

Knox Hockey Club Selection Policy

April 2023

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Selection Policy – Senior Teams

A. Aim of Selection Policy

The senior club will be fielding up to 11 teams in 2023 including Vic League, Vic League Reserve, Pennant, Metro and Masters grades.

The purpose of this policy these guidelines is to clarify the basis on which players will be selected for the Senior teams only.

Player selection is based on achieving our club goals. All players, coaches and team managers must be familiar with and committed to achieving our goals.

B. Selection Objectives

Knox Hockey Club has the following objectives for the players representing the senior teams:

1. Maximise the potential for teams to win games, finish on top of the ladder, win the grand final or avoid relegation.
2. Underpin the future success of the Club by providing developing players with increased opportunities to compete as high as they are capable.
3. Promote an appropriate Club culture.

C. Secondary School Students

(a) The Committee recognises the time and physical restrictions placed on all players but particularly secondary school students due to:

- (i) School Work;
- (ii) School Sport;
- (iii) KHC Junior Hockey;
- (iv) Extra- curricular activities other than Club Hockey, including playing other sports;
- (v) Representative team training and tournaments.

(b) Secondary school students and their parents or guardians are advised that the Committee is concerned first and foremost with the students' academic and overall general wellbeing and are reminded that a player has many years to play hockey.

(c) Secondary school students, their parents or guardians are encouraged to discuss at throughout each season with the relevant coach and the relevant Section Coordinator / Head of Hockey the players:

- (i) Workload including the matters in paragraph (a) of this sub paragraph;

- (ii) Injuries;
- (iii) Any other matters of concern.

D. Selection Criteria:

1. **Physical performance:** Including (but not limited to) physical fitness, strength, mobility, skill, ability and form/game performance.
2. **Mental performance:** Including (but not limited to) attitude, discipline, determination, teamwork, decision making, and ability to read the game.
3. **Training attendance and participation:**

Training expectations are:

- i. VL/VLR players are expected to train twice a week – with exceptions being at the discretion of the coach and by prior agreement.
 - ii. Absence from training must be directly advised to the respective coach as soon as it is known, including consideration for unavoidable school, work, representative team, or other commitments. This is the individual players responsibility.
 - iii. Injured players are still expected to attend training to complete fitness or rehabilitation activities or assist coaching staff with drills etc.
 - iv. Pennant and metro players are strongly encouraged to train on Tuesday evening (women's teams) and Thursday evening (men's teams).
 - v. Consideration of training commitments will be given to any VL/VLR players that are also playing masters hockey during the week. Such players, with the prior agreement of the coach, may only need to train once a week.
4. **The form of the individual player.**
 5. **Player availability and commitment to section goals.**
 6. **Development opportunities for players as a whole.**
 7. **Team balance and team match up with the opposition.**
 8. **Whether the player is a Secondary School student.**
 9. **Injury management:**

It is the individual player's responsibility to inform their coach if they are injured and the nature of the injury, to ensure the injury is managed appropriately to assist in proper recovery and allow for efficient management of the player group as a whole.
 10. **Other Availability of an appropriate position**
 11. **Eligibility to play finals.**

For players seeking promotion to higher grades, attitude, ability, development potential and training will be taken into account.

E. Selection panel – Selection Panel and Chair of Selectors:

1. There will be a Chair of Selectors appointed by the Committee for the men's section and a Chair of Selectors appointed by the Committee for the women's section.
2. The role of the Chair of Selectors will be to:
 - Oversee the selection process each week;
 - Ensure that the Knox Hockey Club Selection Policy is implemented consistently and fairly;
 - Work to ensure that selection are completed in a way that maximises the opportunity for all members within the section to play at an appropriate level and ensures all teams within the section can be fielded,
 - Provide a completed weekly team selection list to the relevant section coordinator for publication and further follow up as required (particularly in the case that gaps need to be filled in certain teams);
3. The selection panel will consist of respective team head coaches and the Chair of Selectors.
4. In the case of a dispute within the selection panel over a particular selection matter, the selection panel should take all reasonable step to resolve the issue internally in a cooperative way with reference to the selection criteria.
5. Should a dispute within the selection panel not be able to be resolved in a timely manner, the dispute will be escalated to the Head of Hockey for resolution.

