



# Newark HC

## Selection Policy

### Objectives of the Policy

- This policy is intended to be used for senior hockey only.
- The selection process should be transparent to all members.
- To be used as a framework that will enable each player to play to their full potential for their own benefit and to the benefit of the Club.
- To define a process that will make selection simple and timely. Specifically, it is important that weekly selection takes place early in the week and that captains/coaches talk to each other.
- To ensure that no players are omitted from the weekly selection process.

### The Policy

- Selection is to be based on attendance and performance at training as well as match performance. If players are unable to attend their own team's training session, they may attend any other training session held by the club (i.e. attend a different night or time). It is expected that players will train regularly.

In instances of genuine difficulty in attending **any** training sessions, players must discuss this with their club captain. Players who are unable to train or commit to playing weekly may be asked to play for a team lower than that for which they would normally be selected, if there are other players who are regularly available. Club captains will take personal circumstances- such as work or caring responsibilities- into consideration when determining team selection. Whilst the Club requires some consistency of players within their teams, we encourage open communication with captains, club captains and coaches regarding player's circumstances. The Club will endeavour to do all it can to ensure flexibility to allow players to continue playing club hockey.

Players should be mindful of individuals' differing circumstances and should not assume that "one rule fits all".

- Each team will have a minimum of 11 players. Any players above and beyond this number will then form the substitutes for each team. For example, if there are 33 people available for the Men, each team will have 11 players. If there are 35 people available, then the 1<sup>st</sup> team and 2<sup>nd</sup> teams will have 12 players in each team and the 3<sup>rd</sup> team will have 11 players.
- Selection is based upon a team squad system but it should not be seen as a barrier to movement between teams. All players will be allocated to a team squad, which will be the team they will usually play with.
- Selection for squads will be discussed by the Selection Committee:
  - The Selection Committee will consist of at least the relevant Club Captain and Section/Team Coaches, to allow for all teams to be represented within the Selection Committee.

- The Selection Committee will consult with the Junior Section Representative and/or Welfare Officer(s) regarding any movement of players who are aged under 18.
  - Team Captains may be asked to represent their team in the absence of a Team Coach
  - Where there is an appointed Team Coach, the Team Captain should discuss selection with the coach, who will bring their comments to the Selection Committee. Information should then be fed back to the respective Team Captain as to the reasons the selection suggestions were taken forward or disregarded. Where necessary (e.g., regular player being moved down/ up a team), a discussion should also be had with the respective player to provide feedback on their progress, or what factors led to the decision to be moved down a team. This is to aid the transparency of the decision making process.
  - The Selection Committee will collectively review the squads to ensure that there is movement of members to reflect their current form and development. Attendance at training and availability for matches will also be taken into consideration.
  - There will be an upward and downward movement of players.
  - Weekly changes to teams may be necessary depending on player availability and this will be coordinated by the Club Captain following discussion with Team Coaches.
- New players will be assessed by the Coaches of the relevant section, and discussed by the Selection Committee, and then be placed in a squad most suited to their ability. This may change over time.
  - It is the responsibility of **each player** to update their availability on the Teamo App at least one week in advance of each Saturday to enable weekly selection to take place by the Monday before the next game. If you have not marked your availability by the Monday before a game, it may be assumed that you are not available.
  - If a team has insufficient numbers for a game, players will be called from one of the other squads – this should be done at the beginning of the week rather than late in the week.
  - Team Coaches should ensure that each captain is aware of their team's selections for the week. In the absence of a Team Coach, the Club Captain will communicate with the captain.
  - The selection of each player is dependent on the player being up to date with match fees and annual subscriptions being paid.

The desire is that the selection policy will enable each player to play to their full potential for the benefit of the Club. It is recognised that some players may wish to remain in a particular team squad and therefore captains/coaches may need to consider the player's wishes but equally players need to consider the needs of the Club.

### **Mixed and Masters Matches**

There is no formal selection policy for mixed or masters matches at the club. Players wishing to play in these matches should make their interest known to their club captain.

For formal mixed hockey (e.g. England Hockey Championships or formal Summer Leagues), all players **must** be aged 18 or above to be eligible. Exceptions **may** be made for players who regularly play Adult League Hockey at the club's 1st team standard of play. In these instances, a discussion must be held between the relevant coach, an appropriate representative from the Junior Section, the Welfare Officer(s) and the player's parent/guardian.

For informal mixed hockey (e.g. Club summer social hockey or day tournaments), any member aged 13 or over may play, provided the parent/guardian of any member aged under 18 is in agreement and is aware that the standard of play from other players/teams may be high.

In the spirit of transparency, all members are welcome to recommend changes to the policy. Any such recommendations must be addressed to the committee via one of its officers. Any change must be agreed by the Committee.

**Approved & Adopted:**

**Signed: Susan Tate**

**Position: Club Secretary**

**Date: 21st September 2023**