

KENT CRICKET ACADEMY
&
EMERGING PLAYER
PROGRAMME HANDBOOK



2023-24





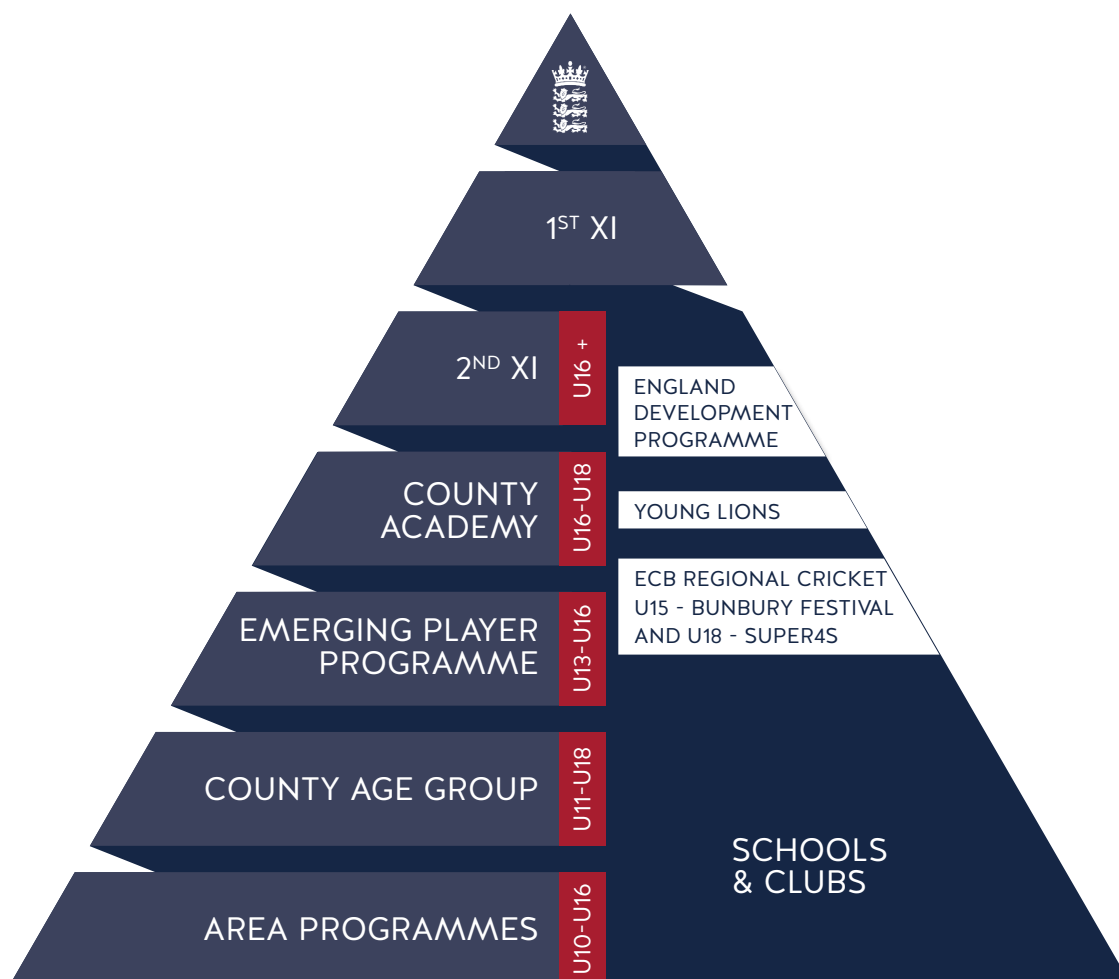
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INTRODUCTION

There are currently 18 ECB funded county academies. The purpose of the county academy system is to develop players capable of performing at first class and international level. Academy programmes are holistic in their approach and deliver a balance of technical, tactical, physical, mental, leadership and lifestyle skills.

Established in 2003, the Kent Cricket Academy gives talented young cricketers, aged 15 – 18, an opportunity to benefit from professional training and education whilst still at school or college. The Academy aims to develop home grown players and prepare them for a future in the professional game.

