

Adult Team Selection Policy & Procedure

The Haslemere Hockey Club selection policy is set out below. It aims to ensure that all members playing in adult teams can be satisfied that a fair and independent process is in operation to select players for matches, and that they can understand their role in delivering a well-run selection process.

Objectives

Team and squad selection will aim to meet the following objectives equally:

- That all club members have an opportunity to play regular competitive hockey
- Sufficiently strong teams can be fielded at all levels
- Each team is able to field sufficient players, including an appropriate number of substitutes
- The development of younger players is taken into account
- An efficient weekly process that is not overly burdensome on those running it

Squad Selection

A selection panel (“the Panel”) appointed by the HHC Board will meet four times per season to allocate club members to squads. The Panel shall review player development, performance, attendance at training and fitness when it comes to determine squad selection. The squad will form the basis from which each team captain may select their players, and therefore each club member should only be part of one squad but may nevertheless play in other teams if required.

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

Following each selection panel, the relevant club captain will speak to any player who is moved between squad and will update the squads on Teamo.

Weekly Team Selection Procedure

All players are responsible for uploading their availability for the following week onto Teamo by 5pm on the Monday before the match. Anyone whose availability is not known at this point should understand that they are unlikely to be selected for that

Saturday. Becoming unavailable after Monday without extenuating circumstances (illness or injury) having previously declared availability is unacceptable and may lead to players not being selected for future games.

By Tuesday evening, team captains should select a team from the available players in their squad. In selecting their team, captains are to take the following into account:

- Selecting the strongest team possible
- Prioritising players who are available regularly, in particular for away games and for training
- Deprioritising players who have recently dropped out of games at short notice

Once this is complete, they should inform the club captain of:

- Any shortages, assuming that anyone who has not made their availability known is unavailable
- Any players who are available and not selected, or only available for a different time fixture, and may therefore be selected for another team

Following the initial selection, Club Captains are to make decisions to move players from lower to higher squads if there are insufficient numbers, or to make players available to lower squads if there is over capacity. In doing so, they are to take the following into account:

- Other than the 1XIs, who are to have a minimum of 13 players, no team is to have more than 11 players if any other team has fewer than 11.
- League rules regarding starred players, or players playing more than one game per week must be observed
- Where a more senior team does not have a game, its squad members are not to be moved down to strengthen a more junior squad where that squad has players available
- Players who have not made their availability known are considered to be unavailable and must be replaced with someone from a lower squad.

Players should be informed no later than Thursday which team they are selected for or that they are not selected if this is the case. Once a player has been informed of their selections, they should not be moved between teams. Any team that does not have sufficient players by Friday evening should cancel its game.

Junior Players in Adult Teams

Our interface with players of this age is governed (as with all children under 18) by the club's Safeguarding policy and England Hockey's best practice guidance [on Juniors in Senior Teams](#). 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.

Within the adult section junior players are expected to take the same responsibility for making their availability known by Monday 5pm. Inability to manage this would imply that the player has not yet reached the level of maturity to play adult hockey.

Ultimately, it is entirely at the discretion of the player concerned and his parents/guardians as to whether any junior member plays adult hockey at all and whether he or she plays for both adult and junior teams in any one weekend.

16 –17 year olds

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. 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.

Under 16 year olds

Some players under the age of 16 may also be invited to play for adult teams as part of their development. This will only take place following consultation between the relevant Adult Development Coach and the relevant HHC Junior Lead Coach. No under 16 year old will be put in an adult squad without the sign off from the Director of Junior Hockey, nor will any under 16 year old who is not been placed in an adult squad be selected for an adult match.

Masters' and Veterans' 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).

Policy Owner: Matthew Tite, Director of Hockey

Policy Approver: Phil Coghlan, Chairman

Dated: 27th July 2020

