



# Performance Pathway Review

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Consultation with Stakeholders

**Ben Thompson, Cricket Development Director**

July 2015

## 1. INTRODUCTION

This note has been prepared to brief all stakeholders about some proposals concerning important changes to the way young players are developed in Hampshire through the 'Performance Pathway'.

The 'Performance Pathway' is the broad term used to describe the set of development activities through which talented players aged 9 to 17 years are prepared to the point of potential entry to a First Class County Academy. The arrangements include assessment, coaching, strength and conditioning sessions, and match play.

The note sets out –

- The present position
- The proposed changes
- Proposed arrangements for managing the transition
- Decisions to be made now

The proposals are far reaching and involve the reallocation of resources. All stakeholders are asked therefore to consider the proposed changes carefully and to accept them formally through properly taken Board or District Association resolutions.

## 2. THE PRESENT POSITION

Accountability for providing a 'Pathway' in Hampshire currently rests with the Hampshire Cricket Board (HCB) under a formal Memorandum of Understanding with the England & Wales Cricket Board (ECB) which runs until 2017. Towards the undertaking of these activities the ECB provides funding as follows –

**Boys - £9,400**

**Girls - £7,000**

At present the HCB coordinates the 'Pathway' in partnership with Hampshire Cricket Limited and District Associations. Essentially the respective contributions are as follows –

### **Hampshire Cricket Board**

- General oversight and reporting to ECB
- Management of County age group squads, under 10 to under 17
- Organisation of District Festivals
- Administration and financial management of the Pathway
- Funding of £51,500 (2015), £63,500 (2014) including the ECB payment, player/parent contributions, and an additional subsidy from HCB funds.

### **Hampshire Cricket Ltd**

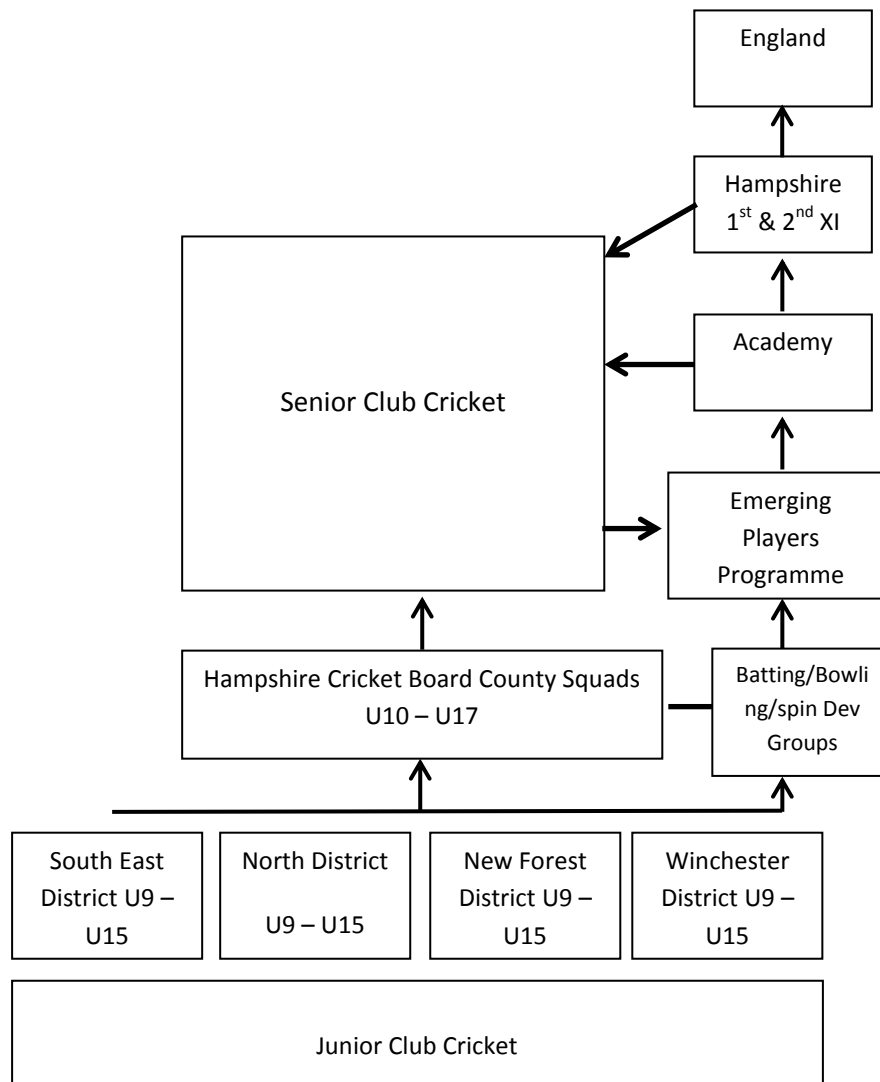
- Advice on the overall scheme of coaching
- Free coaching support for county age group squads, valued at £3,500
- Emerging Players Programme, part funded by an annual HCB contribution of £7,800

