



## H.H.C. SELECTION POLICY – ADULT TEAMS

The Haslemere Hockey Club selection policy is set out below. It is published here to ensure that all adult club members playing adult teams can be satisfied that a fair and independent process is in operation to implement the objectives set out in this document. This applies to the following HHC teams:

Men's 1s, 2s, 3s, 4<sup>s</sup> and 5s and Ladies 1s, 2s, 3s, 4s and 5s

A selection panel ("the Panel") appointed by the HHC Board will decide the composition of each of the above adult teams.

The Panel will comprise:

The Director of Hockey and appropriate Club Captain - Men's/ Ladies Head Coach (as appropriate) - Men's/ Ladies Development Coach (as appropriate) - Such variations and additions, if any, as the HHC Board may from time to time decide.

The Panel will meet for squad selection every four to six weeks during the season, or at shorter or longer intervals as it shall in its discretion decide. The Panel shall review player development, performance, attendance at training and fitness when it comes to determine squad selection.

The Panel shall invite the relevant team captains to make representations at the selection meetings, however, the Panel alone will decide upon squad selection.

Squads selected by the Panel will remain in place until the next squad selection meeting. If at any time a team captain or team manager is short of players (through unavailability of any kind) before a match, he or she must not raid another squad but must instead request help from the Panel (or the Panel's member nominated for that purpose) who will designate the necessary replacement(s). If there are players in a squad who are not required for a particular match, the Panel (or the Panel's member nominated for that purpose) will coordinate selection of these players in lower teams with the relevant team captains, on a match by match basis. The Panel (or the Panel's member nominated for that purpose) will ultimately decide which players move between teams after consultation with the relevant team captains.

The objectives of the Panel are three-fold:

- Ensure that the development needs of all individuals are met, allowing them to reach their full potential.

- Consistent with those needs, play and compete at the highest level attainable based on the club members' abilities and aspirations.

- To provide hockey for all club members who wish to play

As a general rule, players who make themselves unavailable to play for any reason should be aware that they are liable to be demoted for the succeeding match.

The clubs Men's 1st, 2nd and 3rd teams and the Ladies 1st and 2nd teams must strive to play the clubs strongest members every week, with priority being given to the higher team. The Panel is to make selection decisions with player development, performance, availability, fitness and attendance at training being the main criteria for selection at these levels. At its best the structure would enable a player performing well in a lower team to advance through to the highest team.

The Men's 5th team and the Ladies 5th team are development teams typically comprising experienced hockey players alongside young players, and is designed to be the transition for junior players to begin playing adult hockey.

The League rules (for adult male teams) stipulate that no player may represent more than one League team for the same club on the same day (the only exception being for goalkeeping emergencies). Furthermore, players may not be demoted from one club team with the intent of strengthening another team for a specific fixture.

The League rules (for adult female teams) stipulate that players must represent their teams in accordance with the registration rules adopted by the League at any said time.

These rules will be strictly enforced by HHC.

## **16 –17 year olds**

Since the advent of the artificial turf at Woolmer Hill, HHC has been particularly successful at developing junior members into key players at the adult level. Without this transition, there would obviously be little point to running a junior section and the adult section would slowly die as a result. The 16-17-year-old phase is therefore crucial and the club has a very good history of ensuring that the move from junior to adult hockey is handled sensitively and in an appropriate manner.

Our interface with players of this age is governed (as with all children under 18) by the club's "Safeguarding and Protection of Young Persons" and "Junior Developmental Selection" policies. Within these documents, there are clear guidelines regarding children who play and are coached at HHC and the responsibilities of the club and its officers to them. Selection of 16-17-year olds will be governed by these policies, whilst trying as much as possible to ensure that it neither inhibits the playing opportunities for this age group in the adult section, nor the development needs of the club as a whole.

Subject to the approval of both the player concerned and his/her parents/guardians, all 16-17-year olds are deemed to be available for adult club fixtures. As such, the Director of Hockey in conjunction with the Director of Junior Hockey and/or Mens'/Ladies Club Captain and/or team captains will approach them in the normal way to ascertain their availability.

In general terms, selection for an adult team on a Saturday means that 16-17-year olds can attend adult training sessions as well as any junior training available for their age group. They can also play in U18s matches. Significant efforts should be made to avoid conflicts, particularly as regards the scheduling of adult cup competitions.

Ultimately, it is entirely at the discretion of the player concerned and his parents/guardians as to whether he or she plays for both adult and junior teams in any one weekend subject to the application of the club's policies on "Safeguarding and Protection of Young Persons" and "Junior Development Selection."

### **Under 16-year olds**

Some players under the age of 16 may also be invited to play for the adult section teams as part of their hockey development. This will only take place following consultation between the relevant Adult Development Coach and the relevant HHC Junior Lead Coach (relevant by age group) and with the approval of the Director of Junior Hockey.

Our interface with players of this age is governed (as with all children under 18) by the club's Safeguarding and Protection of Young Persons and Junior Development Selection policies. Within these documents there are clear guidelines regarding children who play and are coached at HHC and the responsibilities of the club and its officers to them. Selection of under 16-year olds will be governed by these policies, and will only take place if it is deemed beneficial to the development of the individual junior member concerned. HHC will comply with all rules established by the England Hockey Board in respect of playing juniors in adult hockey matches.

Ultimately, it is entirely at the discretion of the player concerned and his parents/guardians as to whether he or she plays for an adult team.

### **Men's Masters', Men's Veterans' and Ladies Masters' hockey**

The aim of HHC is to ensure that its senior members are offered both challenging and enjoyable hockey. The appropriate team captain must ensure that those who wish to play are not discriminated against in terms of age or ability.

The club's senior selection policy is therefore designed to accommodate these issues as follows:

- HHC members over the age of 40 are automatically qualified, should they so wish, to be members of the Masters' squad on a merit basis.
- Men's Veterans hockey is provided for those members over the age of 50 who do not wish to put themselves up for Masters' selection (or are not selected for that side on a merit basis).