

Pathway Selection Protocols (2023/2024 Winter and 2024 Season)

Selection, whether it be for the England National side or a club U10's boys or girls team, can be contentious.

The decisions made by those responsible for selecting teams and squads are often disputed and can cause extreme disappointment.

In an attempt to mitigate some of the issues caused by selection Middlesex County Cricket Club have developed guidance to support the transparent and open selection of young players as they progress in their cricket journey.

Below are the protocols that Middlesex CCC use for selection in Borough, Regional, County and Academy Teams/Training Groups.

We believe the junior and senior sections of clubs in Middlesex would benefit from adopting protocols the same as, or similar to the recommendations made below.

- **Recommendation 1**

All selection meetings are recorded, by either:

- Microsoft Teams or Zoom recording
- Audio recording (taken by phone or other device)
- Written minutes taken by a nominated person in attendance

- **Recommendation 2**

All declarations and potential conflicts of interest are disclosed and documented at the start of any selection meeting, with the right of the person involved being that they can recuse themselves from any part of the conversation for which they feel conflicted. A meeting process outline / guidelines for conversation to be provided to each selection meeting group to follow and adhere to.

- **Recommendation 3**

Standardised documentation regarding selection policies and criteria are communicated to parents / guardians before any selection process starts.

- **Recommendation 4**

All selection meeting documents and recordings are to be held centrally by Middlesex Cricket, with an independent panel to randomly select and review some of these twice annually. To confirm, this will not challenge any decision made, but to ensure process is being followed. The panel will include at least 1 member of the club's ED&I committee.

- **Recommendation 5**

A contact email address - talentid@middlesexccc.com or the like - is created for any questions, queries or concerns to be sent to to ensure that as many of these as possible are dealt with centrally.