### **District Associations**

- Selection and management of District age group squads
- Coaching of District age group squads

- Funding of coaching for District age group squads
- Organisation of District age group matches
- Funding of District age group matches (excluding District Festivals )

### Diagram of the current Pathway



### Weaknesses in the present arrangements

- Lack of leadership
  - No one organisation has overall control of the pathway, each stage is managed by different organisations.
  - HCB do not have a specialist Development Officer responsible for the pathway.
- A perceived lack of professional coaching support and county age group coach involvement at a District level.
- Improvements and changes to the programme are virtually impossible due to varying capability and challenges in each district and at a county level.
- District Associations are answerable to their members and not HCB or Hampshire Cricket, complicating the decision making process.
- The current financial model is not sustainable and will have to change regardless of any alterations to coaching and management arrangements.

### **3. PROPOSED CHANGES**

#### **Pathway review**

The above weaknesses necessitated a review of the Performance Pathway's management structure and the programmes delivered at each stage. Bobby Parks (Hampshire Cricket Academy Director) led the Performance Pathway Review with support from HCB and the four District Associations. The Review was concluded at the end of March and the findings presented to all 4 districts and the HCB Board of Directors.

#### **Proposed new model**

The overall aims are to ensure a better development outcome for the individual player and to establish a more effective way of managing the Pathway.

See appendix 1 for the Management Summary of the Hampshire Player Pathway Review 2015, detailing the new model.

#### **Implications for HCB**

- From 1<sup>st</sup> October 2015 – HCB will commission Hampshire Cricket Ltd to deliver the boys County age group squad programme for 2 years.
- From 1<sup>st</sup> October 2015 - Programme to be self funding apart from ECB subsidy, with new charges in place.
- From 1<sup>st</sup> October 2015 – Boys U10 County age group ceases.
- From 1<sup>st</sup> October 2016 – Boys U11 County age group ceases.
- From 1<sup>st</sup> October 2016 – HCB will commission Hampshire Cricket Ltd to deliver the girl's County age group squad programme for one year.
- From 1<sup>st</sup> October 2017 - subject to successful transition, HCB withdraws from County age group activity. All boys and girls County age group activity passed from HCB to Hampshire Cricket Ltd.
- Disability County squads are not part of this proposal, HCB will continue to deliver all activity in this area.

#### **Implications for District Associations**

- From 1<sup>st</sup> October 2015 - responsibility for boys District squads passes to Hampshire Cricket Ltd.
- There would be no income to District Associations from boys District squad members.
- From 1<sup>st</sup> October 2016 – responsibility for District Girls squads passes to Hampshire Cricket Ltd.
- Employment implications for District coaches will need to be resolved (if any).
- District Association Articles/Constitutions may need revision.

#### **Implications for Hampshire Cricket Ltd**

- From 1<sup>st</sup> October 2015 - new Performance Coach in place.
- From 1<sup>st</sup> October 2015 - new Regional Performance Centres established and Regional Performance Managers in post.
- From 1<sup>st</sup> October 2015 - necessary governance arrangements in place, including complaints, child welfare policies, insurance, and safeguarding arrangements.
- From 1<sup>st</sup> October 2015 - identify a solution to avoid charging VAT on winter training/match fees.

#### 4. PROPOSED ARRANGEMENTS FOR MANAGING THE TRANSITION

A number of interrelated changes need to take place involving HCB, Hampshire Cricket Ltd, and District Associations. These will impact on managers, coaches, players and parents. The changes will need to be carried out in a systematic manner and be supported by good communication at each stage.

It is proposed therefore that a Transition Group should be established, chaired by Ben Thompson HCB Cricket Development Director, to oversee the changes at all stages. The members of the Group should be four District Association representatives, Hampshire Cricket Academy Director and Performance Coach. The HCB Women and Girls Development Officer and female representative will also be members once the transition of the Women and Girls County squads starts.

The Group would be established as soon as the parties have approved the proposed changes and transition arrangements.

#### 5. DECISIONS WHICH NEED TO BE MADE NOW

The decisions that need to be taken now are set out below. All stakeholders are asked to carefully consider the changes that affect them and make a decision through properly taken Board or District Association resolutions.

Proposal	District Assoc. Support	HCB Support	HC Ltd Support
New coaching structure			
County Age Group changes			
Funding changes			
Management changes			

#### 6. FURTHER INFORMATION

Should you wish to comment on the proposal or require further information please contact Ben Thompson, Cricket Development Director by email – [ben.thompson@ageasbowl.com](mailto:ben.thompson@ageasbowl.com)

#### Copied to:

Hampshire Cricket Ltd  
District Associations  
Hampshire Cricket Board affiliated club secretaries  
HCB Board of Directors  
HCB County Age Group Managers and Coaches  
SEPL and Hampshire Cricket League