F. Selection decisions – General Guidelines:

6. Senior teams are selected on a hierarchical basis from the VL team to Metro team (unless otherwise authorised by the Committee).
7. Selection decisions will be made by the team coaches together, overseen by the Chair of Selectors.
8. Teams will be selected on Tuesday night.
9. The movements of players up or down will be influenced by the:
 - overall section goals and vision,
 - selection criteria, and
 - the number of players available for selection across the section in any given week.
10. Players should acknowledge that the club comes first and there may be times where team balance and development takes precedence.
11. Players should not assume that playing in one team one week will mean that they will be playing in the same team the following week.
12. The movement of players, up or down, remains at the discretion of the coaches and Chair of Selectors and will be influenced by the overall goals for each team.
13. Games are scheduled on Saturday and Sunday afternoons Every player registered to play in a senior team is expected to be available for selection in any given week unless they have

otherwise notified their respective coach and section coordinator by 5:00pm on the Tuesday before that weekend of games.

14. Unavailability without a valid reason may impact on the player's selection for the next fixture of games.

G. Selection decisions- Communication:

1. Coaches are responsible for communicating decisions and reasons to players in a clear and timely manner, and prior to the weekend games.
2. Communication must be face to face or by the phone. Email and text messages are not suitable.
3. Where a player is moved up or down a grade the coach from the original team will initially communicate the selection decision and the reasons to the player, including the areas for focus and/or improvement.
4. The receiving coach will also speak to the player about the move and reinforce the areas for focus and/or improvement.
5. Ongoing communication between coaches and a player regarding that player's progress is expected.
6. It is each player's responsibility to inform the chair of selectors, their coach and their team manager of their unavailability for training or matches as soon as it is known regardless of reason.
7. Team lists will be published on Thursday.
8. Knox Hockey Club acknowledges that there will be circumstances in which last minute changes that will require departure from the process. This may result from injury or unavailability.

This should be recognised and respected by all and will require careful management as multiple teams may be impacted.

Changes will be notified to affected player by the coach, the section coordinator, or that team's Team Manager as soon as is possible.

H. Review of Selection

While all attempts are made to be objective in the selection of all teams, ultimately it is recognised that selection decisions are subjective and disputes may arise. Coaches, players and parents or guardians (in the situation of players under 18 years of age) are encouraged to act in good faith to try and resolve any selection dispute that may arise.

In the event that a dispute arises the following review process is available to players and coaches.

Step 1 – Discuss with Coach

A player is to first discuss with the coach(es) they have a dispute with as to what actions the player needs to take to gain promotion or to avoid demotion or any other matter of concern that the player has.

In respect of a player under 18 years of age or still at Secondary School then the discussion must involve that player's parent or guardian if so requested by any one of the player, the parent or guardian or their coach(es).

Step 2- Discuss with Section Coordinator

A player who has undertaken Step 1 but remains dissatisfied with the outcome of such discussion is to next discuss his concerns with any relevant Section Coordinator or in the absence of any Section Coordinator having been appointed with any appointed Chair of Selectors.

The Section Coordinator or Chair of Selectors may in his or her absolute discretion involve the relevant coach(es) in such discussion.

In respect of a player under 18 years of age or still at Secondary School then the discussion must involve that player's parent or guardian if so requested by any one of the player, the parent or guardian, any the relevant Section Coordinator.

Step 3- Discuss with Head of Hockey.

A player who has undertaken Steps 1 and 2 and remains dissatisfied with the outcome of such discussions is to next discuss their concerns with the Head of Hockey.

The Chair may in his or her absolute discretion involve the relevant section coordinator and the relevant coach(es) in such discussion.

In respect of a player under 18 years of age or still at Secondary School then the discussion must involve that player's parent or guardian if so requested by any one of the player, the player's parent or guardian or the Chair or in his her absence the representative appointed by the Committee.

