



SELECTION POLICY

Last updated: November 2025



This policy has been created for West Hampstead Hockey Club (WHHC) members, by members, with the objective of building the best possible teams, in a fair and objective way. From this, we aim to achieve the club goals (set out in the Club Constitution), develop as players, but above all, ensure player satisfaction and enjoyment of hockey at every level. This policy outlines a framework for selection and sets out clear guidelines and expectations, for the benefit of all members.

This policy should be reviewed and approved by a representative group of members from WHHC at least every two years. The Committee is responsible for ensuring this commitment is upheld.

1. SELECTION PRINCIPLES

Selection aims to be objective and in order to do so, a number of factors will be taken into account.

Start of season and regular season selection will consider player attributes including (but not limited to) versatility, skill, fitness, teamwork, contribution, attitude, commitment, position and availability. These factors are listed in no particular order and it is for the discretion of the Team Captains, Coaches and Club Captains to determine the particular expectations for each team in line with the Club's strategic goals.

It is recognised that selection is not an easy task, as player attributes cannot be measured and the club has an ever-growing number of talented and committed players. Team Captains, Club Captains and Coaches should all contribute to the selection process as much as possible and work together to offer input from what they observe, to ensure teams are selected as fairly as possible. Throughout the season, those responsible for selection should strive to achieve a balance between providing stability and consistency for teams, whilst maintaining sufficient fluidity to effectively support this policy.

Players will only be considered for selection if they meet the club requirements. This includes having fully paid membership fees (deadline outlined at the start of each season) and being up to date with match fees (a maximum of 3 weeks in arrears).

1.1 START OF SEASON

It is acknowledged that selection at the start of season is different to selection throughout the regular season and this section sets out principles for this. Start of season is defined as the period leading up to and including the third league game for each team, with the regular season defined as everything thereafter.

- All members, new and existing, should have the opportunity to be considered for the team(s) at the level they aspire to play at. Aspiring players should inform both their current captain and the captain above them of their aspirations. Team Captains, Coaches and the Club Captain should facilitate this, by making use of Club Days, pre-season training and friendlies as much as possible.



- Previous season's selection and performance can be considered but it does not guarantee continued selection at that level.
- Team Captains and Coaches, with the support of the Club Captain, should aim to have members playing as quickly as possible in their main squad for the season ahead.
- Club Captains should host at least one start-of-season selection meeting involving all Team Captains and, where possible, Coaches, to align on the selection process and outline the structure of each team. At 5s level and below, Coaches are less likely to be involved in the selection process.

1.2 REGULAR SEASON

- Team Captains and Coaches should collaborate on selection decisions as much as possible, with the Team Captain having the final say where required. Any issues should be raised with the Club Captain who can support to find a resolution.
- Team Captains should endeavour to take 16 players each week to maximise the game time for all members across WHHC. However, it is acknowledged that this may not either be required or possible for all teams each week.
- Selection will first be decided for both Men's and Women's 1s teams and then cascade down throughout the teams. It is understood that the quality of selection of higher teams should not be compromised to assist lower teams, in line with league rules.
- Players will normally move up or down by no more than one team in any given week.
- Players asked to move to a lower squad should not be dropped again to a lower squad for at least 3 weeks to allow for adjustment. NB: this does not apply during start of season selection.
- Team Captains and Coaches should discuss an appropriate route back into play for any members returning from an absence (injury, time off, holiday etc.) and players should understand that they may not come back into the same team.
- Team Captains and Coaches should review selection as needed, to allow for changes in circumstance such as injury, availability and performance.
- New members who join after the start of season selection has taken place, should be given the opportunity to be considered at the level they aspire to play at wherever possible. Club Captains should facilitate this.
- Club Captains should coordinate selection meetings throughout the season as required, with at least one additional selection meeting after the Christmas break.
- Consideration must be given to applicable league rules for selection.

Selection principles apply equally to all players, including goalkeepers, Team Captains and Vice Captains. In saying this, where goalkeepers are concerned, it is recognised that sometimes common sense will need to prevail depending on the circumstances. The section below outlines some additional specific considerations for goalkeepers.



1.3 GOALKEEPER CONSIDERATIONS

- To ensure skill level can be appropriately assessed, Team Captains and Coaches should always consult an individual who is an experienced goalkeeper coach or has appropriate goalkeeping experience, during any goalkeeper selection process. This input should be highly valued.
- During the regular season, a goalkeeper may be required to move up more than one team due to lack of availability one week and will then go back to their regular team the next week.

