

Senior Player Selection Principles and Guidelines

Harleston Magpies Hockey Club

Purpose

These guidelines aim to provide transparency, consistency and fairness in player selection across all senior sides, ensuring players of all abilities and ages are supported and challenged appropriately within a safe and positive club environment.

Vision and Values

The Club vision is: ***“To provide and develop opportunities, facilities and programmes of activity that enable a life-long interest in hockey and physical activity to flourish, whilst allowing each individual to participate and contribute in a way appropriate to their skills, abilities and personal objectives.”*** in a manner which is consistent with the following Values:

Pride and Ownership - in/of our Club, our teams, our people, our facilities and ways of operating

Teamwork – working together, being supportive, encouraging and making experiences enjoyable

Integrity – doing what is right – openness, fairness and equity, maintaining standards, and championing inclusion and diversity

Respect – recognising and accepting people as individuals, upholding and modelling high standards of behaviour. On the pitch winning and losing with dignity

Aspiration – strive to improve, set stretching targets, recognise achievements. Celebrating success on and off the pitch.

These guidelines should be interpreted against this background.

Eligibility

To be eligible for selection all individuals must (as a minimum) be registered Members of Harleston Magpies Hockey Club and registered to the club on the England Hockey GMS system.

However, membership is about more than paying a membership fee. The club expects members to take part in the playing and training opportunities provided on as regular a basis as personal circumstances allows.

Fairness

This means that all players should have an equal opportunity to be selected, the only barriers to selection are: being under sanction from the executive committee for non-payment of fees; or being in a period of suspension by the club or by the league.

Selection and Player Development Panel

The selection of players for all senior teams, indoor and outdoor, is the responsibility of the Player Manager, the Men's Club Captain, Women's Club Captains, Team Captains, Lead/Head coaches for sessions and teams, and where applicable, Team Managers.

Selection overview and review is undertaken by this Selection and Player Development Panel who meet regularly within the playing season.

Weekly communication and management of selection is handled by Team Captains/Managers with support from Club Captains.

Principles of Selection

Our selection principles are grounded in the England Hockey RARE principles, 'Right Athlete, Right Environment'. Winning is important and we want players to be competitive, have a desire to win and be successful. However, the appropriate development of all players at Magpies is equally important.

- Promotion of the view that we **play for 'One Club.'** Movement between teams is expected and healthy. Players may move teams for a variety of reasons, this is not a demotion or promotion, but a club-wide strategy to ensure that everyone plays appropriate, enjoyable hockey.
- Consideration is given to the blend of **skills and experience needed** to represent the club in teams at all levels of competition (game understanding; technical skilled actions; physical capabilities; mental skills; teamship skills).
- Aiming to create team environments that are **enjoyable for all and competitive** in their respective leagues.
- Consideration is given to **squad balance**, positions required, player availability, league pressures and competitiveness (particularly in the last four weeks of the season).
- We aim to give opportunities to players of all ages who have **development potential** to train and play in environments that will provide stretch. But recognising that players should not be selected at playing or training levels where performance pressure is too great for them.
- Ensuring that young players are **placed in appropriate teams** considering physical ability, maturity, safeguarding, safety and England Hockey age eligibility guidance.
- Emphasis is placed on the development of **club and team culture**. Commitment, attitude and respect are seen as important skills in line with the Club Values, including commitment to weekly availability and attendance at training as much as possible.
- There is an understanding that we need to **offer occasional sport** to those who cannot commit weekly, for school, work, family or other reasons.

Selection Process Guidelines

- **Communication**

Availability: Players to confirm availability in a timely manner (typically by Monday evening).

Alternative Availability: Players to communicate with team captains if unable to play for their playing squad for a genuine reason, providing potential alternate availability for that week in good time.

Advance Availability: Players are encouraged to provide future playing availability for several weeks in advance, as this is helpful to Captains/Club Captains for planning fixtures and potentially low numbers over a certain week.

Late Notice Unavailability: There will be occasions where, at late notice, players cannot make their allocated game for unforeseen reasons. Players are asked to advise the captain/manager as soon as possible.

Selection Decisions: Captains/Coaches/Managers to confirm team selections as early as possible in the week leading up to game (typically by Thursday evening).

Captains/Coaches/Managers will communicate clearly with any player that has changed teams in a week, giving context and support.

The team you may have played for the previous season or previous week may not be the one you have been asked to play this season or week. This may be due to various factors as described in this guidance.

- **Commitment**

Training Attendance: Attend training regularly throughout the season – informing coaches/captains when you are unable to do so.

Match Availability: Participate consistently in both home and away fixtures.

- **Culture**

Commitment to 'One Club:' Willingness to play for the team selected for, playing where needed within the playing structure.

Engagement in Team Activities: Positive, active and appropriate participation in team training/coaching, match preparation and post-match hospitality.

Match Day Tasks: Contribution to smooth running of match days: supporting with team transport if possible, arriving to matches on time, preparation of pitches before and after home matches (eg, moving goals into correct positions, tidying dug outs), engaging in/leading team warm up, attending pre and post-match activity including providing teas where applicable on a rota basis.

Contribution to the Club: Support the club by contributing in any capacity you can, such as helping at events, umpiring, serving as a club officer, supporting with coaching sessions across the club, etc.

In Season Review

- **Review Process**

Review weeks for all senior teams and training groups are conducted by the Selection and Player Development Panel at regular points during the season. (typically in August, October, December, February the end of March).

The Selection and Player Development Panel (Playing Manager, Men's and Women's Club Captains, Captains, Lead Coaches and Managers) are best placed to review player placement in training/coaching sessions and playing squads as they are the people who witness the performance and progress of players under consideration.

The Selection and Player Development Panel will consider the appropriate training/coaching session and playing squad for players based on RARE (Right Athlete, Right Environment) principles and the Selection Principles above.

- **Coaching Sessions Review**

Movement of coaching/training groups outside of these review points and process will be minimal.

Players may be asked to attend a training/coaching group different from their playing team to provide development, but this may not result in a move of playing squad.

Decisions on who is in each training/coaching session will need to take account of the size of the group and the availability of coaches.

- **Playing Squads Review**

Permanent movement between playing squads outside of these review points and process will be the exception rather than the norm.

Players may be asked to play for a higher or lower team in order to ensure appropriately sized teams are fielded for all fixtures. Movement of a player for this reason should not be taken as a permanent move of playing squad.

- **Communication of Review Results**

Players who are moved to different training/coaching groups or playing squads as the result of a review will be informed verbally by the appropriate Captain, Club Captain or Playing Manager, supported by relevant Lead Coaches.

Contact

Any queries about this document should be directed to: Andy Bedwell, Playing Manager playing@magpies-hockey.co.uk

Related guidance documents

- Masters Hockey Guidelines
- England Hockey Respect – Code of ethics and behaviour
- [Club Policies & Guidelines | Harlestone Magpies Hockey Club](#)