

# Maldon Cricket Club

## Developing Talent Policy

Due to the success of Maldon Cricket Club in achieving five Saturday teams, a midweek team, a Sunday team, as well as ladies and colts sections, a clear and transparent process is required for all playing members to have the opportunity to play at the highest possible level for the club.

The aims of Maldon Cricket Club are as follows:

- To establish ourselves as a strong Division 1 club in the Two Counties League
- For all players to enjoy their cricket within a safe environment that encourages and supports the development of their key cricket skills
- For colt age players to progress to open age cricket within Maldon Cricket Club
- For an increasing number of Maldon CC colt players to represent the central district and county.

### **Developing Younger Talent (All school age playing members)**

Colts and other under 18s, from when they are in year 8, will be asked to attend senior club training sessions when they are performing well for their colt age groups. The senior team captains will attend colt training sessions, look at match scorecards and discuss colt performance with the colt age group managers before inviting players to attend training sessions. All invitations will be discussed with the player's parents/carers beforehand.

Where performance at training sessions is deemed positive, the senior cricket captains may invite the colts to play senior age group cricket on a Saturday or Sunday. This will initially be for the senior 3<sup>rd</sup>, 4<sup>th</sup> or 5<sup>th</sup> team. However, the 1<sup>st</sup> and 2<sup>nd</sup> team captains will also be discussing performance of these players with the other captains and the Club Captain on a regular basis. Players who perform at the highest level in matches and training sessions for both their senior and colt sides may be asked to attend training with the 1<sup>st</sup> and 2<sup>nd</sup> teams to experience cricket at a higher level and prepare them for playing senior cricket with the 1<sup>st</sup> and 2<sup>nd</sup> teams in the future.

For some players they will spend a longer amount of time in the 3<sup>rd</sup>, 4<sup>th</sup> or 5<sup>th</sup> teams. The club recognises that all younger players develop at different times. The club captains will still discuss performance of these players and they will still have the opportunity to attend senior training sessions and play senior cricket. Where performance improves to that of 3<sup>rd</sup> team cricket and possibly 2<sup>nd</sup> team cricket then the player may be invited to attend 1<sup>st</sup> and 2<sup>nd</sup> team senior training sessions.

By attending colt training sessions and matches, senior training sessions, having discussions with other club captains and colt age managers, the senior club captains will have a thorough understanding of all the younger members' cricket development. This will enable selection for senior cricket training and matches to be fair and transparent for all and based on performance.

### **Developing All Talent (Over 18s)**

The club hopes that all players at the club are striving to play at the highest level that they are able to play at. The club therefore has a responsibility to ensure that adult playing members have the opportunity to play at the highest level for the club. As a result of this, a similar process will take

place. Players that are performing well for the 3<sup>rd</sup>, 4<sup>th</sup> and 5<sup>th</sup> teams will be invited to attend training with the 1<sup>st</sup> and 2<sup>nd</sup> team to experience cricket at a higher level. The 1<sup>st</sup> and 2<sup>nd</sup> team captain will attend 3<sup>rd</sup>, 4<sup>th</sup> and 5<sup>th</sup> team training sessions as well as speak to the other club captains before inviting players to attend their training sessions.

By attending training sessions and matches, having discussions with other club captains and colt age managers, the senior club captains will have a thorough understanding of all the playing members cricket development. This will enable selection for senior cricket training and matches to be fair and transparent for all and based on performance.

The club will achieve it's four aims by following the above process. Players, parents/carers and other members of the club will also be able to identify the process that the club is following and can understand decisions that are made.

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