The Emerging Players Programme, (EPP) will provide additional support and development opportunities to players aged 13 – 16. It is a comprehensive and structured programme designed to help young players with the transition between the county age group squads and our academy programmes.





VISION

- Create a Pathway that enables players to become the best that they can be as cricketers and as people
- Identify and develop players capable of winning matches for Kent and England
- Provide a high quality tailored programme supported by the best coaches and staff
- Create a culture and coaching system that develops battle hardened, independent and confident players who have a growth mindset and a passion to play for Kent



YEARLY PLAN

	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP
	Module 1: Assessment		Module 2: Preparation				Module 3: Performance				
Player/parent induction	●	●	●	●	●	●	●	●	●	●	●
Physical & skills testing, including video analysis	●	●	●	●	●	●	●	●	●	●	●
Fundamental mental skills. 1:1 and group sessions	●	●	●	●	●	●	●	●	●	●	●
Meeting and monitoring progress with school	●	●	●	●	●	●	●	●	●	●	●
Individual goal setting	●	●	●	●	●	●	●	●	●	●	●
Individual player reviews with High Performance Director	●	●	●	●	●	●	●	●	●	●	●
Professional cricket interaction	●	●	●	●	●	●	●	●	●	●	●
Transition to game awareness sessions (all formats)	●	●	●	●	●	●	●	●	●	●	●
Overseas experience	●	●	●	●	●	●	●	●	●	●	●
Academy training camp prior to start of season	●	●	●	●	●	●	●	●	●	●	●
Individually tailored fitness programme and support	●	●	●	●	●	●	●	●	●	●	●
Lifestyle personal development programme (PCA)	●	●	●	●	●	●	●	●	●	●	●
Academy Match Programme	●	●	●	●	●	●	●	●	●	●	●
Game toughness reviews within match play	●	●	●	●	●	●	●	●	●	●	●
Match play monitoring by scouts/selectors	●	●	●	●	●	●	●	●	●	●	●
End of year player review	●	●	●	●	●	●	●	●	●	●	●

PLAYER SELECTION AND DEVELOPMENT

The purpose of this document is to outline the systematic and structured method of selecting players onto the Kent Cricket Academy and Emerging Player programme (EPP). This is to ensure that those players selected are the players most likely to develop into first class quality cricketers capable of winning matches for Kent and England.



PRINCIPLES

The following principles should apply to the selection of players onto the academy programmes:

- ◆ Clear distinction between processes for Kent Cricket Academy and EPP selection and selection of Kent Performance Squads
- ◆ Kent Cricket Academy selection based on demonstrated potential to develop into a first-class quality player over the next 4 to 6 years
- ◆ Selection onto the Kent Cricket Academy is intended to be highly competitive and challenging in order to encourage players to aim high to get into and, remain in the programme thus driving up standards of practice, preparation and performance across junior cricket in Kent.
- ◆ No fixed limit on the number of players in each year's cohort. Normally no more than 12 players will be selected into any year's cohort. On occasion the number may be greater or lower
- ◆ The introduction of an EPP aims to provide additional support and development opportunities to players who have the future potential to gain a place on the full academy programme. Where appropriate EPP players may be promoted to the Academy programme at any point throughout the year
- ◆ Players may be deselected from the Kent Cricket Academy if they fail to achieve their continued inclusion criteria. Entry and exit onto both programmes can take place at any time within the 11-month period.

SELECTORS: Min Patel, Neil Taylor, Ed Stanford

SCOUTS / INFORMATION PROVIDERS: CAG Coaches, ECB National Lead Skill Coaches, ECB Regional Performance Managers



CRITERIA: The following criteria will be considered by the selectors when selecting players for the Kent Cricket Academy and EPP programme:

- ◆ Scouting Report
- ◆ Future First Class Potential
- ◆ Performance Statistics
- ◆ Injury status and risk
- ◆ Physical condition

Players will be ranked according to scouting reports, performance statistics and selectors experience separately and in combination. As well as the Head of Talent Pathway undertaking visits and observations, a number of allocated scouts will regularly observe and gather information on players, listed either on the long or short lists.

