

SENIOR SELECTION POLICY



Senior Selection Policy - Objectives

Southern River Hockey Club (SRHC) aims for its players to enjoy their hockey. We foster a club environment that offers personal development through hockey where members build skills in dexterity, fitness, leadership and team effectiveness. We aim to offer pathways for the development of individuals but always in the context of best for team, club and community.

This selection policy is structured to achieve the SRHCs' objectives by:

- **Structuring teams** into groups of players of a similar standard: Aiming to field teams into a competition grading that fits their ability, where possible striking an appropriate balance of challenge and success.
- **Providing members fair opportunity** to make their case for selection. SRHC commits to fairness, transparency and open communication at all times.
- **Recognising members might seek different rewards from playing hockey.** SRHC will do its best to accommodate, in its selections, the range from elite athletes to social players. Any specific, reasonable, selection request from a member, where confirmed not to provide undue advantage over other members, will be shown appropriate consideration.

The SRHC Executive (custodians of the selection process), is accountable for effective implementation. Operational responsibility is delegated to a selection panel consisting of the relevant team coaches and Captains.

The Selection Panels' primary responsibility is to maintain the integrity of the SRHC's Team Hierarchy as established for the current year.

Selection Criteria:

To be selected a player must also be *fit to play*. Where significant doubt prevails, the SRHC reserves the right to have the player provide a statement of 'fit to play' by the relevant medical professional.

For SRHC teams competing in the highest HWA competitions, the SRHC will set a minimum expectation from the players representing SRHC. In the higher competitive grades, the SRHC expects its player to train regularly. At SRHC, a player who does not regularly conform to established SRHC or team norms, other than by pre-agreed exception, should expect this to undermine their case for selection in that team. In addition to this, some teams may agree to extra stipulations, typically set by the coach and/or the team leadership group, that reflect specific team goals.

SRHC will NOT select non - registered players or registered players who have not met their financial obligations towards SRHC fees.

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Selection Process:

- A selection panel will administer team selection. The selection panel comprises of all team coaches and captains for women and a separate panel for the men.
- Current playing performance will be the primary consideration, but not the only consideration.
- The team coach is required to nominate their preferred selections for panel consideration. The process encourages challenge and debate within the panel, but the coach is accountable for final selection decisions for their team under the panels' selection procedure.
- Team selections for the following weekend will be undertaken on Thursday night training. Late changes will be managed as needed by further communication between relevant members of the selection panel.
- In the early stage of a new season, performance and commitment during pre-season will be of most importance to initial selection outcomes.
- Team composition can be expected to change from week to week to deal with player unavailability, performance merit and other considerations. Players should expect movement between teams as a natural consequence of managing performance and facilitating development opportunity.
- SRHC expects that relevant coaches will effectively communicate selection outcomes. It is the coaches' responsibility to communicate the reasons for the selection outcome and to provide specific feedback on areas of both strength and areas to be worked on, to affected athletes.
- SRHC reserves the right to remove a player from a team where they have proven unable to meet acceptable levels of commitment or shown inappropriate behaviour.

Player Responsibilities:

- It is the responsibility of the player to register and pay their fees to SRHC under the requested timelines and when completed are assumed available for selection unless they advise otherwise.
- It is the players' responsibility to give their coach and manager reasonable notice of unavailability. Players are reminded of their season long commitment to their team and SRHC.
- Where players have specific requests on the grade/team they play, these will be considered where reasonable to do so.
- The SRHC selection process vests a key responsibility on the player to demonstrate their case for selection. If a player has concerns about lack of opportunity to demonstrate their case for selection in a particular team, players are responsible to resolve this directly with the relevant coaches. In the event of unresolved grievance, the player may present their concerns to the Executive Committee for further consideration.

The SRHC Executive Committee is responsible for ensuring that this Code of Conduct is met at all times.

POLICY ADOPTED January 2015

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