

SPENCER HOCKEY CLUB LADIES SELECTION POLICY

Ethos

The Spencer ladies section endeavours to provide a fair, competitive selection policy where every member has equal opportunity to play regular games, be seen and assessed on a regular basis, and be selected based on ability, availability and commitment to training/games.

Decisions on Team Selection

Captains and coaches make joint selection decisions for their respective teams. Captains will communicate all player movement between squads by the Wednesday prior to the game on Saturday and directly to the player before team sheets are released. Selection should provide opportunity for movement between squads at the discretion of the captains, club captains and coaches.

Selection Criteria

Only members who have paid subs by their first league match of the season will be eligible for selection.

The following criteria (in no particular order) will be used during the selection process:

- Ability
- Availability
- Commitment
- Fitness
- Training attendance

Availability

Players will make their availability known to captains using the club's Pitchero app. Players should complete their availability in advance of the start of the season. Players should endeavour to provide as much advance notice as possible.

If availability changes, it is the player's responsibility to update their availability on the app and to communicate the change with their captain, giving as much notice as possible so that the captain can make the necessary arrangements.

Squad Selection

Each squad will contain anywhere between 16-20 players. Squads aim to have a balanced number of players in each squad across the whole club. Squads will be decided once pre-season has finished (date to be confirmed each year as start of season dates vary), by a squad selection meeting at which all captains and coaches will be represented, to ensure as far as possible that players are placed in the correct squad and that squad sizes are optimum for the squad in question. Squads may be fluid within the first month of the season starting, as players settle. Squads will then be reassessed continually on an informal basis and formally in October during the slip weeks and at Christmas and on a player by player basis should captains and coaches feel a player is in the wrong squad. However, selection should remain aided by open and regular communication between all captains and coaches.

Juniors Playing in Senior Teams

Junior development is a key part of the ethos of Spencer Hockey Club. Juniors are an integral part of the squads and should be selected on the same basis as any paying senior member.

New juniors joining senior teams

The junior liaison chooses new juniors to join the senior teams in discussion with the junior coaches and managers. From this selection, the number of juniors who will play across the ladies section and which team juniors will join will be agreed prior to the season starting between the junior liaison and ladies club captains, and will be reviewed as the season progresses.

Once the number has been agreed, junior liaison/club captains will inform captains and coaches of the individual teams that juniors will be placed.

Juniors currently in senior team

A review of all juniors who have played in senior teams the previous season will take place prior to the start of the season. Senior captains and coaches, and junior liaison and coaches will discuss each junior player and suggest a suitable team for them to join for the new season in order to support their progression.

All juniors currently playing in senior teams will also be given the opportunity to trial with a higher team at the start of each season. Juniors who trial will be selected using the same selection criteria as seniors.

Selection Process

From the pool of available players, the strongest possible squad for all league matches will be selected in the following order: 1st XI, 2nd XI, 3rd XI, 4th XI, 5th XI and 6th XI. Sapphires and 8th XI select on a rotation basis within their own squads.

Should a team be short

If a team finds themselves short of players one week, all captains should liaise and endeavour to field squads which have as even a number of players in each team across the club as possible. An even balance between teams may not always be needed if all teams have sufficient numbers i.e. if all teams have at least 12 players, another team may take 14 if this is agreed between all captains.

If one team pulling up results in that lower team being short, they too will pull up, and so on throughout the club. Any players being pulled up will be notified by the Wednesday prior to the game on Saturday. It is expected that this player will be the strongest in the squad below, with consideration given and agreed to by all captains and coaches, to the position required by the team above.

Alternatively, it is reasonable to draw players from the team above when they have enough players to spare while also remaining within league rules. Captains will liaise with the captain above and below to discuss selection for each week.

Captains will inform players which team they have been selected for, if it is not their usual team.

Should a team have too many players

If a team has over 16 players available for a game, said team can drop a player(s) to the team below. This will have two benefits, every player available, that is a paying member, gets a game and the team below is strengthened. If availability is over 16 and the team is dropping a player, this must be communicated to the team below by the Wednesday prior to

the game. If the team below has 16 players available and the dropping of said higher player results in that team having 17 available, they too will drop their weakest player down and so on, strengthening the whole club.

If a player is dropped due to too many players, this player will only play one team down, she will not be dropped two teams down.

Sapphires Selection Process

Availability

Players and guardians will make the captain aware of availability using (free) Teamer App.

Squad and Weekly Selection

The team is made up of a large squad of Spencer players who require flexibility/lack of commitment whilst also being able to play competitive hockey. Selection is based on giving all players access to equal pitch time. If the team is oversubscribed one week relative to others, we ask for volunteers to step down that particular week and then prioritise them when they next want to play.

When other teams are short of players, Sapphires players are able to play for Women's, 6th XI and above.

Women's 8th XI Selection Process

Availability

Players and guardians will make the captain aware of availability using (free) Teamer App.

Squad and Weekly Selection

The team will typically comprise a core of players from the GU18 squad with other players selected on rotation with the aim of giving those other players a roughly even number of matches over the course of the season, and with due respect to their age, ability and availability for matches.

When other teams are short of players, 8th XI players are able to play for Women's Sapphires, 6th XI and above.

Additional Selection Points

If a player is selected to play for a different team, due to player availability, and they cannot make the time of that match, for whatever reason, the captain will select the next strongest player.

If a player is not playing in their normal team for a weekend, they should be invited to train with the team for which they will play at the weekend. They should aim to train for at least half the training session, allowing them to train with their usual team for the other half of the session, if training times clash.

Players from lower teams may be invited to train with a team above their usual team on a regular basis. Players who will be invited to train for higher teams will be decided by captains weekly. The captain of the higher team will inform the players that they are invited and provide relevant information (training times, days etc.).

New Players Selection Criteria

All new players must be registered members and must have paid subs prior to their first league game of the season.

New players who join pre-season

Players will be invited to play in summer league, which usually takes place from May to July inclusive, and trials will be held usually in mid-August. Captains and coaches will observe and discuss placement of players. Following trials, a new player will be invited to the team which the captains and coaches believe best suits their ability. Captains and coaches will decide whether they remain in the team or move to a different team that suits their ability.

Spencer Hockey Club operates an open membership policy. However, due to the existence and/or availability of limited pitch facilities, it may be necessary to restrict numbers of new members accepted by the Club from time to time.

New players who join mid-season (or cannot attend pre-season events)

If new players are unable to attend summer league, trials or pre-season events, they will be invited to attend training sessions with a team, allocated by the club captains, consistent with their previous playing record. Captains and coaches will decide whether they remain in the team or move.

Goalkeepers

Goalkeepers should be selected on the same criterion as outfield players as listed above and throughout this policy. Goalkeepers will attend trials with outfield players, usually held in mid-August. In addition, they will also be invited to a specific goalkeepers' training session together during the preseason, during which captains, club captains and coaches will be able to discuss placement of players.

Where there is a surplus of goalkeepers across the ladies section as a whole, teams should be flexible to accommodate up to two goalkeepers per squad.

If required, goalkeepers should be flexible in playing matches for a different team where there is a shortage on a particular weekend (ensuring compliance with league rules, as applicable). The movement of goalkeepers should follow the same process detailed in the section "Should a team be short".

If there is more than one goalkeeper available for all teams on match days then either a rotational basis is agreed with the goalkeepers or both are taken to matches and time on the pitch split evenly.

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