Poole Hockey Club's Senior Selection

This document sets out how players are selected for senior teams (women, men and mixed).

Players are reminded that they represent Poole Hockey Club and are expected to respect the decisions made by club officers. From time to time, players may be selected for different teams for a variety of reasons. Such decisions are made with careful consideration and are intended to support the best interests, performance and long-term success of the club as a whole.

Club Vision

Poole Hockey Club is committed to achieving competitive success across all teams while promoting a positive and inclusive environment that supports player development at every level. Player selection will be conducted in a fair, transparent and consistent manner, balancing the needs of teams with the long-term development and progression of players.

The club aims to minimise the divisional gap between teams wherever possible, enabling greater flexibility of player movement while ensuring each squad is equipped to compete at the highest level achievable and contribute to success in league and cup competitions.

To support this vision, Team Captains are expected to work collaboratively when making selection decisions, with a focus on achieving the strongest overall outcome for teams and the club as a whole.

Squads

A group of approximately 20 players who might be called on to play for a specific team. Some players will be included in multiple squads on Teamo, creating intentional overlap to ensure teams can support each other and adjust to what is needed for each fixture.

Squads for the season should, wherever possible, be confirmed during pre-season and ahead of the first league fixture. A mid-season review is recommended and squads can be adjusted as needed as the season progresses.

Teams

A group of players selected to play a fixture.

Sizes

Team ranking	Maximum team size per match	Ideal team size per match	Minimum team size per match
Highest	14*	14	12
Middle	14*	13	11
Lowest	14*	13	10**

* The Team Captain can opt to take the league maximum team size of 16.

** The Team Captain can opt to play with fewer than 10 players. League rules require a minimum of 7 players.

In the event of short player numbers, the club commits to forfeiting the lowest ranked match on any given week to allow players to move up into higher ranked teams, ensuring our highest placed teams fulfil their fixtures.

Selection Criteria

Coaches and Team Captains will monitor player performance throughout the season. Coaching and matches will be used to assess players against this criteria:

- Skill level – Technical and tactical abilities relevant to the team's level of competition.
- Fitness – Physical fitness and ability to meet the demands of the match. Player welfare and safety.
- Commitment – Attendance at coaching sessions, availability for matches and overall dedication playing.
- Team play – Ability to work within the team structure and contribute to team dynamics.
- Attitude – Sportsmanship, effort and positive attitude both on and off the field.

Team Captains should prioritise club members who best meet the selection criteria. Players who are not paid club members, and therefore pay enhanced match fees, should only be selected for the highest-ranking team in exceptional circumstances, this must be approved by the Club Vice Chairperson.

Consideration should be given to ensure travel time is proportionate to anticipated playing time. As a general principle, players expected to play less than half a match should not travel for more than 60 minutes, unless agreed in advance.

Mixed

Where availability allows, the selected team's on-field players should be a 50/50 gender mix.

Player and Team Development

Younger or less experienced players showing potential may be selected for development purposes, even if they are not first-choice starters. Team Captains are encouraged to give young players nearing the team's level of competition opportunities to play at the higher level for a minimum of two weeks, enabling them to gain valuable experience, exposure and developmental learning opportunities.

Experienced players may be placed in a lower team when leadership and guidance are needed, particularly to support safe play. If a Team Captain believes that an upcoming fixture requires additional experience from a higher team, this should be discussed with the relevant Team Captain at least two weeks before the match to allow for appropriate planning.

Decision Making Process

Team selection is the responsibility of the Team Captains. The views of the team's main coach/es should be considered however ultimate responsibility sits with the Team Captain. If any issues arise regarding team selection, the matter will be referred to the Club Vice Chairperson for an independent review and final decision.

Team Captains are reminded of league rule 8.3.6:

> Final Four matches:
> - **For the final four League matches that a team plays** all players must have played a minimum of 50% of their matches for either that team or a lower-ranked team.

Communication

When a player's team placement changes, such as moving to a lower team, constructive feedback will be available to any player who wishes to understand how they can improve. Wherever possible, feedback should be provided through a face-to-face conversation, with messaging avoided unless the player is comfortable with this approach. For players under the age of 18, any such discussion must take place in the presence of a guardian or another appropriate responsible adult.

Players should, as far as possible, update availability in Teamo 2 weeks in advance.

Selected teams will be announced in a timely manner:

Team	Target deadline for selection announcement
1s squads	Monday 20:00
2s squads	Tuesday 20:00
Other teams	Wednesday 20:00

Implementation and Review

This document will be implemented by the club's Playing Committee (Club Vice Chairperson, Team Captains and Coaches) and overseen by the club's Executive Management Committee. It will be reviewed annually to ensure it remains fair, transparent and effective in meeting the club's objectives.