

Gloucestershire County Cricket Club

Pathway Document



Introduction

The information provided in the Pathway Document will be of interest to all stakeholders who have a pivotal role in developing cricketers within an elite environment. This document has been developed to reflect the vision of the Club's performance programmes; to identify, recruit and develop young cricketers towards a professional career with Gloucestershire and ultimately, England.

Encouraging and enabling elite players the opportunity to dovetail their cricketing and academic aspirations has resulted in a number of successful graduations – both on and off the field of play.

Our recently announced partnership with neighbouring Wiltshire promises to further enhance our pathway. Our shared values will be the cornerstone of a close working relationship between the two counties, offering opportunities for coaches and players to share and experience best practice in a new and exciting performance strategy.

One of the great strengths of our pathway is the close connection our young players have to the professional playing and coaching staff; joining in with training and gaining opportunities to play at a higher level. By facilitating this connection, we aim to give our young players exposure to a challenging environment in order for them to realise their potential – both as players and as people.

Tim Hancock, Head of Talent Pathway



Pathway Objectives

- *Successfully identify, recruit, and develop talented cricketers to fulfil their potential*
- *Maintain a clear player pathway*
- *Ensure our coaching challenges and develops our most talented*
- *Provide excellent CPD opportunities for coaches*



Pathway Strategy

Mission: To develop a pathway that produces successful 1st-Class cricketers for Gloucestershire CCC but also inspires young cricketers to be the bedrock of the club game as players, coaches and volunteers.

Aim: To have processes and practices in place which enable all players to understand where they are within it and what the journey is to become a professional cricketer.

Philosophy: Player-centred, where gaining commitment, providing direction and generating responsibility are at the core of producing independent thinking cricketers.



Pathway Values

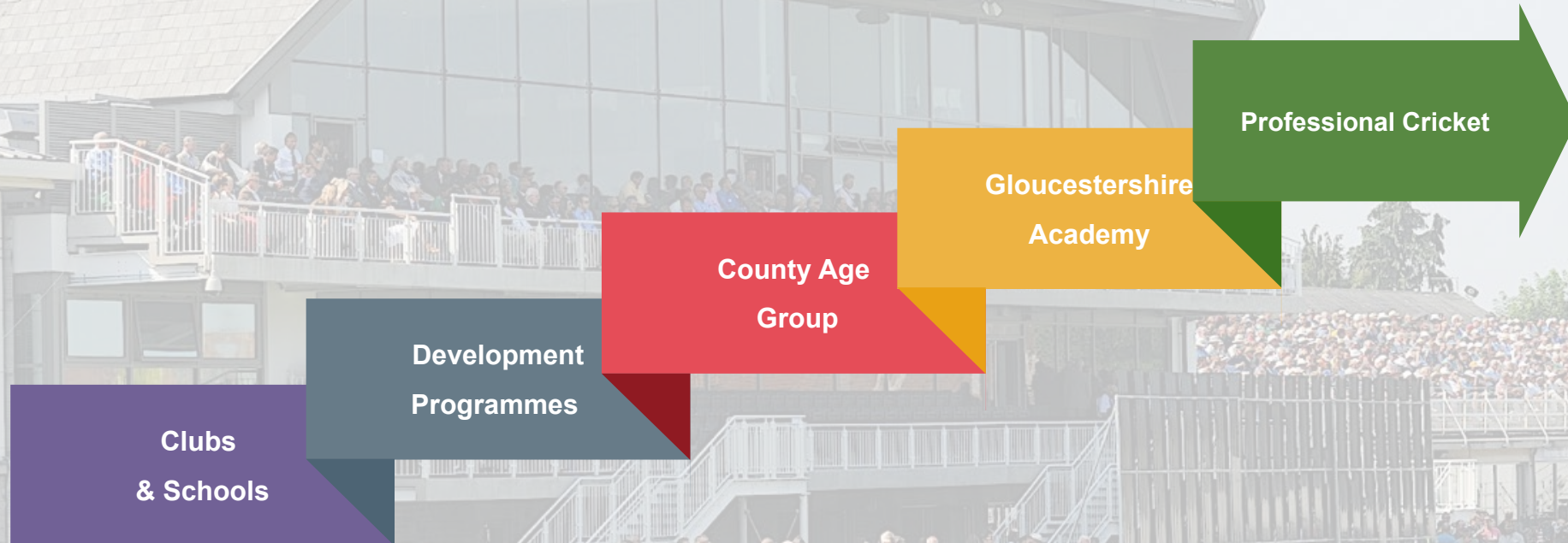
Always check & challenge for improvement

