

Selection Policy

Season 2022/23 onwards



BOOTS HOCKEY CLUB



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Boots Hockey Club Selection Policy

1 Objectives

The objective of selection is to create the best possible teams by selecting the best players available and to be competitive in matches. Throughout the selection procedure, we aim to be objective and in doing so we will consider several factors: versatility, skill, fitness, teamwork, contribution, attitude, commitment and availability.

Attendance at training is considered a key factor in teamwork so this may be taken into consideration. This is not an easy task as these attributes cannot be measured objectively and The Club has an ever-growing number of talented players.

Boots Hockey Club operates a squad-based system, and these guidelines aim to clarify the basis of selection for any team within the Club.

2 Selection Principles

To ensure that all players are aware of what is required to be available for selection and the areas that coaches, and captains will take into consideration alongside personal attributes:

- Only members with correctly assigned membership, at least first instalment made, will be selected after the 30th October each season (unless otherwise agreed with the Club Management Committee)
- *denotes members who have no arrears from the previous season. Paid-up members are those that have either paid in full or are paying by direct debit
- The best available match-fit players will be selected for the 1st Team squad then the 2nd Team squad, then the 3rd Team squad and so on
- Attendance and performance at team training
- Availability and commitment to the team on match days
- Ability or potential to play at the level of the team
- Adherence to the Hockey Club Code of Conduct
- Outfield players will normally move up or down by no more than one team in any given week. Players asked to join a lower squad in a permanent capacity will not again be dropped to a lower squad for at least 3 matches (note this does not apply during friendly or pre-season matches)
- Players 'dropped' from a team will receive feedback from the captain of the 'higher' team
- The Lead Performance/Head Coach and then the Captains will have the discretion on selection of 'squad' players in instances of crucial league decision games, and will have the support of fellow Captains and Coaches
- Players are expected to continue to be available to play when selected for a team other than their regular team or position when required to, assuming reasonable notice has been given. Failure to do so will be taken as the player making themselves unavailable for any team both that week and the following week
- Please note that selection principles apply equally to both field players and goalkeepers. In saying this, where goalkeepers are concerned sometimes common sense will need to prevail depending on availability for the weekend's matches. For example, a goalkeeper may be required to move up more than one team due to lack of availability one week will then go back to their regular team the next week.



3 What happens if a player is returning from injury, illness etc?

A player who is returning from injury, illness, etc: there should be a discussion with the player to include Captain (and any associated coach) to discuss the current situation. A number of factors to be considered including length of time injured, type of injury, performance of the team without the player, performance of the player who replaced the injured player and whether the player has been able to train prior to selection for a game.

4 What happens if a player is promoted or relegated between squads?

A player who has been selected for a lower or higher squad will be informed of the decision and the reason by the senior Captain. Players will normally be promoted or relegated one team at a time.

5 What happens when a new player joins the club?

Normally, a new player will be introduced to a team consistent with their previous playing record, or one lower, dependent upon circumstances. This will be agreed by the Lead Performance/Head Coach and team Captains

6 Players' Responsibilities

- Players must provide Captains with their availability for at least month in advance and are responsible for informing their Captain of any changes as soon as possible. It is not the Captain's responsibility to chase players
- Players must advise their Captain on return from a period of unavailability
- All players must pay confirm their membership status, and made a minimum of one instalment, prior to the 30th October or make arrangement to pay by direct debit and must also have completed any necessary forms (in particular, transfer forms and medical details)
- All players must pay their match fees on the day, usually by bank transfer
- Players should notify their Captain of any planned absence during the season at the earliest opportunity to allow the playing committee to plan/prepare for these absences
- Players should be prepared to assist the Club when necessary and have a desire to be competitive at a higher level within the Club structure

7 General Selection Points

- In the case of players dropping out on a Friday night, whatever the circumstances are, then it is that Captain's responsibility to organise the replacement for all lower teams – does this mean that if a 3s player drops out B/Ruth are going to have to ensure that a player is organised for the 4s, 5s and 6s on a Friday evening? Not sure that it should be one captain's responsibility?
- Players should not assume they have been selected in their favoured position or team / squad. The selection of players will be to ensure the strongest team / squad is available and players are requested to assist with this process