The scouts are information providers, not decision makers and they do not select squads or players for programmes but will be responsible for providing the selectors with information which will enable them to make effective decisions.

In identifying potential, 'form' can be misleading, and this systematic process should prevent both good and poor form being misinterpreted for potential. Whilst, performance data will play a large role in indicating potential, selection onto the programme should not be seen simply as a reward for recent performance, but as an indicator of potential future performance.

Coaches experience for identifying potential will continue to play a role within selection, but it is hoped that this process will help gather evidence to support such intuition and will allow for improved cross-checking and validation.

ESTABLISHMENT OF LONG LIST - JANUARY TO MARCH

- List of players to be observed during the domestic season established
- Information gathered to include general comments on skills, temperament, ambition, results, and potential
- Review of reports, action plans and historical performance data

SCOUT VIEWING 1 - MAY TO JUNE

- Nominated scouts to observe players in county age group, club or school cricket
- Further information to be gathered from county age group coaches
- Short list of players to be observed during the second half of the season to be established
- Previously non-identified players can be added at this stage

SCOUT VIEWING 2 - JULY TO SEPTEMBER

- Scouts to observe targeted players in county age group or club cricket
- Further information to be gathered from county age group coaches
- Provisional final squad of players selected
- Previously non-identified players can be added at this stage
- Final Selection – end of September
- Scholarship offer letters to be distributed to Academy, and EPP players

INDUCTION PROCESS

1
Phone Call
and offer letter
sent to players
and parents

2
Signed
contracts
returned to
accept offer

3
Welcome
induction for
players and
parents

EXIT PROCESS

1
Player
informed at
end of winter
review of
possible non
selection

2
End of season
meeting held
with player
and parents if
under 18

3
Informed of
decision and
signposted re-
entry points
and areas for
development

4
Formal letter
sent to confirm
decision and
what was
discussed

REVIEW OF THE ACADEMY AND EPP PROGRAMME

Good communication between the Academy and EPP staff helps to develop a positive and supportive relationship that enables the players to achieve the best of their ability. It is essential that we have systems in place to help us maintain good communication.

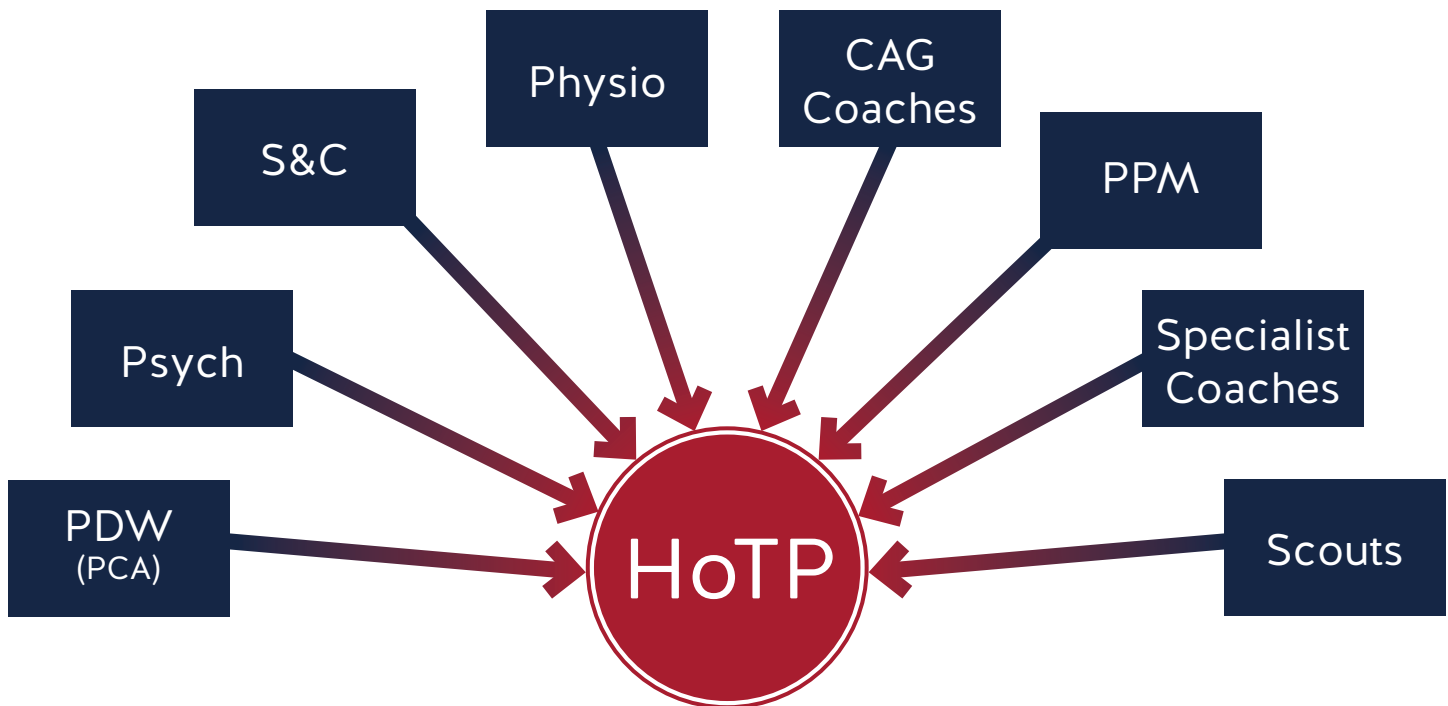
STAFF MEETINGS:

We consult with our staff on a monthly basis and discuss each player on the EPP and Academy in detail. The Multi-Disciplinary Team (MDT) consists of Head Of Talent Pathway, Pathway Performance Manager, Pathway & Academy Psychologist, Pathway S&C, Pathway Physio, Education Adviser.

ANNUAL STAFF SURVEY:

We complete an annual series of confidential player, parents' and staff surveys. The aim of this information gathering is to produce a review of the past year and receive feedback which we hope will help influence the direction we take the Academy in the future.

We are very keen to have as many staff complete the survey as possible so that we get a broad perspective from those individuals who have been directly involved with the Academy and EPP programme over the previous twelve months.



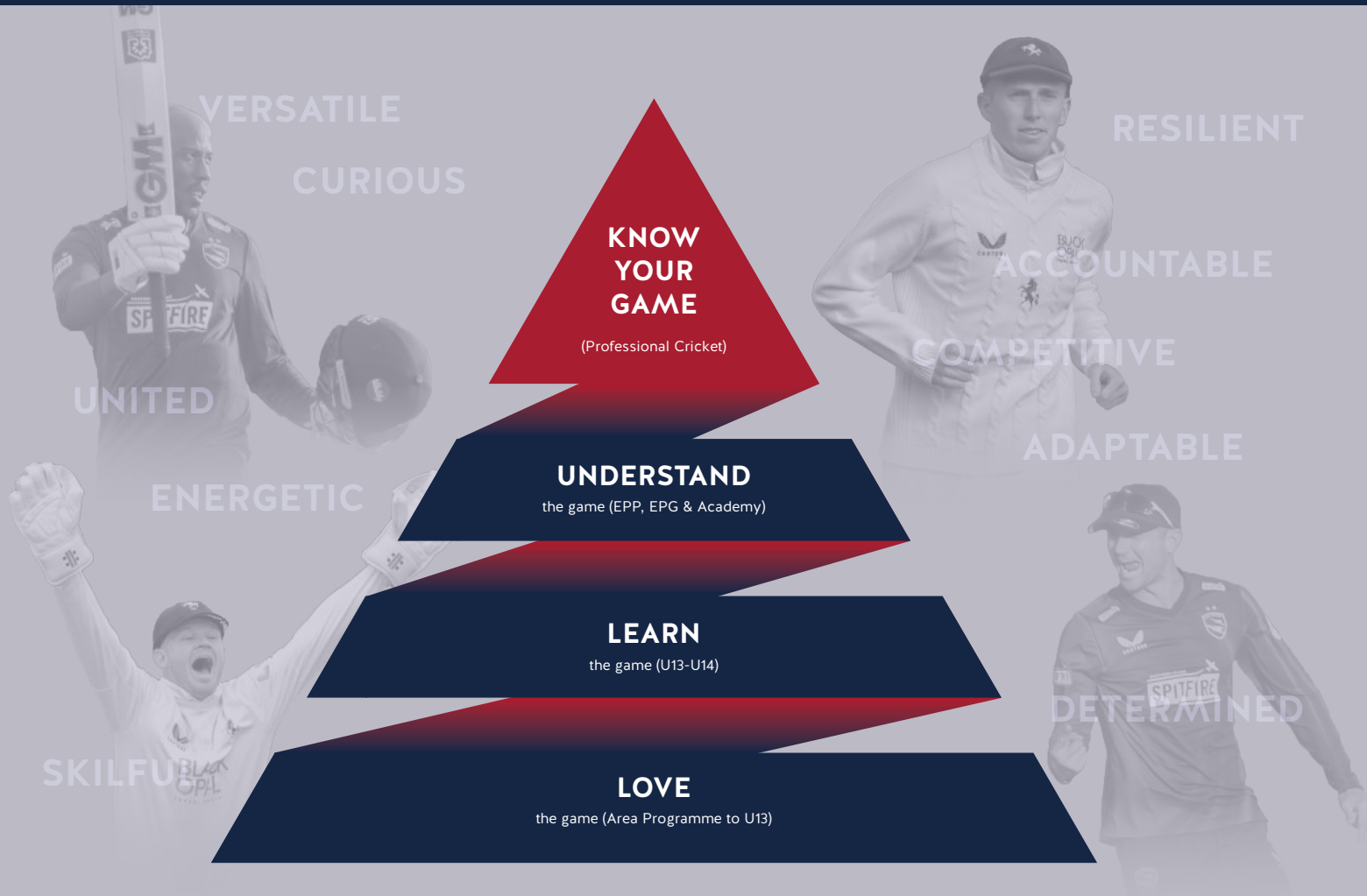
ACADEMY ROLL OF HONOUR

Since the establishment of the Kent Cricket Academy in 2003 the following Kent age group players have made their debuts for Kent 1st XI

NAME	FIRST CLASS	LIST "A"	T20
Joe Denly	2004	2004	2004
Simon Cusden	2004	2004	-
Paul Dixey	2005	2007	-
James Iles	2006	2007	-