Achievement through application

Invest in players as people



Gloucestershire CCC Pathway



"To develop a pathway that produces successful first-class cricketers for Gloucestershire CCC but also inspires young cricketers to be the bedrock of the club game as players, coaches and volunteers."

GCCC Pathway: Player Characteristics



Under 14-15

- These teams will be set up to win games
- Player development is still of paramount importance
- Teams will begin to demonstrate patterns of play that are recognisable at first class level
- Player statistics and performances will have greater importance in informing selection for EPP/Academy programmes
- Those players who are on an EPP programme will have maximum exposure to key roles within the side
- Recognise, due to sudden shifts in mental and physical maturation, that players can progress very quickly

Under 17-19

- Players will start to reveal the player they are going to be
- They will strongly reflect the characteristics of a CAG player
- Teams selected will be the strongest available in order to compete in the ECB competitions
- Players will show they are adept in executing clear tactics in specific roles
- These teams will play a brand of cricket that is clearly recognisable at first class level



Under 12-13

- Try hard to win
- Important that players still experience different roles within the team
- Set up of the team will reflect that more players are starting to establish defined roles in teams
- Players will be starting to understand how to set and bowl to a field
- Good performances will be noted and players will start to be shortlisted for EPP selection
- Those players who are on an EPP programme will have maximum exposure to key roles within the side.



Under 10-11

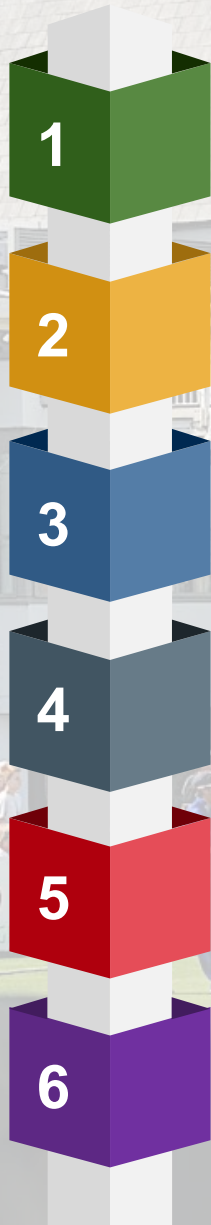
- Instil a competitive mindset. Trying hard to win is important
- Development is more important than winning
- Different players will be given opportunities to captain
- Recognise there may be the odd player who is ahead of their peers and they will need opportunities to develop



The generic characteristics of a Gloucestershire CAG player should include:

- Plays many different sports
- Is competitive
- Demonstrates good basic cricket skills
- Shows determination to succeed and get better
- Enjoys being part of a team
- Enjoys playing and practising the game
- Is inquisitive, shows initiative and is able to think independently
- Loves the sport

GCCC Pathway: Strength & Conditioning Strategy



10-14's: FUNdamentals

An introduction to physical training with a heavy emphasis on fun and games for learning. These sessions plant the seedlings of physical literacy and movement competency that grow throughout our pathway.

14-16's: Learn to Train

Here we introduce more formal strength and conditioning training, learning the key skills and competencies for future success. Athletes undergo their first assessment days with GCCC. We encourage our players to write their own heroes story and pursue improvements as an adventure.

Academy yr 1 (16-17y/o) Train to Train

Organised training that spans the skills necessary at the senior level begins. Testing and assessments form a goal driven programme. We begin collecting training load management data, discussing performance nutrition and introduce professional behaviours expected at the top level.

Academy yr 2 (17-18 y/o) Train to Compete

Fitness testing is used to prescribe individualised programmes. Players become directed towards senior fitness standards. Professional behaviours and positive visibility is taught explicitly to prepare players to succeed in our professional training environment.

