

Appendix 1

Hampshire Player Pathway Review – 2015

1. Management summary

This note summarises the findings and recommendations of recent Hampshire Player Pathway Review. A full and detailed document has been prepared which can be referenced through the District committees.

The Review recommends a revised management structure whereby Hampshire Cricket becomes fully responsible for the running of the Player Pathway, both financially and administratively, (see [Appendix A](#)). By establishing Regional Performance Centres (RPCs) and removing County Age Group selection until U12 it will enable young players between 9 and 11 to blossom and flourish through a 3 year period prior to their possible selection to a county squad at U12. Much cricketing knowledge and experience can be gained by the players and the coaches during this time enabling selection criteria to be met more effectively. Under the new set up the overall development opportunity for each player will be enhanced, measured and consistent.

On-going concerns expressed by the Districts will be addressed by the change in structure. None least the additional support offered by Hampshire Cricket and the long term view given to the development of players at grassroots/club level. The appointment of a Performance Coach to oversee the Player Pathway from U15 downwards would give greater leadership to the overall programme and give support to each of the RPCs. The role of the Regional Performance Managers (RPMs), in place of the existing Lead Coaches, will be to monitor the regional development programmes and provide everyday contact with RPC squad coaches, allowing players to be recommended to the CAGs at the most appropriate times. RPMs will be accountable to the Performance Coach.

True, working partnerships will be forged to encourage and support all cricket from junior club teams to Academy players. To this end, each RPM will be co-opted onto their respective District Board and a new committee formed of District chairmen, HCB CDO and the Hampshire Academy Director.

Recognising the need for change, it is imperative that action should be taken as soon as possible. Implementation should start immediately with a live date of 1st October 2015 being an achievable target. It is likely that a two year transition period would be needed to complete all the changes. Districts are asked to make sure their existing winter coaching facilities and coaches are booked as usual.

2. Recommendations

The report makes the following recommendations:

- 1) Replace the current District representative cricket programme with 4 Regional Performance Centres (age groups U9 – U15) that become an integrated part of the Hampshire

Player Pathway reporting to the Performance Coach, (see [Appendix A](#)). Each RPC will be overseen by a paid, part-time, Hampshire trained coach who would act as Regional Performance Manager supporting each RPC and overseeing a cricket development programme that meets the requirements of the overall Player Pathway. A detailed Budget has been prepared which indicates how the Pathway will be funded from a central source.

2) As a result the District Associations would no longer be responsible for managing District age group squads and would pass the financial and administrative management to Hampshire Cricket. However, it is recommended that each RPM should be co-opted onto their respective District Committees. The Districts would continue to oversee junior club leagues/competitions and where appropriate work with HCB to support member clubs to recruit, train and develop volunteers. The Districts would be encouraged to maintain and strengthen the partnership with Hampshire Cricket and the HCB to help support grassroots cricket within each District

3) Withdraw the U10 and U11 CAGs. This would allow the RPCs to work with players throughout the 9-11 year groups and not look to select for a county team until they reach the U12 age group. The current (5) county U10 and U11 coaches would be encouraged to apply for the RPM role or asked to work for an age group within the RPCs or CAGs. In addition, the winter coaching programme for the U9-U11 age groups will be increased from 12 weeks to 18 weeks per squad. To ease the transition, there should be a one year 'phasing out' of the U10s and U11s.

4) Where possible, each RPC would be looking to work with a minimum of 32 young cricketers at each age group, extending the number of players currently playing at District level. There are currently less than 100 players county-wide at each of the U9 and U10 ages, which could rise to 128 under the new regime. Whilst subject to confirming budgets, it is anticipated that the hourly cost to each player for their coaching sessions would remain the same.

5) All players in the RPCs would wear Hampshire badged kit, although some distinction would be made to recognise each RPC (colour of shirt or team name, for example)

6) Challenge the RPMs to introduce an U9-U11 development programme to the RPCs under the guidance of the Performance Coach that recognises the 'Fundamentals' of cricket training. Namely running, catching, throwing and hitting. The match day needs will be met with the introduction of 'Charlie's Matches', a new 8-a-side cricket match which encourages participation and enjoyment.

7) Greater use of the facilities at the Ageas Bowl should be encouraged (Indoor School for RPCs, playing areas for 'Charlie's Matches', club junior finals, etc).

8) A single management group should be created and a Performance Coach appointed who would be solely responsible for the running of the Player Pathway and overseeing the implementation of the new cricket development programme. The RPMs would report directly to the Performance Coach. The cricketing expertise at Hampshire Cricket would suggest they would be well placed to undertake this role.

9) It is noted that this document is a review of boys cricket only. A similar review of Girls cricket will be undertaken in 2016 with the view to the girls pathway transitioning in October 2016.

10) The report's recommendation to bring the Player Pathway under the Hampshire Cricket banner would improve the opportunities for sponsorship and access the skills of the corporate marketing department.

Appendix A

Hampshire Player Pathway organisation chart

