**Selection Policy – One Club**

1. ‘**One Club’**. TBBHC has a ‘One Club’ approach where all teams and sections of the Club should feel part of the overall Team Bath Buccaneers philosophy. This Selection Policy applies to the Men’s, Ladies and the Masters sections of the Club subject to any caveats outlined in this Policy. The general principles outlined in the Policy apply across the Club.

2. **Club Playing Priorities.** TBBHC playing priorities are:

a. Playing high quality hockey, for all teams to be highly competitive in winning matches and securing promotion to higher divisions and leagues.

b. To provide opportunities for players to develop the skills and experience required to realise their playing potential.

 c. For all players to enjoy their hockey and the wider playing experience.

3. **Core Selection Principles**. Selection will be based on Core Selection principles as defined below:

a. **Merit**. The primary selection principle is merit as measured by the Selection Committee under direction of the Director for Club Hockey, Managers and Coaches according to the following qualities:

 i. Core skills and ability.

1. Mental discipline and fortitude.

iii. Commitment (as evidenced in training and availability).

 iv. Current form and recent performances.

 v. Physical fitness.

b. **Development Potential**. Selection will also take into account developmental considerations and opportunities for younger players of potential.

c. **Other Factors**. Other key factors may also be taken into account including:

 i. League Rules concerning Selection (all Managers are to be familiar with these).

ii. Disciplinary Record.

iii. Payment of Subscriptions.

d. **Reasonable Opportunity**. A key consideration in selection is the principle of ‘Reasonable Opportunity’. This is where players are given sufficient opportunity, where reasonably possible, to demonstrate their merit for selection to higher teams. They should also, where possible, be given the opportunity to demonstrate their ability to remain at that level. This is especially important with younger players and those in development but applies in principle to everyone. Reasonable opportunity will usually mean 2 or more training sessions or game opportunities with a sufficient amount of pitch time.

e. **Communication**. A key supporting principle is timely communication of selection decisions, honest feedback and associated performance objective setting.

1. **Squad Sizes**. Squad sizes for Performance teams will usually be 16 but may be 14 – 16 if circumstances require and the Manager / Coach is content. For Development teams, the minimum squad should usually be 13, but this may drop to 11 where there are shortages at other levels. ALL Development squads should play with fewer players before any side has to resort to playing without a full squad of 11. Where there is a risk of this, the Director of Club Hockey and the relevant Club Captain should be informed.

5. **Additional Provisions**. The following additional provisions apply to selection:

a. Members of Performance teams will only usually be selected from players who are Full Members as it is expected that these players will make themselves available for all or most matches in a season. Some exceptions may apply, for example to a Half Member when they are available for all of a half season.

b. Full Members will usually have priority in selection over Half and Training Members where the latter are not consistently available.

c. From 31 Oct, only registered and paid up members may play League / Cup Hockey.

d. School age players who are not regularly available on Saturdays should be given opportunities to play and train where possible in one of the development teams.

e. The selection policy for Cup (including Masters) and Friendly games may differ from League matches to give opportunities to developing players and guest players.

f. Players should usually move up one team at a time. Feedback should be given from the coach following team movement, whether temporary or permanent.

g. Players returning from injury should not automatically be dropped a team as this may not benefit their injury recovery, or the lower team. A conversation should take place between the relevant coaches/managers/captains as to which team the player should fit considering player turning and any other players affected. The player should be informed of the decision and reasoning.

h. New players should be nominally allocated to a training squad based on our knowledge of the player and previous level played at.

i. Goalkeeper selection will be the responsibility of the individual team coach/manager; however, they can consult the Director of Club Hockey or GK coach for feedback and advice. GK movements for unavailability need to be carefully managed.

6. **Selection Process**.

a. **Overall Process**. In a Club of this size, selection needs to be broken down into manageable but coherent elements. For TBBHC these are:

1. Performance Teams[[1]](#footnote-1) (under the overall management of Head Coach):

- Men - Head Coach and Men’s A Team Manager

- Ladies - Head Coach, Ladies 1s and 2s Coaches

ii. Development Teams for Men[[2]](#footnote-2) and Ladies[[3]](#footnote-3) (under overall management of Director of Club Hockey):

- Men - Club Captain with Team Managers.

 - Ladies - Club Captain with Team Coaches and Team Managers.

iii. Movers between Development and Performance Teams: in discussion between the Development Selection Committee and the Mens A Team Manager (for Men) and the Ladies 2s Coach (for Ladies).

b. **Planned Availability**. Team Managers should promote the use of Teamo so players record their availability / non availability. This should be updated on a weekly basis. It is each player’s responsibility to ensure the team manager has their latest availability.

c. **Weekly Process**. Selection is usually to be undertaken on a Monday each week and involve the relevant Selector from each team. This process may be by meeting, Skype, phone or group email. Decisions on any players moving between teams must be agreed by and between Team Managers.

d. **Notification**. Selected teams should be published to Teamo by **midday every Tuesday** (for Performance Teams) **and 7pm every Wednesday** (for Development Teams). All Managers and Players are requested to use Teamo for match planning.

e. **Movers**. Team Managers are to pay particular attention to ensuring they personally inform players who have been dropped before Squads are published including the reasons why, and what the player needs to do to be considered in future. If this is not possible by conversation, the key points should be summarised in an e-mail and followed up by a conversation as soon as possible. The Club Captain should also be informed, especially in difficult circumstances. They should also make a point about personally contacting any promoted players and making sure those players feel welcome to the team environment.

7. Any disputes regarding selection should be notified to the Club Captain or Director of Club Hockey who will then try to resolve any issues.

**Revision history**

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| **Issue** | **Date** | **Description** | **Editorial Ownership** |
| V1 | 4 Aug 20 | Revised for 2020-21 season with reference to Teamo for selection. | Club Captain |

1. Men’s and Ladies Performance: 1st XI and 2nd XI. [↑](#footnote-ref-1)
2. Men’s Development: B, C, D, E, F and G Teams. [↑](#footnote-ref-2)
3. Ladies Development: 3rd, 4th ,5th and 6th XIs. [↑](#footnote-ref-3)