



# SIDMOUTH & OTTERY HOCKEY CLUB



## DEVELOPMENT & SELECTION POLICY

### Introduction

1. This policy demonstrates Sidmouth & Ottery Hockey Club's (the Club) commitment to select and develop its playing members, with particular focus on our young players, in order to field competitive teams.
2. The Club takes 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 Board's (EHB) Single System. The aim of this policy is to set out the arrangements for the development and selection of Club members.
3. The objectives of this policy are:
  - to ensure that the Club's commitment to player development is clear
  - to define a process that is objective and transparent to all members
  - to confirm the criteria and procedures used involved in selecting teams
  - to establish a framework that will enable each player to develop and to play their full potential for their own benefit and the benefit of the Club.

### Policy

4. Selection decisions for the Club's adult teams will be made by the Club's Selection Committee. It shall meet weekly and will allocate players to a suitable team in accordance with the relevant League rules.
5. All selection will be made accordance with the Club's Equity, Annual Subscriptions and Fees, Safeguarding and Protecting Young People policies and its Code of Ethics & Behaviour.
6. The Club will identify and nominate young players to join the EHB Single System in our region (See Annex).
7. The Club will enforce the England Hockey League (EHL) regulation stating that a player must have reached the age of 15 to be eligible to be registered to play in the EHL.
8. The Club will abide by EHB's recommendations regarding player eligibility and competition rules.
9. The Club will abide by the EHB 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.

10. The Club will enter senior and junior teams in senior teams in national, regional league and county cup competitions, as appropriate.

### **Guiding Principles for Player Selection**

The Club's selection guiding principles are as follows:

11. Selection shall be open, fair and encourage development of both junior and senior members, thus providing opportunities for players to move between teams/team squads, as appropriate.

12. The Club's selection precedence operates in accordance with the hierarchy of the Club's teams, i.e. 1st XI, then 2nd XI, etc.

13. The Club will operate a squad system for each team with free movement between squads based on Player Selection criteria.

14. Criteria. Selection aims to be objective and to achieve this a number of factors concerning the player will be taken into account (in no particular order):

- Is up to date with their annual subscriptions and match fees, in accordance with the Club's Code of Ethics & Behaviour
- is a registered Club member (registered with the Club Membership Secretary and has paid the appropriate membership fee, or has a payment plan agreed with the Club Membership Secretary)
- has completed transfer procedures from their previous club in accordance with League rules
- is eligible to play subject to the disciplinary decisions of the Club and/or the Umpiring Association
- attendance and performance at Club weekly training
- individual and personal circumstances of players returning to competitive hockey following absence for whatever reason
- fitness
- current form
- skill and potential to play at the relevant level
- versatility
- attitude and commitment to train and play
- a player's preference (to play in a lower team).

15. It is assumed that players are willing to play for whichever team they are selected. Players should be given the opportunity to settle into a new team as well as providing opportunity for movement between squads.

16. Players who are de-selected from a team should receive appropriate feedback from the captain of the 'higher' team.

17. Players who are regular "squad" players for a higher team and are not required to play in that squad should (subject to the fitness and availability) be considered first for a lower team. The Selection Committee is to ensure that, although this may cause some displacement from the team into which they are placed, such players are not overlooked.

18. If numbers dictate, the lowest Men's and Ladies' teams will be selected on a rotation basis.

19. Selection issues and grievances should be aired openly and resolved in accordance with this policy.

20. Principles Applying Only to Young Players. In the case of young player (Under 18 years) selection, if at all possible, a team captain is to ensure that the player's pitch time is proportional to the distance travelled to a game<sup>1</sup>.

21. For the men's league and cup competitions, no person under the age of 13 (on 1st Jan of the season being played) may be selected to play. For the ladies, a player whose 13th birthday occurs during the season can be registered but cannot play until their 13th birthday.

22. A young player will not be selected to play in an adult match until they, their parents and the Club Selection Committee feel it is appropriate. If an adult team is short and the only option is a young player who is not ready, either physically, mentally or socially, then the adult team will play short.

23. Winning is important but it is a short-term gain. When it is practically possible, members of a junior peer group squad will be given as equal as possible an amount of pitch time per match or per event to ensure every individual has the opportunity to develop.

