



# Brooklands HC Selection Policy

Season 2022/23



## A. Objectives

1. Selection is conducted by the Selection Committee.
2. The duty of the Selection Committee is to construct, with the players available, the most balanced teams, playing the best standard of Hockey that they can.
3. Selection will be based on the below factors, with particular regard to merit, the requirements of the Club, the individual Teams, and the development of talent.
4. The Selection Committee will endeavour to be as fair and reasonable as possible, without compromising what it considers to be best for the Club and the Teams. It is important that Members recognise that if they are asked to move up or down a team it is intended to be in the best interests of the Club.
5. Competition for places is welcomed as a strength of the Club, and should inspire players to seek to improve their technical skills, match play and fitness levels and to attend training regularly.
6. It is reasonable for the Club to expect everyone to want to make selection into a team, and to expect everyone to endeavour to make selection into a team.
7. It is reasonable for the Club to promote the development of committed young players and to see their inclusion into appropriate teams.

## B. The Selection Committee

1. The Selection Committee will consist of the Team Captains and Team Coaches. The committee will be chaired by the Club Captain, or in their absence the senior Captain present.
2. All members of the Selection Committee should endeavour to attend the weekly Selection meetings, or provide a report with their recommendations to the relevant Team Captain/Coach in their absence.

## C. Availability

1. It should be recognised that Availability and Selection are not the same thing. Selection procedure can only begin once accurate information regarding player availability is gathered.
2. Members will be required to inform their Team Captain or Coach of their availability. This should be done at least one week in advance. Ideally Captains/Coaches should request availability for the following calendar month to ease the selection process.
3. It is the responsibility of each individual player to ensure her information and availability status is kept up to date. A player who fails to confirm availability with the Team Captain or Coach before the Selection meeting will be regarded as unavailable.
4. It is NOT expected of Captains or Coaches to repeatedly pursue individual players to establish their availability.
5. Players are advised that failure to confirm availability in a timely manner may mean that an individual player risks missing out on selection for their regular team, or perhaps at all, on that date. (The Selection Committee may choose to accept an alternative mode of communication in extenuating circumstances).
6. It is the responsibility of the Membership Secretary and the Team Captains to ensure that players are registered in accordance with relevant League rules.
7. Player availability will also be subject to any disciplinary procedures in place, for example in response to the issuing of a red card.

## D. Selection Procedure

1. The Club Objectives will be continually reviewed by the Selection Committee throughout the season, bearing in mind the needs of other teams, such as promotion and relegation chances.
2. Selection will be decided from the 1st XI Team downwards, with the best match-fit players selected. 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 unless by prior agreement with and approval by the Selection Committee having regard to specific Club Objectives.
3. All Committee members should work together to offer opinion and input from what they observe of players, with the teams then selected accordingly. The Team Captains/Coaches will select their full, final team with regard to input and advice from all Panel members.
4. Where a team has the benefit of a specific coach who attends the team's matches, final selection will be by the Coach for that team.
5. Any significant disputes between Committee members will be mediated by the Club Captain and/or Club Chair. If necessary, the Club Chair will give a final decision on matters in dispute, having regard to the Club's Objectives.
6. The teams will be selected early each week by the Selection Committee. Ideally discussion will take place following Tuesday night training, with selection decisions being finalised on Wednesday. Discussion must take place either by Zoom or WhatsApp (or other appropriate virtual meeting platform), if not in person.
7. The person responsible for final selection (either the Coach or Team Captain) will inform players which team they have been selected for as soon as possible. Where necessary, confirmation of teams will also be communicated to players on Wednesday evening. This enables flexibility to cover for injuries and unforeseen disruptions following training, whilst allowing players to plan accordingly for the weekend.
8. It is recognised that occasionally changes within teams may be required at short notice due to unforeseen circumstances (e.g. illness / injury). The Selection Committee should be notified immediately of any subsequent decisions or attempts to amend Teams after team confirmation. The changes will be handled by members of the Selection Committee and will be communicated with the individuals involved directly by the relevant Coach/Captain.
9. Players are encouraged to discuss their selection with their Team Captain, who will raise any concerns with the Committee.
10. Players have the right to challenge selection however this must be done formally and be in writing to the Membership Secretary - email is acceptable [hockey@brooklandssportsclub.co.uk](mailto:hockey@brooklandssportsclub.co.uk) . This then may be followed up with a phone call to discuss further or through a return email. Areas of dispute will be settled by the Selection Committee or if necessary, the Club Chair will give a final decision on matters in dispute, having regard to the Club's Objectives.

