathway.

5. Selection Panel

- Selection panels will consist of the relevant Pathway Coaches. In the event of a split decision, the Head of Pathway will hold the casting vote.
- Team captains may be involved in the decision-making process in adult squad selections.
- Decisions will be made collectively, with records kept for accountability.

  Information considered during selection includes:
  - Performance data from matches, festivals and training sessions
  - Coach observations and player development reports
  - Attendance, attitude and commitment
  - Feedback from club and school coaches/teachers
  - Physical and mental readiness for the level of competition

  Responsibility for gathering and presenting information:
  - Pathway coaches are responsible for compiling performance and development data.
  - The CDM overseas the collation of all relevant inputs and ensures consistency across squads.
  - Where applicable, team captains and external coaches may provide supporting feedback.
- Matchday team selections will be made by the Lead Coach.

6. Conflicts of Interest

- All individuals involved in the player selection process have a duty to act in the best interests of the IWCB and its players. Any potential or actual conflicts of interest must be declared and recorded in advance to the Head of Pathway using the ***IWCB Conflict of Interest Declaration Form***.
- A conflict of interest happens when someone involved in the selection process has a personal relationship or outside interest that could influence, or appear to influence, their decisions about which players are selected.
- A conflict of interest might exist if a selector or coach:
  - Is related to a player
  - Has a personal relationship with a player (e.g. close friends, godparents)

- Has coached or privately trained a player outside of the Player Pathway.
- Has a financial interest in a player's progress (e.g. receiving payment for a private coaching or management).
- A conflict of interest may also occur if the IWCB is in receipt of sponsorship or financial donations from a player's family or person associated to them.

- Where a conflict exists, the individual may offer insight and opinions to the panel but will not have a vote in the final decision-making stage related to that player's selection. To help avoid persuasion bias, individuals in influential roles, such as the Pathway Lead, Age-Group Lead, or those with a declared conflict, will be invited to share their views after other panel members have spoken. This ensures that all selection decisions remain fair, objective and based solely on the criteria set out in this policy.

7. Selection Criteria

- A holistic assessment selection will be based on a combination of factors highlighted in the talent development framework and includes:
  - Technical skill
  - Tactical understanding
  - Physical athleticism
  - Mental attributes (attitude, coachability, resilience) and behaviour
  - Match performance
  - Training performance and commitment
  - Potential for future development
- Selection is not final; players can be moved into or out of the pathway based on form, attitude and development.
- There will be regular reviews throughout the season.

8. Selection Timeline

- Initial squad selection will occur over the summer and will be completed by December for the following season.
- Selections may be reviewed during the season.
- Matchday selections will be communicated via Spond with reasonable notice wherever possible.

9. Communication and Appeals

- All players and parents will be informed of selection decisions in a timely and respectful manner.
- Feeback will be available on request, focused on development.
- Appeals must be submitted to the County Safeguarding Officer in writing 7 days of selection announcements.
- The appeal will only be admissible if the individual can demonstrate that the selection process has not been followed correctly.
- A review will be conducted by an independent IWCB representative from the Board of Directors, and the decision will be final.

10. Withdrawal and Deselection

- If a player withdraws or is deselected for any reason, a replacement may be decided from the remaining age group squad by the reconvening of the selection panel.

11. Amendments to the Selection Policy

- This policy will be reviewed annually by the IWCB to ensure it remains relevant and aligned with ECB and community expectations.
- An exception to this will be following a successful appeal. In such cases, the relevant section of the policy will be reviewed, amended and re-shared within 30 days of the appeal outcome to ensure transparency and responsiveness.

County Safeguarding Officer – Sarah Peake
cso@isleofwightcricket.co.uk | 07598137872

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