



## **PHOENIX READING HOCKEY CLUB SELECTION POLICY**

### **The Principles of Selection**

Team selection will be undertaken each week by the team captains taking into consideration the views of the coaching staff, Club Captain(s) and team vice captains.

Reviews of the selection process itself will take place at regular intervals throughout the season and will include team captains and vice captains, coaching staff, and the Club Captain(s).

The Captains (all teams and club) and coaches will endeavour, when and where possible, to watch the games of the other teams and the Team Captains will have a view of the players to enable a rounded selection discussion.

The captains will endeavour to inform players of their selection on the Monday prior to the match being played, but at the latest players should be told on the Wednesday before the match.

Players are encouraged to discuss their selection with their Team Captain initially but any disputes or complaints should be raised with the Club Captain(s).

The principle of selection is to construct, with the players available, the most balanced teams, playing the best standard of hockey that they can.

Selection will be based on merit given the requirements of the Club, the individual teams, and the development of talent.

The captains, Club Captain(s) and coaches, will do their best 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 interest of the Club.

Competition for places is encouraged, and should inspire players to seek improvements in their fitness & skill levels and attend training regularly.

It is reasonable for the Club to promote the development of committed young players and to seek their inclusion into appropriate teams.

### **The Selection Process**

All players should be aware that selection will take place with the aim of improving the overall level of club hockey and providing the best level for them. It is assumed that Phoenix Reading HC players will be willing to play for whichever team they are selected for.

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.

New players to the club should start at an appropriate level decided, and agreed, by the team captains, in consultation with the Club coaches.

Juniors must attend Adult training before they are selected for an Adult match and should start with the appropriate team/level depending on their ability.

If players are to be promoted to a higher team, the higher team captain will inform them of that decision. If players are selected for a lower team then they should be selected for the next senior team, unless the players availability means that they are not able to play in that team. If that is the case, they may be selected for the next lowest team.

It is up to the captain who de-selected the player to inform them of the decision and the reasons why it was taken. Feedback should be provided to the player on their strengths and the areas where there is room for improvement.

### **Selection Procedure**

Team selection will be drawn from the collated information on member availability.

Fully paid up members of the club will be selected ahead of occasional players where their fitness and skills are of a similar level.

Selection will be decided from the 1st X1 teams downwards. It is expected that players acknowledge the need for the Club to put the requirements of its highest teams first, unless there are extraordinary reasons to not do so.

Selection for the higher teams should not be compromised to unfairly strengthen lower teams.

Selection will be completed within the spirit of fair play.

### **Selection Criteria / Guidelines**

Paid up membership (within the guidelines set by the Club Treasurer) and up to date match fees are a pre-requisite to selection. Players whose match fees remain outstanding for more than 2 weeks are ineligible for selection until the debt is cleared.

Selection will be based on the following criteria below. The Club Requirements indicated must be satisfied. The Player Attributes (listed in no particular order) should be considered as a blend in the best interest of the Club and the Teams.

### **CLUB REQUIREMENTS**

- ✓ Paid up membership (new players during the season can play 3 matches before being required to pay a membership fee)
- ✓ Up to date match fees
- ✓ The best interests of the Club

### **PLAYER ATTRIBUTES**

- ✓ Commitment to availability on Saturdays



- ✓ Attendance and effort at training
  - ✓ Position the team requires filling (i.e. best players for any chosen system.)
  - ✓ Experience and skills
  - ✓ Fitness and pace
  - ✓ Enthusiasm and positive attitude
  - ✓ Willingness to learn, be flexible, and to adapt
  - ✓ Potential to develop / improve
  - ✓ Discipline - in terms of playing ability, and also respect for the umpires, the opposition and team mates
  - ✓ Prompt and proactive communication with captains.
- END -

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