



DEVELOPMENT SELECTION POLICY

The Development and Selection Policy demonstrates Lancaster & District Hockey Club's (LDHC) commitment to the development of juniors in hockey.

This policy aims to ensure that juniors are given equal opportunity to reach their full potential as players, young leaders or young umpires.

This policy states:

- The Club will take a long-term approach to the development of its juniors in line with the principles of England Hockey's Talent System.
- The Club will enforce that no junior under the age of 13 is to play in Adult Team fixtures.
- Junior players aged 12 may participate in Development Team fixtures with parent or carer consent, provided the Club ensures the player's physical development and confidence are suited for safe participation.
- Junior players will not be called upon to play in Adult Team competitions until it is in the best interest of the young player. If an Adult Team is short and the only option is a junior player who is not ready either physically, mentally, or socially then the Adult Team will play short or will concede the fixture.
- The Club will abide by England Hockey and Northwest Hockey recommendations regarding player eligibility and competition rules.
- The Club will abide by the England Hockey centralised calendar and the priority this provides to ensure that junior players at each stage of their development are given the opportunity to play and train at the correct level without being overplayed.
- For junior players eligible to be involved in Adult Teams, careful consideration will be given to ensure that the distance travelled is proportional to the pitch time given to the young player. Players who will play less than half a game should not travel for longer than one hour.
- All selection will be made in line with principles outlined in the Equality Policy and Safeguarding Policy.
- As much as practically possible, peer group teams will ensure that each member of the squad is given equal pitch time per match or per event to ensure every individual has the opportunity to develop. Winning is important but this is a short-term gain.
- Junior players will be assigned a squad on Teamo. This is the Adult Team selection that will take place.
- From time to time a junior player may be asked to play for an Adult Team higher than their normal squad to offer development experience, this does not indicate a permanent move as other junior players will be offered the same development experience. A junior player will permanently change Adult Teams when the squad is reflected on Teamo.
- If a junior player is to be selected for an Adult Team lower than their designated squad on Teamo, the player and parent/carers will be informed of the reasons. Reasons for selection for a lower Adult Team could include but not limited to lack of attendance at training, poor availability for previous matches, to support their development and confidence or behaviour that breaches the Code of Conduct.



- The Club will try to adopt 9 minutes on the field followed by 9 minutes mentoring approach to help junior players learn the game of hockey and develop a better understanding of the game.
- The Club will encourage its junior players to participate in relevant hockey leadership programs to support their development.