



# 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 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 (EH) Player Pathway. 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 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 convene weekly and will allocate players to a suitable team in accordance with the relevant League rules.
5. All selection will be made in 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 EH Player Pathway (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 EH's recommendations regarding player eligibility and competition rules.
9. The Club will abide by the EH 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 players 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 the Club's Player Selection criteria and the team's respective league rules.
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 parent/guardian 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 and/or their parent/guardian, for players U18 years of age.

### **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 convened, and no later than Wednesday evening (for Men) and Thursday evening (for Ladies) each week by Teamer. This will ensure that the teams are well organised and players can plan and manage their time effectively.

30. Coaches, team managers and Team captains are to monitor and report the performance of their players to the Playing and/or Selection Committees in order to inform future selection decisions.

---

<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.

31. Captains receiving “new” players to their team should to 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 Competitions**

33. The Club aims to offer development and competitive opportunities for all junior players. The Junior Academy will operate weekly at Sidmouth or Ottery St Mary through the season in accordance with Club policy and procedures. The Club holds EH'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 EH Player Pathway**

35. The Club can make recommendations to players and/or their parents to apply to for the [EH Player Pathway](#). This can also be done by a junior player's school. Further local information can be found on the [Devon Junior Hockey](#) website.

36. Applications are made by the player's parent/guardian [here](#).

37. The EH User guide for parents/guardians is [here](#) and Club coaches and team managers [here](#).

*S Ellison*

**Steve Ellison**

**Chair**

**Dated: 18 Apr 2020**

Annex

EH Player Pathway Structure

## ENGLAND HOCKEY PLAYER PATHWAY