### **Player Selection Grievance**

24. In the first instance, if a player has a grievance in relation to the selection process they should consider first approaching the Captain of the team (or coach/manager in the case of a junior player) they are currently representing.

25. If after doing this, the player feels that their concerns have not been given adequate consideration they should contact the Club Selection Committee, through the Club Secretary, by letter or email. The Club Selection Committee will then review the complaint at their next scheduled committee meeting and respond accordingly to the member.

### **Club Selection Procedures**

26. Each team shall be represented on the separate weekly Selection Committee meetings for ladies' and men's teams by captain or vice captain.

27. According to the Club's Code of Ethics & Behaviour all players must ensure that the captain of their regular team is aware that they are available for selection, without this information a player cannot be considered for selection.

28. Inevitably there is a need for flexibility and compromise when teams are selected through the season to ensure that each team has a minimum of 11 players.

29. Weekly selection decisions are to be disseminated to players asap after the Selection Committee has met, and no later than Wednesday evening (for Men) and Thursday evening (for Ladies) each week via by a method agreed by each team captain. The preferred method for each squad will be published on the Club website. This will ensure that the teams are well organised and players can plan and manage their time effectively.

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<sup>1</sup> As a guide, it is suggested that players who will play less than half a game should not travel for longer than 60 minutes.

30. Team captains are to monitor and report the performance of their players to the Selection Committee in order to inform future selection decisions.

31. Captains receiving "new" players to their team should discuss the player's personal objectives for the game and discuss afterwards how they can improve their own personal game.

32. In the spirit of transparency, all members are welcome to recommend changes to this policy. Any recommendations must be addressed to the Club Development Officer.

### **Junior Competition**

33. The Club aims to offer development and competitive opportunities for all junior players. The Junior Academy will operate weekly at Sidmouth and Ottery St Mary through the season under EHB's ClubsFirst accreditation which demonstrates the Club's commitment to deliver high quality hockey. Full coordinating details are to be published on the Club website.

34. The Club will enter senior and junior teams in senior teams in national, regional league and county cup competitions, as appropriate.

### **Nomination Procedures for the EHB Single System**

35. Nomination for the EHB Single System (see Annex A) can be made by a junior player's school or by the Club. Nominations are to be made using the procedures for the Devon Single System Pathway at Annex A-2.

36. Communication with our link schools can be problematic at times with nomination decisions often left to the last safe moment. To ensure our junior members do not miss out, the Club's Junior Committee will coordinate and formally nominate players who are considered ready for Single System. Nomination can only be made with the consent of a parent/guardian.

37. Junior player's nomination for, and the outcomes of attendance at a Single System Development or Performance Centre will be published on the Club website.