Alex Blake	2008	2007	2010
Sam Northeast	2007	2007	2010
Tom Parsons	-	2007	-
James Goodman	2010	2007	-
Matthew Coles	2009	2009	2010
Warren Lee	-	2009	-
Adam Ball	2011	2010	2011
Chris Piesley	2010	2011	-
Adam Riley	2011	2011	2012
Daniel Bell-Drummond	2011	2011	2013
Sam Billings	2011	2011	2011
Ivan Thomas	2012	2014	2015
Fabian Cowdrey	2014	2013	2013
Ryan Davies	2015	2016	2015
Hugh Bernard	2016	2017	-
Oliver E Robinson	2018	2017	2014
Zak Crawley	2017	2017	2018
Oliver G Robinson	2018	2017	2019
Marcus O'Riordan	2019	2021	2019
Jordan Cox	2019	2019	2019
Joe Gordon	2019	-	-
Jas Singh	2021	2023	2022
Jaydn Denly	-	2023	-

Since the establishment of the Kent Cricket Academy in 2003 the following Kent age group players have made their debuts for England senior teams.

NAME	TEST	LIST "A"	T20
Joe Denly	2019	2009	2009
Oliver E Robinson	2021	-	-
Sam Billings	2022	2015	2015
Zak Crawley	2019	2021	-



'LOVE' FRAMEWORK

"I've loved playing for Kent since I was 6. I've loved every minute of it and am always looking forward to when I can next pull on a Kent jersey. The Pathway has contributed massively to my love of the game."