Step 4- Grievance Procedure

A player who has undertaken Steps 1, 2 and 3 but remains dissatisfied with the outcome of such discussions can invoke the procedures for complaints set out in the Member Protection Policy.

I. Review of Team Selection Guidelines for Senior Teams

The selection process may be reviewed from time to time by the Committee in its absolute discretion.

Selection Policy - Junior Teams

A. Rationale

Knox Hockey Club has a strong commitment to junior sport, in particular hockey and actively encourages participation by both girls and boys.

Playing junior hockey provides children with many opportunities such as:

- having fun and making new friends
- learning the value of sportsmanship
- developing basic skills and learning the rules of the game
- improving physical fitness
- developing an appreciation of teamwork and team spirit
- introducing children to competitive sport.

The Club enters teams in the Under 18, Under 16, Under 14, Under 12 and Under 10 age groupings.

In determining the grading of teams to be entered, the aim is to ensure that all teams will be competitive, however it is club policy to enter teams in as high a grade as possible.

Our philosophy for the U10 competition is based on the following principles:

- having fun
- providing quality and experienced coaching
- introducing children to the enjoyment of playing hockey and competitive sport
- learning new skills and the rules of the game
- immersing children in a team sport and team environment
- making new friendships and connections
- creating feelings of accomplishment, inclusion and self-worth
- balancing teams with first and second year players, strength, experience, ability and gender
- even numbers across each team.

B. Guidelines for Selection

The following guidelines apply to player selection across all junior teams.

- 1 The selection of players for all underage teams is the responsibility of the junior coordinator and coaches in each underage grouping.
- 2 The preferred number of players a junior team is 14-15.
- 3 For the younger age groupings, the club promotes the development of skills in preference to the competitive aspects of hockey. As such, the selection of Under 10 teams will be on the basis that each team is of approximately equal strength and selection shall take into account friendships and the home addresses of players. This is intended to encourage participation by players and parents and simplify transport arrangements.
- 4 The selection of all underage teams (with the exception of Under 10) will be on the basis of ability and recognition of the skills required in different positions. Other attributes, which are taken into account, include potential for improvement, tactical ability, competitive ability and attitude.

For age groups from Under 12 to Under 18, emphasis is placed progressively on competition. However, coaches of all teams across all age groupings still have a responsibility to develop the skills of all team members.

- 5 Within an age group, players will be promoted to a higher grade or relegated to a lower grade depending on their form and development. While it will be desirable to stabilise a squad of players for the team within the first 6 matches, players may still be promoted to a higher grade or relegated to a lower grade anytime during the Season.
- 6 All player promotion/demotion decisions will only be communicated with the players involved following discussion of all coaches in the age group and the junior coordinator. It is the responsibility of the coach of the team from which the player was in to explain to the player the reasons for the move. The junior coordinator will also be involved with all communications to the player and will also communicate with the parents explaining the reasons for the change.
- 7 Players that have been moved will be given feedback by their new coach as to their performance and any subsequent changes will be based on the merits of their performance.
- 8 Where a player normally plays in a particular age group, he or she shall not play in a higher age group unless that team is short of players for the match in question. When a team is short of players replacements must be drawn firstly from any lower team in the same age group.

This may leave the lowest team in the age group short and, in this case, replacements may be drawn from the immediately lower age group. Team Manager must liaise with the Junior Coordinator in organizing replacement players.

- 9 Players are expected to play the season in the age group that corresponds to their year of birth. The exception to this is where the club is unable to field a team in particular age group, or where a player is deemed suitable to graduate from half field (U10) to full field (U12) hockey.

Grievance Procedure

If a player/parent has any complaint relating to the selection in a particular team it should be escalated as follows:

Step 1 - To the Junior Coordinator, who in the first instance will attempt to gain resolution with the coach and team manager for the respective team(s).

Step 2 – To the Head of Hockey

Step 3 – Through procedures for complaints set out in the Member Protection Policy.

Review of Team Selection Guidelines for Junior Teams

The selection process may be reviewed from time to time by the Committee in its absolute discretion.