2. SELECTION EXPECTATIONS

WHHC prides itself on a club first mentality and all members are encouraged to take this into account. Each week, you are not only playing for your team but also representing your club. All members must endeavour to reach the relevant expectations set out below. This will ensure that selection remains fair, objective and clear.

2.1 EXPECTATIONS OF A TEAM CAPTAIN

- Collaborate with their Coach and other Team Captains around them in order to select their team, both at the start of season and each week. As a minimum, at least one other individual (Coach, Team Captain or Club Captain) should be consulted.
- Highlight any conflicts of interest to the Club Captain to ensure appropriate support is put in place to support decision making. If the conflict of interest involves the Club Captain, you should raise the concern with the Chairperson.
- Be mindful of how selection news may be received and communicate accordingly.
- If a player is asked to play for a different team than their usual team, both Team Captains are responsible for the player's welfare. This includes ensuring appropriate feedback and support is provided.
- Be approachable, open and available to discuss selection issues at any time throughout the season.
- Communicate team selection on Teamo for the week in a timely manner. Best efforts should be made to communicate to players by Thursday morning, although it is understood that changes outside a captain's control may impact timings. If you are unable to send the teamsheet by Thursday morning, ensure that any impacted players are aware of the delay and potential outcomes.
- Keep availability information up to date and maintain regular communication with players, other Team Captains and Coaches.
- Understand that the Selection Policy applies equally to them and remain open to feedback from the Coach and Club Captain
- Ensure team members are eligible to play for WHHC.
- Attend all selection meetings.

2.2 EXPECTATIONS OF A PLAYER

These expectations apply to both outfield players and goalkeepers.



- Play to the best of their ability, in training and in matches, and continually strive to reach a standard of hockey they feel is appropriate and that they enjoy.
- Be as committed as possible to matches and training.
- Confirm availability on Teamo at least 3 weeks in advance. Best efforts should be made to ensure availability is not changed after this point, although it is understood that on occasion there will be changes outside a player's control.
- Communicate with their Team Captain in a timely manner about any issues that may impact their availability or performance.
- When confirming availability, players are expected to continue to be available to play when selected for a team other than their regular team, assuming adequate notice has been given. For clarity, "adequate notice" typically means informing players by Tuesday of each week.
- If a player does not wish to play in a higher team, they should inform their relevant Captain as soon as possible. The Captain will then discuss the matter with the Club Captain to address any concerns and if required, create a development plan to support the player to play at the requested level.
- Respect decisions with regards to selection and discuss any concerns with their Team Captain or Coach in the first instance.
- Tell their Team Captain, Coach or the Club Captain if they would like to be considered for a different team.

It should be understood that expectations are higher for players part of a Performance Squad, especially in relation to attendance, availability, performance and fitness.

3. CUP HOCKEY SELECTION

- For the first round of cup competitions:
 - A maximum of 25 spaces will be opened for each cup fixture.
 - Sign-up will be on a first-come, first-served basis, and will be open to all qualifying club members.
 - Once sign-ups are complete, cup captains will select the final squad based on our standard selection criteria (versatility, skill, fitness, teamwork, contribution, attitude, commitment, position and cup rules).
 - The final selected squad must not include more than 50% of 1-2s players.
 - If more than 50% of sign-ups are from the performance squad, or if members drop out the spaces will be reopened to the wider club and the impacted players informed.
- For subsequent rounds:
 - Priority will be given to those who played / who were available in previous rounds before considering new players.
 - Where subsequent games are over-subscribed, selection will be completed by cup captains in line with our standard selection criteria.
 - New players will be selected using the same process as the first round.

4. SELECTION OF CAPTAINS



- Captains are generally self-nominated.
- Members interested in becoming a Captain or Co-Captain should submit their interest to their respective Club Captain by 30th April each season. Current Captains who wish to continue in their role must also express their interest by this deadline.
- Club Captains will review the submitted interests and assess the suitability of each candidate.
- If multiple suitable members express interest, a vote will be held to determine the new Captain(s). Only members who played for the team in the previous season or are aiming to play for that team in the upcoming season are eligible to vote.
- The voting will use a simple A vs. B format, where each eligible member casts their vote for one of the nominated candidates. To be appointed as Captain, a candidate must receive a large majority of the votes.
- If no candidate achieves this majority, the Club Captain will determine the appropriate course of action with committee support. This could involve considering player feedback, previous captaincy experience, and personal statements from the candidates. Possible outcomes could include electing a Captain through Committee decision or holding a subsequent vote.
- The Club Captain will announce the new Captain to the relevant squad.
- The appointed Captain is eligible to re-nominate for the role in future seasons.