Dan Bell-Drummond

'LEARN' FRAMEWORK

"Learning is such an important part of cricket and I am constantly looking for new ways to develop my game Kent's Pathway is a great place to learn cricket and I am delighted I had, and still have, the opportunity to play and learn my game at Kent."

Marcus O'Riordan

'UNDERSTAND' FRAMEWORK

"It is vital to understand your own game and the Pathway environment enabled me to do just that. I am able to score runs as a professional because of the deep understanding I have of my own game."

Zak Crawley

'KNOW' YOUR GAME

"One of the biggest improvements in my game over the years has been the increase in my self-awareness and knowledge. Both of which have enabled me to know my game inside out. This process was started and facilitated by the Kent Pathway from day one."

Sam Billings

LOVE FRAMEWORK

	TECHNICAL	TACTICAL	MENTAL	PHYSICAL
BATTING	<ul style="list-style-type: none"> • Solid set-up • Score both sides of the wicket 	<ul style="list-style-type: none"> • Different scoring options • Defence and attack 	<ul style="list-style-type: none"> • Making good decisions • Batting partnerships 	<ul style="list-style-type: none"> • Running the bat in • Running between the wickets
SEAM BOWLING	<ul style="list-style-type: none"> • Good alignment • Legal delivery • Safe repeatable action 	<ul style="list-style-type: none"> • Bowling to a field • Setting a field for your best delivery 	<ul style="list-style-type: none"> • Commit to the next ball and the plan • Positive mindset 	<ul style="list-style-type: none"> • Basic Running technique • Arms and legs drive • Ability to jump
SPIN BOWLING	<ul style="list-style-type: none"> • Good alignment • Legal delivery • Safe repeatable action 	<ul style="list-style-type: none"> • Bowling to a field • Setting a field for your best delivery 	<ul style="list-style-type: none"> • Commit to the next ball and the plan • Positive mindset 	<ul style="list-style-type: none"> • Rhythmical run up
FIELDING	<ul style="list-style-type: none"> • Basic catching, gathering and throwing styles • Good movement patterns 	<ul style="list-style-type: none"> • Angles in the field • Aggressive, attacking lines 	<ul style="list-style-type: none"> • Fielding practice • Want the ball 	<ul style="list-style-type: none"> • Running, diving, and turning mechanics

LEARN YOUR GAME

	TECHNICAL	TACTICAL	MENTAL	PHYSICAL
BATTING	<ul style="list-style-type: none"> • Score of the front and back foot • Play all sweeps • Cut and pull • Protect your stumps • Boundary options 	<ul style="list-style-type: none"> • Manipulate the field • Pay attention when • Learn by watching the game 	<ul style="list-style-type: none"> • Survive and thrive against the short ball • Hit the gaps • Learn and develop pre game and ball routines • Emotional control 	<ul style="list-style-type: none"> • Bat for long periods • Good physical behaviours • The added performance • value of S&C and nutrition
SEAM BOWLING	<ul style="list-style-type: none"> • Primary stock ball • Variations • Linear movements with arms and knees 	<ul style="list-style-type: none"> • Field changes for different balls • Your plan B and field setting 	<ul style="list-style-type: none"> • Learn and develop pre game and ball routines • Bowling under pressure in all phase's and formats • Positive Body Language and Mindset 	<ul style="list-style-type: none"> • Speed, power, stamina and flexibility • The added performance value of S&C and nutrition
SPIN BOWLING	<ul style="list-style-type: none"> • Learn your action • One good variation • Develop a pace range • Present a good seam 	<ul style="list-style-type: none"> • Field changes for different balls • Your plan B and field setting 	<ul style="list-style-type: none"> • Learn and develop pre game and ball routines • Bowling under pressure in all phase's and formats • Positive Body Language and Mindset 	<ul style="list-style-type: none"> • Speed, power, stamina and flexibility • The added performance value of S&C and nutrition
FIELDING	<ul style="list-style-type: none"> • Different catching, gathering and throwing techniques • Split-stepping • Natural diving techniques • Slip catching 	<ul style="list-style-type: none"> • Read the game, batsmen and conditions • Impact the game positively by supporting the captain and bowlers 	<ul style="list-style-type: none"> • Deal with mistakes • Switch on and off • Focus one ball at a time 	<ul style="list-style-type: none"> • Increase speed, diving range and throwing range