8 Guidelines for Selecting Juniors and Young Adults

- Boots Hockey Club aims to operate a fair selection policy allowing for all junior members to have a chance of playing in a fixture for the Club and adhere to the following guidelines regarding selection:
- The Club will take a long-term view of the development of all its young players in line with the principles of Long Term Athlete Development adopted within England Hockey's Single System
- A junior member is one under the age of 18, unless that player is above the level of the players in the 1st team squads then they will not be considered as being a junior player
- The Club will enforce that no young person under the age of 13 is to play in adult only competitions and training sessions
- Boots Hockey Club aims to give junior members confidence to enjoy and play to their best ability in matches which can result in (especially in senior teams) players being dropped to a lower team if they are not performing well to give them their confidence back and allow them to rebuild their skills
- The Club will abide by the England Hockey centralised calendar and the priority this provides to ensure that young players at each stage of their development are given the opportunity to play and train at the right level for them without being overplayed
- For young players eligible to be involved in adult teams, careful consideration will be given to ensure that the distance travelled is proportional to the likely pitch time for the young player. As a guide, it is suggested that players who will play less than half a game should not travel for longer than 60 minutes
- All selection will be made in line with the principles outlined in the EH Equity Policy and EH Safeguarding and Protecting Young People in Hockey Policy adopted by this Club
- Where a younger player is close in ability to another player in the team then consideration of dropping a senior player will be made based on the Selection Criteria outlined above
- Where a youngster has good commitment AND shows potential to be as good as or better than the senior player by the end of the season; and that junior is likely to be at the club for the next season then the junior player should be retained and the senior player dropped when Captains are considering their squads

9 Selection Procedure

- The Selection Panels will meet (or otherwise liaise) in line with the requirements indicated by the Club in consultation with the Lead Performance/Head Coaches.
- Team Selection will be drawn from the collated information on Member Availability obtained from each Captain. Selection will be decided from the 1st Team squad downwards. It is expected of players to acknowledge the need for the Club to put the requirements of its highest teams first. Quality of selection within higher teams should not be compromised to assist lower teams, in line with League directives.
- It is intended to confirm Team Selections by predetermined deadlines. Team Selection confirmation will be posted as Team Sheets on the Club website. It is recognised that occasionally changes within teams may be required at short notice due to unforeseen circumstances (e.g. illness / injury). These changes will be handled by the Captains with support from the Ladies Representative and will be communicated with the individuals involved directly.
- It is the Club's intention to take, whenever possible, the largest squads possible however on occasions when availability is poor these are the minimum number of players in each squad.



10 Squad Sizes

Team	Squad Size
1st	14
2nd	13
3rd	12
4th	11
5th	11
6th/Development	11 (whenever possible)

11 Player Selection Grievances

Should a player have a query with the selection process, they should follow the Grievance procedure below. Players are kindly requested to be polite and respectful when making enquiries regarding their own selection; the selection of other individuals will not be discussed with a third party. The following procedure shall be adhered to ensure an outcome is reached:

1. Discuss informally with the Captain of the team that the grievance originates. If following this discussion, the player still has a grievance then they should escalate to the Ladies or Men's Representative
 - a. If a grievance is regarding the Captain then the player may go directly to the Representative
2. The Player must contact the appropriate Representative before Tuesday 7pm regarding the grievance to provide the necessary time to decide
 - a. The Representative has the right to discuss the grievance with the team Captain and any associated coaches
3. The Representative is required to decide and inform the player by Wednesday 7pm and then subsequently the named Captain
4. In the event of the player disagreeing with the decision of the Representative they can appeal this decision to the Club Captain by Wednesday 9pm. The Club Captain shall decide from the information presented by the player and Representative. The decision must be communicated by Thursday 9pm. The decision of the Club Captain is final.



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