

## **Louth Hockey Club Selection Policy**

The selection policy of Louth Hockey Club is designed to a) field competitive sides and b) afford players an opportunity to meet their hockey expectations.

The Club will endeavour to provide equal hockey opportunities for all players to develop their hockey skills and play in the highest division, appropriate to their skill level and understanding of the game.

The primary focus for Louth HC 2<sup>nd</sup>, 3<sup>rd</sup> and lower teams is to build the maximum strength through to the 1<sup>st</sup> Women's and Men's Teams. The 3<sup>rd</sup> or lower team will provide a first level of transition for our juniors and an enjoyable environment for more senior players.

Selection for the 2<sup>nd</sup> will be a mix of experienced players and young and up and coming players. An emphasis will be placed on the further development of their skills and transition in preparation as potential 1<sup>st</sup> team players.

### **Objectives of the policy:**

- The selection process will be transparent to all members.
- Its purpose is to confirm to all members the criteria used and the thought process involved in selecting teams.
- It is to be used as a framework that will enable each player to play to their full potential for their own benefit and to the benefit of the Club.
- To define a process that will make selection simple and timely.

### **Selection Committee:**

The Selection Committee (SC) will be made up of Captains and Vice Captains of each team. The input of Club coaches is welcomed but it is understood that they have no role in selecting the teams.

The SC will meet on a weekly basis, at a time suitable for all the SC, but prior to the weekly team training session.

The key role of the selection committee is to select playing teams in line with the above policy. Decisions will take into account the overall aims of the Club as well as the particular progress of an individual team.

### ***What happens at Selection?***

From the pool of available players, the SC will select the strongest possible squad for all league matches in the following order: 1<sup>st</sup> XI, 2<sup>nd</sup> XI, 3<sup>rd</sup> XI and so on

It is club policy that the highest teams should not play with a shortage of players when there are players available from a lower team to fill in and so on down to the last XI.

No Captain running a lower side can refuse the promotion of a player to a higher team (unless prior agreement has been made between the SC).

### **Selection Method:**

- At the start of pre-season training there are **NO** squads.
- The SC discuss possible squads for the start of the season along with the starring of specific players to each team.
- Before the start of the Christmas break or just after, a training session is set aside to review the squads and make changes to the teams or the starred players.

Teams will be selected by the Tuesday of each week and for the players to be advised via txt or email by Wednesday by the respective Captain.

If a higher team captain asks for a lower team player on a Friday night they should do their utmost to find a replacement for the lower team.

### **Movement between teams:**

There will be times when individuals move between the squads.

Selection should give the chance for players to settle into a new team as well as providing opportunity for movement between squads under the discretion of the selection committee.

It is up to Captains to approach a player that will be moving squads to discuss their own personal targets and how they can improve their own personal game.

### **Selection Criteria:**

Selection should be open, fair and encourage development from within the Club, for both junior and senior members, thus providing opportunities for players to move between teams as appropriate. Members of all ages should be offered both challenging and enjoyable hockey.

Selection aims to be objective and in doing so will consider a number of factors including (in no particular order):-

- Versatility
- Skill
- Fitness
- Teamwork
- Attitude
- Commitment
- Availability.
- Ability or potential to play at a higher level
- Adherence to the Hockey Club Code of Conduct
- Attendance at Training

No player will be selected if not a paid up member

**At its best, the structure would allow a player performing well for the lowest selected X1 to make their way through to the 1<sup>st</sup> X1. Their selection will not discriminate on the basis of age, race, religion or sexual orientation.**

### **Player Selection related grievances:**

In the first instance, if a player has a grievance in relation to the selection process they should consider first approaching the Captain of the team they are currently representing. If after doing so, the player feels that their concerns have not been given adequate consideration they should contact the Club Committee by letter. The Club Committee will review the complaint at their next scheduled committee meeting and respond accordingly.

### **Players returning from absence/illness:**

The SC will take into account individual and personal circumstances of players returning to competitive hockey following absence for whatever reason.

### **New Players including players transferring clubs mid season:**

A player's ability shall initially be assessed by what level of hockey they have played within the last two years and by the judgement of the Selection Committee at the first training session.

The Captain should explain to the player that this is Club policy.

**Feedback:**

Feedback on the selection policy is always welcomed and will be shared at Committee Meetings. The Committee would prefer that issues be aired openly and resolved with the appropriate people.

The Policy was outlined at the Committee Meeting held on the 23<sup>rd</sup> March 2010. It was revised following feedback before and during the Committee Meeting on the 15<sup>th</sup> July 2010 and adopted at the Committee Meeting on the 4<sup>th</sup> August 2010

Signed:

Date:

Name:  
Club Chair

Signed:

Date

Name:  
Club Secretary