UNDERSTAND YOUR GAME

	TECHNICAL	TACTICAL	MENTAL	PHYSICAL
BATTING	<ul style="list-style-type: none"> Survive and thrive against pace, spin, and swing Transfer weight against pace, spin and swing 	<ul style="list-style-type: none"> 360 batsman Score runs through field manipulation Deny, dictate and dominate Survive and thrive 	<ul style="list-style-type: none"> Mental strength Decision making under fatigue and pressure 	<ul style="list-style-type: none"> Stamina to bat for long periods Power to hit boundaries
SEAM BOWLING	<ul style="list-style-type: none"> Using the crease and angles Understand your action 	<ul style="list-style-type: none"> Your best ball and field for each play Read the game, batsmen and conditions Bowl in all phases and formats When to use variations 	<ul style="list-style-type: none"> Problem solving Resilience 	<ul style="list-style-type: none"> Understand Workload management Professional behaviours Speed, power, stamina and flexibility
SPIN BOWLING	<ul style="list-style-type: none"> Additional variations Expand pace range Use of crease – over and round, wide and close Ability to bowl in all phases and formats 	<ul style="list-style-type: none"> Our role in different game phases and formats Reading batsmen When to use variations Setting up batsmen 	<ul style="list-style-type: none"> Problem solving Resilience 	<ul style="list-style-type: none"> Professional behaviours Speed, power, stamina and flexibility
FIELDING	<ul style="list-style-type: none"> Excel in the inner ring and boundary riding Slide, pick up and release Specialist positions 	<ul style="list-style-type: none"> Hunting in packs Assessing batsmen, conditions and game situations Importance of angles in the field 	<ul style="list-style-type: none"> Concentrate for long periods Creating energy in the field Own your zone 	<ul style="list-style-type: none"> Nutrition impacts your performance. Concentrate for long periods

KNOW YOUR GAME

	TECHNICAL	TACTICAL	MENTAL	PHYSICAL
BATTING	<ul style="list-style-type: none"> Identify length A consistent 360 player, against seam and spin Survive and thrive against the short ball 	<ul style="list-style-type: none"> Ability to manipulate the gaps against seam and spin Know the oppositions game plans and threats Know your strengths and weaknesses 	<ul style="list-style-type: none"> Stay in the moment Emotional control on and off the field Deliberate practice Critical Moment Control 	<ul style="list-style-type: none"> Ability to bat for 90+ overs Clarity of thinking and quality of execution under fatigue Power to hit sixes
SEAM BOWLING	<ul style="list-style-type: none"> Action refinement Additional variations 	<ul style="list-style-type: none"> Your best play in any given situation Think outside the box Proactive not reactive 	<ul style="list-style-type: none"> Can do attitude Willing to practice outside the box Critical Moment Control 	<ul style="list-style-type: none"> Know workload management Your professional behaviours
SPIN BOWLING	<ul style="list-style-type: none"> Action refinement Ability to deceive batsmen through the air and off the pitch Excellent fielder off own bowling 	<ul style="list-style-type: none"> Know your best play in any given situation. Think outside the box Reading the game Proactive not reactive 	<ul style="list-style-type: none"> Can do attitude Create theatre Willing to practice outside the box Strong enough to deliver long spells Critical Moment Control 	<ul style="list-style-type: none"> Strong enough to deliver long spells Professional behaviours
FIELDING	<ul style="list-style-type: none"> Throw powerfully and accurately from a variety of ranges and angles 	<ul style="list-style-type: none"> Anticipate Read batsman's shape of shot Hunting in packs 	<ul style="list-style-type: none"> Calm under pressure Enjoy fielding practice Own your zone Do something extraordinary Critical Moment Control 	<ul style="list-style-type: none"> Excellent movement competency Fast feet