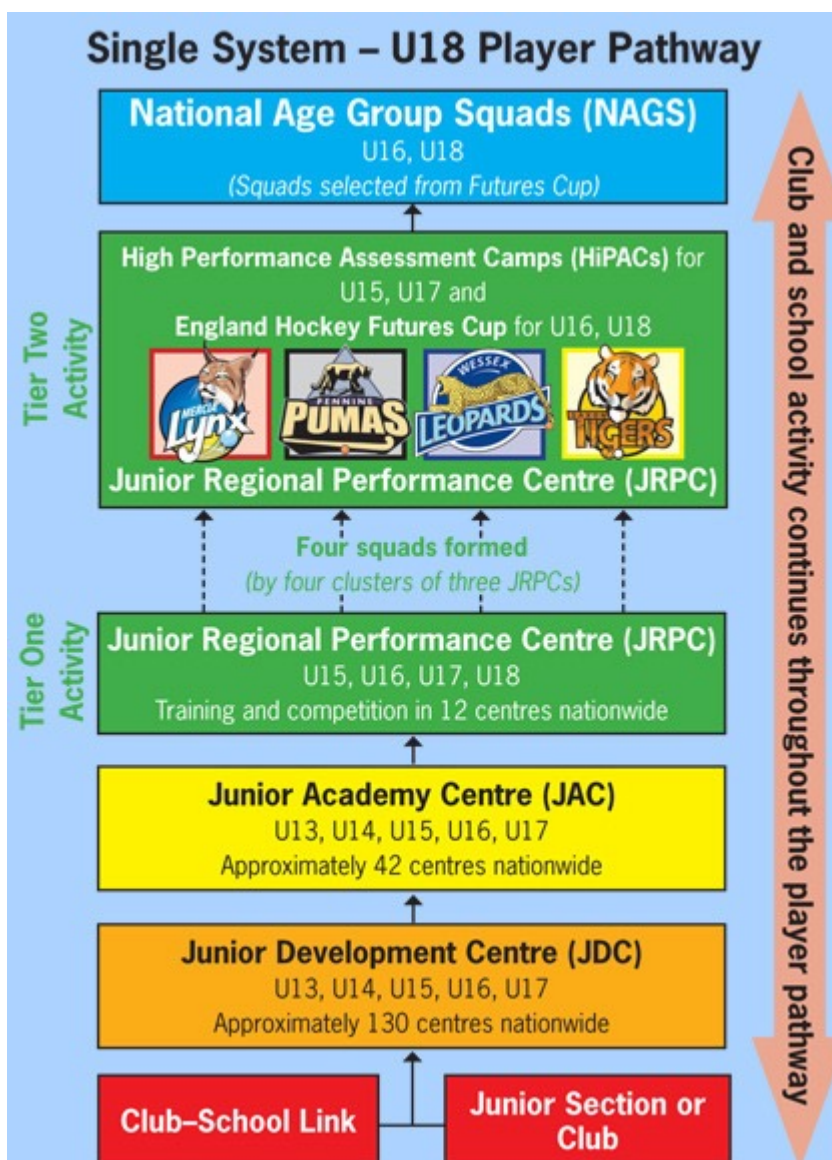


**David Ackland**  
**Chair**  
**Dated: 12 May 2015**



**Karen Dutton**  
**Secretary**

## ENGLAND HOCEKY SINGLE SYSTEM PATHWAY



## SINGLE SYSTEM PATHWAY IN DEVON

### How the Single System Pathway is implemented in Devon

Junior Development Centre (JDC). Players can be nominated by their schools or clubs to attend their local Junior Development Centre (JDC). The nearest JDC to the Club is in Exeter. Here they will receive 12 hours of coaching. Parents/carers are responsible for completing the application and paying the necessary fee.

JDCs are held for the following age groups; Boys and Girls U15 and U14. There is no JDC for U16 and U17. They go straight to a JAC assessment. Parents should monitor the deadlines for application on the website below. **JDCs** are held before Christmas.

Download a Nomination Form [here](#)

Player registration forms and letters to parents can be found under the heading "Player Registration"

These players are continually watched by their area Head Coach who will nominate some of them to go to a Devon Junior Assessment Centre (JAC).

Junior Assessment Centre (JAC). If invited onto the JAC they will receive a further 12 hours of coaching held in one location in Devon from which 16 players will be selected to play in the West JAC tournament. The nearest JAC to the Club is usually in Exeter. See the website below for registration procedures.

A player who is selected for JAC is regarded as having been selected for their county. There are no fixtures as such and selection means simply the young player has been recognised to move forward through the Single System.

At this tournament they are watched by West selectors and have the opportunity to be selected for the West Junior Regional Performance Centres (JRPC).

**JACs** are held after Christmas. County JACs are held for the following age groups; Boys and Girls U17, U16, U15 and U14. U16 and U17 go straight to JAC assessment. Hence, players of this age group will not receive an invitation and they should monitor the deadlines for application on the website below to ensure they are registered to attend..

**For age groups with a JDC, attendance is mandatory before they can go forward to a JAC.** The only exception to this is if they were on the previous seasons JRPC, then they will go straight to the JAC assessment or they are in an age group without a JDC or there is no JDC for their age group.

Junior Regional Performance Centre (JRPC). Players who are selected at JAC will move forward to this stage. **JRPCs** are held June - September. The nearest JRPC to the Club is usually in Exeter.

If you require any further information go to the Devon Junior Hockey [website](http://www.devonjuniorhockey.co.uk/)  
<http://www.devonjuniorhockey.co.uk/>