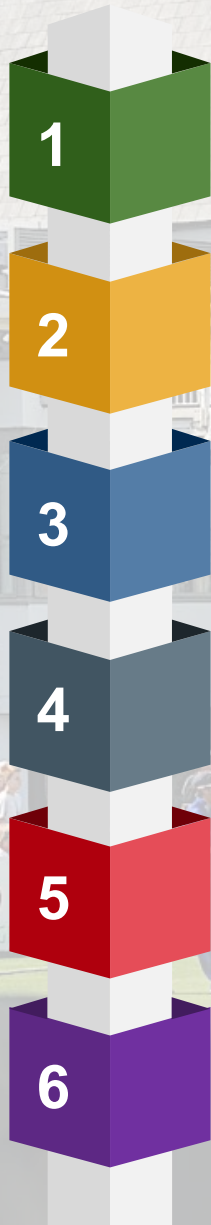
Rookie Contract (18-20 y/o) Train to Win

A smooth extension of our Academy Yr 2 training philosophy, players are now training in a full-time environment with our professional playing staff but the work doesn't stop. The transition from 18-22 presents a critical period of physical development and we continue to develop physical qualities all year round to excel within the professional squad.

Senior Professional

These players are expected to play critical roles within the professional squads and training is designed to optimise performance when necessary within the season. With numerous seasons of cricket under their belt physical training emphases shift to achieving and maintaining cricket performance week-in, week out.

GCCC Pathway: Psychological Characteristics.



1 Have the desire to learn, play & perform

2 Demonstrate enjoyment partnered with performance

3 Demonstrate leadership qualities at all stages

4 Develop the ability to cope with pressure

5 Develop key decision-making skills

6 Learn to reflect rationally on their performance, keeping a grounded perspective on both success and failure

GCCC Pathway: Player Welfare

Gloucestershire County Cricket Club (GCCC) considers the welfare and safety of the players in its pathway to be of the utmost importance.

The physical, psychological and holistic wellbeing of Academy and EPP players is addressed in the key policies and procedures developed and implemented by GCCC and the England and Wales Cricket Board (ECB).

Both in the cricket department and the wider cricket club organisation, staff are briefed in the identification and escalation of potential welfare concerns to ensure that should issues arise, they can be handled with professionalism and sensitivity.

GCCC is committed to preventing the exploitation of children and young adults in all its forms.

Only coaches, managers or sessional instructors with verified, current child protection, safeguarding and first aid certification will be permitted to work with our pathway players.

Equality & Diversity policy ensures that all participants are treated fairly and equally regardless of age, ethnicity, socioeconomic background, gender or sexual orientation.

Health & Safety policies and risk assessments in place for match-play, training and travel environments.

Mental Health pathway utilising practitioners with clinical psychology and performance psychology experience, specifically for Academy and EPP players.

Injury prevention and treatment support for both match-play and training environments.

An organisational 'zero tolerance' stance on bullying involving both players and staff.

Harassment, exclusion, victimisation and all forms of behavioural inequality are not tolerated.

GCCC Pathway: Talent ID*

				
Evidence-based	Characteristics	Development	Long-Term	Potential
<p>Our Pathway can benefit from a strong evidence-based Talent ID process by informing decision-making, checking and challenging selection, while adopting a flexible approach to entry points and progression through it.</p>	<p>Talent ID focuses not only on our pathway players but those aspiring to perform within it, using data from multiple sources in order to pinpoint player characteristics and behaviours as identifiers of talent.</p>	<p>Talent ID process offers guidance for scouts on what to look for in high potential players, providing an evidence-based system which can assist coaches in optimising development strategies for players from an early age.</p>	<p>In the longer term, Talent ID can help us identify patterns of behaviour traits, physical and skill-based characteristics which differentiate the players who progress to pathway placement.</p>	<p>Our Talent ID process aims to help us better understand and observe those traits which help to identify those players whose capabilities hold the potential to fulfil their belief to be the best they can be.</p>

*Please read our [privacy policy](#) carefully to get a clear understanding of how we collect, use, protect or otherwise handle data