



Sutton Coldfield Hockey Club – Selection Policy

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1. Principles of Selection:

- **Enjoyment** – Selection will allow all club members to enjoy playing hockey for SCHC at a competitive level suitable to their ability. To enable all members to play league hockey, selection must ensure all squads are equipped to play competitively – adhering to League Selection Rules.
- **Performance/Development** – Squads will be selected to enable the best possible performance as well as allowing for development for up and coming players. It is therefore likely that a core team within a squad will be selected regularly, but there will be some movements around at the edges up or down depending on player circumstances, the performance of other squad members, and the needs of other teams.
- **Playing for the Club, not a single team** – Players should remember that they are playing for the club and not dedicated to a team. Fluidity in squad representation is important and expected. SCHC recognise that many members enjoy playing consistently within one squad and the selection panel will always try to bear this in mind – but if players are asked to play for another team they are expected to do so and support the ‘Spirit of playing for the club’.
- **Commitment** – As a club SCHC will recognise the commitment made by members to playing regularly (particularly away fixtures) and to training if playing for a performance squad.

2. Selection Process:

Selection of the squads will be undertaken by the respective Mens and Ladies Selection Panel comprising of:

- The Men's/Ladies Hockey Club Captains/Vice Captains
- The Coaches (Senior and Lead Junior u14-18 as applicable)
- 1st XI Coach & Manager (Where applicable)
- 2nd XI Coach & Manager (Where applicable)
- Captains/Managers as applicable from all other Teams.

The 1st XI squads will be selected first, and then subsequent squads will be selected downwards.

Important Note: Any decisions made by the Selection Panel should be deemed as final, if necessary a final decision will be made by the Club Captains.

3. Selection Policy:

All Squads will be selected on a Monday/Tuesday evening by the selection panel, with the intent of captains/managers informing those selected by Tuesday evening.

Captains will have a key role to play in managing the expectations of players and providing context for selection decisions. Where a player is asked to play up or down from a regular team this should be done verbally. A player moving to play for a higher league team will be spoken to by the new captain; whereas a player being asked to play for a lower league team will be spoken to by their current captain. As set out in the selection principles, movement across squads should be an accepted part of selection and players should not expect to be guaranteed a place in a particular team.

Club Captains, working with the coaches and captains, will agree the squads each week. The 'Lead Coaches' of the Youth Section will also be involved in this process. (Refer to SCHC Junior and Youth Academy Handbook for further information)

New players to the club should start at an appropriate level decided by the selection process.

Players (and parents where appropriate) are encouraged to discuss their selection with their Team Captain initially who will raise any concerns with the Club Captain; or if an U18 player with the 'Head Coach*' of the Youth Section. **The Junior Chair will fulfil the role where not explicitly designated.*

A core principle of selection is commitment to the club – this includes being regularly available, in particular players who make themselves available for away games will be given priority when there is an over-supply for a home game. If unavailable for a game then a place back into the same squad cannot be guaranteed.

The coaches and captains will use a list of 'player attributes' to support the selection process and use this to communicate to players as to the rationale behind selection.

4. Integration and Development of Junior Players

Sutton Coldfield HC is committed to the development of young players. The club will always act in the best interests of the individual. They are the future of our club and of hockey in general.

The policy aims to ensure that our young members are given every opportunity to reach their full potential whatever level that may be (international, regional, county, social or otherwise).

Integration is a key part of the 'Player Pathway' and will be overseen by the Junior and Youth Academy 'Head Coach', who works with both the junior and senior clubs.

The Integration Policy States:

- i) The club will take a long-term view of the development of all its young players in line with England Hockey recommendations (i.e. RARE)
- ii) The club will ensure that a player must have reached the age of 13 to be eligible to play in adult only competition.
- iii) 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.
- iv) Young players will not be called upon to play in adult competitions until it is in the best interest of the young player. 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.
- v) The club will abide by England Hockey recommendations regarding player eligibility and competition rules.
- vi) The club will abide by the England Hockey's 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.
- vii) For young players eligible to be involved in adult teams, careful consideration will be given to ensure that the distance travelled is proportional to the likely pitch time for the young player. As a guide, it is suggested that players who will play less than half a game should not travel for longer than 60 minutes.
- viii) All selection will be made in line with the principles outlined in the EH Equality Policy and - Safeguarding Policy adopted by this club and available on the Club Website, for further information please see the EH website.
- ix) As much as practically possible, peer group teams will ensure that each member of the squad is given as equal as possible an amount of pitch time per match or per event to ensure every individual has the opportunity to develop. (if the lead coach does not believe this may be possible then they will actively discuss options with parents of players likely to be impacted)

For further information on U18s playing senior hockey refer to the SCHC Junior and Youth Academy handbook.

5. Availability:

Selection procedures can only begin once accurate information regarding player availability is gathered.

All fixtures are available via Pitchero and the club website.

Players will be required as a minimum to:

- Update Pitchero by Sunday evening after the week's game as to their availability for the subsequent weekend match.
- Respond promptly to any availability contact made by the captain ahead of the following weekend match.

Players and parents are advised that failure to confirm availability through any of these methods, and 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. Further, if parents or players are aware of gaps in availability well in advance, they are encouraged to communicate that by updating Pitchero and where appropriate informing their regular captain and coaches at the earliest possible opportunity.

Where a full squad is not available, as can happen in the lower league teams, players may be asked to share their availability to play up or down depending on circumstances and support the club in fielding a competitive team. It is unacceptable to have to concede a match because of poor availability if players are available for a higher or lower team. Priority will be given to the higher team if two squads are short.

6. Prerequisites for Selection

Paid up membership (within the guidelines set by SCHC), a completed membership form, and up to date match fees are a pre-requisite for Selection.

Exceptional circumstances, Non or Late payment should be explained to the relevant Team Manager or Captain to be deemed effective – silence does not constitute acceptance of nonpayment.

Selection will be based on the following Club Requirements:

- Paid up Membership
- Up to date match fees
- An eligible age
- The best interests of the Club
- Application of any league rules that trigger exclusion from selection (e.g. four yellow cards in league games triggers an automatic one week ban).