## E. Movement between Teams

1. All players should be aware that selection will take place with the aim of improving the overall level of club hockey and providing development opportunities for all.
2. It is expected that BPHC players will be willing and available to play for whichever team for which they are selected, providing adequate notice is given. Failure to do so will be taken as the player making themselves unavailable for any team both that week and the following week.
3. Movement within the teams should become an accepted part of selection and players should not expect to be guaranteed a place in a particular team. This should be borne in mind when players return from injury or other lengthy absences.

4. Players may be invited to train with higher teams for a period of time, to support their development. They should continue to train with their usual team as well, unless agreed by both Coaches/Captains. Training with a higher team should not be seen as a guarantee of selection for that team - rather it is a recognition of potential and an opportunity for development and feedback.
5. New players to the club should start at an appropriate level decided by the Selection Committee.
6. If players are to be promoted, the higher Team Captain or Coach will inform them of that decision.
7. If players are deemed to be selected for a lower team then they should be selected for the next senior team.  
\*\*NB Please refer to Junior Selection Policy for movement of Junior Players in senior teams
8. It is the responsibility of the Team Captain or Coach who de-selected the player to inform him/her of the decision and the reasons why it was taken. Ideally, the decision will be communicated in person or via telephone, unless agreed otherwise with players. This must happen before the teams are confirmed and should not form a discussion point during training itself.
9. Captains should be positive and emphasise the strengths that the player can bring to their new team and areas where there is room for improvement. If requested, an action plan of how to increase their chances of returning to a higher team will be given.
10. Players should understand that it is often easier to develop areas of weakness at a lower team's level.
11. The Team Captains or Coaches will expect players to respect their decisions. The player should accept their role in their new team with a positive attitude as they are still representing BHC.

## F. Team Structures

It is the Club's intention to take, whenever possible, a predetermined number of players to each game as follows:

- 1st Team – 16 players (minimum 15)
- 2nd Team – 15 players (minimum 13)
- 3rd Team – 14 players (minimum 12)
- 4th Team - 13 players (minimum 12)
- 5th Team - 13 players (minimum 12)
- 6th Team - 13 players (minimum 12)

It may be necessary over the course of a season to create a new team. This can only happen once the number of players demanding hockey EVERY WEEK reaches a critical number to make the new team viable and sustainable.

Until this critical threshold is reached, each team may be asked to take a larger squad to matches. Such a new team is likely to play friendly fixtures until a League entry is confirmed.

## G. Selection Criteria

Paid up Brooklands Sport Club membership (within the guidelines set by the BSC Board) **and** up-to-date BHC club match fees, (payable by via Pitchero) are a prerequisite to Selection.

Exceptional circumstances, non or late payment should be explained to the relevant Coach or Captain to be deemed valid. Silence does not constitute acceptance of non-payment.

Selection will be based on the following criteria:

- 1.** Performance in both training and matches;
- 2.** Commitment to availability on Saturdays. (Note that if players are unavailable for particular matches due to the timing of the game then arrangements should be made for them to play in the next senior team down, if at all possible);
- 3.** Attendance and effort at training;
- 4.** Prompt/ pro-active/ reliable communication as requested by the Club or Captains;
- 5.** Punctuality;
- 6.** Fitness levels;
- 7.** Experience and Skills;
- 8.** Ability or potential to play at the level of the team;
- 9.** Enthusiasm, respect and positive attitude;
- 10.** Willingness to learn, be flexible, and to adapt;
- 11.** Position the team requires filling. (i.e. best players for any chosen system);
- 12.** Potential to develop / improve;
- 13.** Discipline in terms of playing ability, respect for the umpires, opposition team-mates, Coaches, Managers and Captains.
- 14.** All players are expected to conduct themselves on and off the pitch as ambassadors for BPHC.
- 15.** Consideration must also be given to applicable league rules, including player registration. BPHC will not play any young player under 13 in any adult competition and will enforce the EHL regulation that a player must reach the age of 15 to be eligible to be registered to play in the EHPL.
- 16.** All players are subject to the current Covid-19 regulations and guidance, including completion of Player Participation Agreement, track & trace and self-isolation.

This policy will be reviewed annually by the Executive Committee.

BHC Executive Committee  
August 2022