



Thirsk Hockey Club – Selection Policy

The Thirsk Hockey Club (THC) Committee have agreed upon the selection policy below.

1. Objectives of the Policy are:

- That the most appropriate players from the pool of players available will be selected for the most appropriate team to create successful teams.
- To be objective and transparent.
- That it will enable each player to play to their full potential for their own benefit and to the benefit of the Club.
- That it will make selection simple and timely.
- To ensure that all players have equal consideration.
- To ensure that all transitions between teams is fair and has the welfare of the player in mind. With specific emphasis on the Junior to Adult pathway.

2. The Selection Process

THC operates a squad-based system and the following guidelines aim to clarify the basis of selection for any team within the Club.

2.1 Squad Selection

- The following considerations will be taken into account when selecting squads:
 - Versatility, skill, fitness, teamwork, contribution, attitude and commitment
 - Availability
 - Attendance and commitment at training
- Squads will initially be selected at the start of the season in the expectation that they will not remain static.
- Players will be observed at pre-season training, weekly training sessions and at matches using the above considerations for selection to a squad. Players will be notified which squad they will start the season in and when there are any transitions.

2.2 Team Selection

- Players will be selected from the squad to form the team for each match.
- Those players not selected for the higher ranked team will form the basis of the next ranked team.

2.3 Roles and responsibilities

2.3.1 Coaches/captains/managers/junior co-ordinators (or delegated person)

- Coaches/captains/managers/junior co-ordinators (or delegated person) will:
 - Early-season - collaborate to select and name the squads
 - During the season - review collectively the squads/teams at selection meetings to identify and agree if any transitions are required based on the considerations above. Any transitions identified will be handled with sensitivity taking into consideration the welfare of players and the requirements of the squad.
- Players will be given a minimum of five days notification of which squad/team they have been selected for.
- If a captain has insufficient players to fulfil a fixture, they will draw appropriate players from the next ranked squad or team, which will be done at the beginning of the week.



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- Captains will need to consider that some players may not wish to progress through the ranked teams but remain within the participative side of THC rather than the more performance side of the club.

2.3.2 Player

- Each player will advise of their availability via Pitchero, at least one week in advance of each match to enable selection to be undertaken by the Monday before the game.
- Each player will indicate on Pitchero any forward dates that they are aware that they will not be available for training or matches.
- Parents of junior players will advise age group co-ordinators of availability via Pitchero including forward dates that they are aware that they will not be available for training or matches.
- Each player is responsible for being up to date with match fees and annual subscriptions to be eligible for selection. Non-payment could lead to being not selected.
- Each player needs to be mindful that there may be a requirement for them to play in a higher or lower ranked team for the benefit of the club.

Please note – adult league rules dictate that if a higher ranked team are unable to fulfil a fixture due to player shortage the lower ranked teams will NOT be able to play their match. If this does happen the club will be fined and points will be deducted.

3. Transition of junior players into adult squads or teams

Thirsk Hockey Club acknowledges that the transition of junior players into adult squads is a critical point in their development. This transition must be handled with sensitivity and with due care and attention to the welfare of each junior player.

To ensure that this transition is managed successfully the following considerations will be at the forefront of any decisions made between the captains, adult and junior coaches before inviting them to attend adult training.

This will include assessing whether a junior player has the mental and physical skills to:

- play with adults and strangers, so not be reliant on only playing if their friends are there.
- understand the physical and verbal nature of the adult game; to be resilient to knocks, umpire decisions and players giving direction on the pitch.
- understand the mechanics of the league system.
- be committed to home and away matches, including staying for match teas.

A junior players mental and social welfare will be given an equal weighting to their hockey skills and the club's priorities will be considered alongside the individual player. The captains in collaboration with coaches will have the final say on the level which the junior player enters adult hockey. This could be the lowest ranking team or higher depending on abilities and the mental resilience of the junior player.

The captains, coaches and all parties concerned will collaborate in a planned way to ensure that each players' pathway is the most appropriate pathway. Junior players and their parents or carers will be informed and the situation explained at every stage of the selection.



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4. Junior selection for junior matches and training

Thirsk Hockey Club want all junior players to enjoy their training and take part in competition to suit their abilities and development, but not at the loss of opportunity to other players.

In addition to the sections above on selection policy the club has these principles below for the fair selection of juniors for junior training and matches:

- Juniors (U10 and above) train and play in their actual age group as a priority.
- Minis (U8) may move to U10 training when both U8 coach and U10 coach agree.
- A junior may be invited to train with an older group by the older age group coach, supported by the actual age group coach and Junior Coordinator. Such invitation will run initially for four sessions and reviewed at that stage. Any such invitation may be withdrawn if the player is assessed as unready to continue with the older age group. Attendance at training with an older age group is in addition to the junior's normal training, not in place of. Priority should still be given to their actual age group training session, first and foremost.
- Juniors may play competitive matches in an older age group if there is a shortage of players in the older age group to field a team AND if they are assessed as suitable to play in the older age group AND if there is no competitive game in their own age group.
- In the situation where a junior plays competitively in an older age group which has multiple teams, the junior playing up will be selected for the lowest ranked team.
- For the avoidance of doubt, where there are sufficient players in an age group to field a team, juniors from a lower age group will not be asked to play. The only general exception to this point, is in the absence of a goalkeeper.
- An exceptional talent (for instance, a player attending Talent Academy) may be assigned to an older age group permanently for both training and competitions at the discretion of the club, specifically including Junior Coordinator, actual age group Lead Coach, higher age group lead coach, club welfare officer, club Chair). Such player will cease to play or train in the lower age group.

5. Appeals

Any appeals to be addressed in writing to the committee. Any such appeals raised will be given careful consideration and a club response will be communicated within ten working days.

Conclusion

The aspiration is that the selection policy will enable each player to play to their full potential and maximise their enjoyment of the game and for the benefit of the Club.

In the spirit of transparency all members are welcome to recommend changes to the policy. Any such recommendations must be addressed to the committee via one of its officers.



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Any change must be agreed by the Committee.

- 03/01/18 - Written by Kate Webster Jones
- 11/01/18 - Amended at committee and adopted by a majority of committee
- 22/07/19 - Reviewed and amended BL/JB
- 04/06/23 - Updated to include:
 - junior selection to junior matches and training
 - following assessment and support by coach, captain and coordinator for juniors to move to most appropriate adult team.
- 21/08/23 - Approved by committee