WICKET-KEEPING

	LOVE	LEARN	UNDERSTAND	KNOW
TECHNICAL	<ul style="list-style-type: none"> Identify length A consistent 360 player, against seam and spin Survive and thrive against the short ball 	<ul style="list-style-type: none"> Ability to manipulate the gaps against seam and spin Know the oppositions game plans and threats Know your strengths and weaknesses 	<ul style="list-style-type: none"> Stay in the moment Emotional control on and off the field Deliberate practice Critical Moment Control 	<ul style="list-style-type: none"> Ability to bat for 90+ overs Clarity of thinking and quality of execution under fatigue Power to hit sixes
TACTICAL	<ul style="list-style-type: none"> Action refinement Additional variations 	<ul style="list-style-type: none"> Your best play in any given situation Think outside the box Proactive not reactive 	<ul style="list-style-type: none"> Can do attitude Willing to practice outside the box Critical Moment Control 	<ul style="list-style-type: none"> Know workload management Your professional behaviours
MENTAL	<ul style="list-style-type: none"> Action refinement Ability to deceive batsmen through the air and off the pitch Excellent fielder off own bowling 	<ul style="list-style-type: none"> Know your best play in any given situation. Think outside the box Reading the game Proactive not reactive 	<ul style="list-style-type: none"> Can do attitude Create theatre Willing to practice outside the box Strong enough to deliver long spells Critical Moment Control 	<ul style="list-style-type: none"> Strong enough to deliver long spells Professional behaviours
PHYSICAL	<ul style="list-style-type: none"> Throw powerfully and accurately from a variety of ranges and angles 	<ul style="list-style-type: none"> Anticipate Read batsman's shape of shot Hunting in packs 	<ul style="list-style-type: none"> Calm under pressure Enjoy fielding practice Own your zone Do something extraordinary Critical Moment Control 	<ul style="list-style-type: none"> Excellent movement competency Fast feet

KENT CRICKET FIRST TEAM PHILOSOPHY

CHAMPIONSHIP	<ul style="list-style-type: none"> Embrace the challenge of setting the game up for our middle order Absorb pressure to create pressure Take wickets through consistency and discipline Relentless energy to create pressure
50-OVER	<ul style="list-style-type: none"> Out-bat the opposition with exceptional versatility, power and depth Make run-scoring as difficult as possible for the opposition Apply pressure in partnerships with bat and ball Aggressive wicket-taking fielders Masters of variation and wicket-taking threat up front
CHAMPIONSHIP	<ul style="list-style-type: none"> Out-bat the opposition with exceptional versatility, power and depth Take wickets in all phases with a variety of threatening options Aggressive wicket-taking fielders Everyone capable of being a match-winner

MIN PATEL - HEAD OF TALENT PATHWAY

- ECB Level 3 coach
- Ex-Kent and England Spin Bowler

ED STANFORD - PLAYER PERFORMANCE MANAGER & COACH

- ECB Level 3 Coach
- Ex-Kent Player

NEIL TAYLOR - HEAD OF SCOUTING

- Ex-Kent and Sussex Player

SIOBHAN HUSTLER - TALENT PATHWAY OPERATIONS EXECUTIVE

JOSHUA RICHARDSON, PATHWAY STRENGTH & CONDITIONING COACH

- Degree in Sports Development and Coaching
- Masters in Strength and Conditioning

MAX WREN - ACADEMY AND 2ND XI PHYSIOTHERAPIST

- BSc in Physiotherapy from Keele university.
- ITEC accredited Level 4 in Sports Massage
- Acupuncture & Dry needling Foundation

KELLSEY KING - PATHWAY PSYCHOLOGIST

SION THOMAS - PRO-STAFF AND ACADEMY PSYCHOLOGIST

BRIDGET OWEN - COUNTY SAFEGUARDING OFFICER

MATT FOOTMAN, PCA PLAYER DEVELOPMENT MANAGER

- Contact: matt.footman@thepca.co.uk

DAVE STEWART - EDUCATION ADVISOR



TOGETHER, WE ARE KENT