
Crowborough Hockey Club Selection Policy

This policy has been created for Crowborough Hockey Club (CHC) members, by members, with the objective of building the best possible teams, in a fair and objective way. From this, we aim to achieve the club goals, develop as players, but above all, ensure player satisfaction and enjoyment of hockey at every level. This policy outlines a framework for selection and sets out clear guidelines and expectations, for the benefit of all members.

This policy should be reviewed and approved by a representative group of members from CHC at least on an annual basis. The Committee is responsible for ensuring this commitment is upheld.

1. Selection Principles

Selection aims to be objective and in order to do so, a number of factors will be taken into account. Start of season and regular season selection will consider player attributes including (but not limited to) versatility, skill, fitness, teamwork, training, contribution, attitude, commitment, position and availability. These factors are listed in no particular order and it is for the discretion of the Team Captains, Coaches and Club Captain to determine the particular expectations for each team in line with the Club's strategic goals.

It is recognised that selection is not an easy task, as player attributes cannot be measured and the club has an ever-growing number of talented and committed players. Team Captains, Club Captain and Coaches should all contribute to the selection process as much as possible and work together to offer input from what they observe, to ensure teams are selected as fairly as possible. Throughout the season, those responsible for selection should strive to achieve a balance between providing stability and consistency for teams, whilst maintaining sufficient fluidity to effectively support this policy.

Players will only be considered for selection if they meet the club requirements. This includes giving availability agreed by an agreed day and not being in debt to the club at the time of selection.

1.1 Start of Season

It is acknowledged that selection at the start of season is different to selection throughout the regular season and this section sets out principles for this. Start of season is defined as the period leading up to and including the third league game for each team, with the regular season defined as everything thereafter.

All members, new and existing, should have the opportunity to be considered for the team(s) at the level they aspire to play at. Team Captains, Coaches and/or the Club Captain should facilitate this, making use of Club Day, pre-season training and friendlies as much as possible.

Previous season's selection and performance can be considered but it does not guarantee continued selection at that level.

Team Captains and Coaches, with the support of the Club Captain, should aim to have members playing as quickly as possible in their main squad for the season ahead.

Club Captain should host at least one start of season selection meeting involving all Team Captains and Coaches, where possible, with a view to align on the selection process and outline each team.

The selection committee will endeavour to offer a game to all available players where squad sizes allow. If a player subsequently refuses the offer they may not be offered an alternative game.

1.2 Regular Season

Team Captains and Coaches should collaborate on selection decisions as much as possible, with the 1st Team Captains (as head selectors) having the final say where required. Any issues should be raised with the Club Captain who can support to find a resolution.

Team Captains should endeavour to take 16 players each week to maximise the game time for all members across CHC. However, it is acknowledged that this may not either be required or possible for all teams each week.

Selection will first be decided for both Men's and Women's 1s teams and then cascade down throughout the teams. It is understood that the quality of selection of higher teams should not be compromised to assist lower teams.

Team Captains and Coaches should discuss an appropriate route back into play for any members returning from an absence (injury, time off, holiday etc.) and players should understand that they may not come back into the same team.

Team Captains and Coaches should review selection as needed, to allow for changes in circumstance such as injury, availability and performance.

New members who join after the start of season selection has taken place, should be given the opportunity to be considered at the level they aspire to play at wherever possible. Club Captain should facilitate this.

Consideration must be given to applicable league rules for selection. Players and Captains are reminded that movement in selection may be limited under the league 'last 4 week/50% rule'.

Selection principles apply equally to all players, including goalkeepers, Team Captains and Vice Captains. In saying this, where goalkeepers are concerned, it is recognised that sometimes common sense will need to prevail depending on the circumstances. The section below outlines some additional specific considerations for goalkeepers.

1.3 Goalkeeper Considerations

To ensure skill level can be appropriately assessed, Team Captains and Coaches should always consult an individual who is an experienced goalkeeper coach or has appropriate goalkeeping experience, during any goalkeeper selection process. This input should be highly valued.

During the regular season, a goalkeeper may be required to move up more than one team due to lack of availability one week and will then go back to their regular team the next week.

2. Selection Expectations

CHC prides itself on a club first mentality and all members are encouraged to take this into account. Each week, you are not only playing for your team but also representing your club. All members must endeavour to reach the relevant expectations set out below. This will ensure that selection remains fair, objective and clear.

2.1 Expectations of a Team Captain

Collaborate with their Coach and other Team Captains around them in order to select their team, both at the start of season and each week. As a minimum, at least one other individual (Coach, Team Captain or Club Captain) should be consulted.

Highlight any conflicts of interest to the Club Captain to ensure appropriate support is put in place to support decision making.

Be mindful of how selection news may be received and communicate accordingly.

If a player is asked to play for a different team than their usual team, both Team Captains are responsible for the player's welfare. This includes ensuring appropriate feedback and support is provided.

Be approachable, open and available to discuss selection issues at any time throughout the season.

Communicate team selection for the week in a timely manner. Best efforts should be made to communicate to players by Wednesday morning, although it is understood that on occasion there will be changes outside a captain's control which may impact timings.

Keep availability information up to date and maintain regular communication with players, other Team Captains and Coaches.

Understand that the Selection Policy applies equally to them and remain open to feedback from the Coach and Club Captain

Ensure team members are eligible to play for CHC.

Attend all selection meetings and as a minimum 2 trainings a month.

Complete team sheets and match reports on GMS weekly throughout the season

Organise their team so that everyone has equal game time. Every player should be offered equal game time each week – this is none negotiable, even with 16 players, with the exception of goal keepers.

To ensure to the best of their ability that u18s are not given lifts to games by players who are younger than 25 years old.

2.2 Expectations of a player

These expectations apply to both outfield players and goalkeepers.

Play to the best of their ability, in training and in matches, and continually strive to reach a standard of hockey they feel is appropriate and that they enjoy.

Be as committed as possible to matches and training.

To check the Teamsheets on Wednesday evening so to confirm which team they have been selected to play for.

Confirm availability to their captain by Sunday one week in advance. Best efforts should be made to ensure availability is not changed after this point, although it is understood that on occasion there will be changes outside a player's control.

Communicate with their Team Captain in a timely manner about any issues that may impact their availability or performance.

When confirming availability, players are expected to continue to be available to play when selected for a team other than their regular team, assuming adequate notice has been given.

Respect decisions with regards to selection and discuss any concerns with their Team Captain or Coach in the first instance.

Tell their Team Captain, Coach or the Club Captain if they would like to be considered for a different team. This does not mean that they will be selected for a higher team if the Coaches and Team Captains do not deem them to be playing at this level.

It should be understood that expectations are higher for players part of a ladies 1s/men's 1s Squad, especially in relation to attendance, availability, performance and fitness.

CHC promotes sportsmanship and behaviour both on and off the pitch:

- Please do not swear – our members range from 7-70
- Treat all players, officials and spectators with respect
- Encourage – never discourage
- Stay calm – it is only a game
- Play hard by play fair – Good hockey ALWAYS wins.