

# Poole Hockey Club's senior selection policy



The purpose of this policy is to provide clear guidelines for the selection of players for Poole Hockey Club's senior teams. This policy aims to ensure fairness, transparency, and consistency in the selection process while promoting the development and success of all teams. Players are reminded that they play for Poole Hockey Club and should be respectful of decisions made by club officials, you may be selected for different teams in the club for various reasons which are the best for the club.

## General principles

### Fairness

Selection will be based on merit, commitment, and performance. Careful consideration will also be given to ensure that the distance travelled is proportional to the likely pitch time. As a guide, it is suggested that players who will play less than half a game should not travel for longer than 60 minutes, unless otherwise agreed in advance.

### Transparency

The selection process and criteria will be communicated clearly to all players.

### Consistency

The same criteria and processes will be applied to all players playing in the club's senior section.

### Development

The club will balance the needs of the teams with the development of individual players.

## Selection criteria

### Skill Level

Technical and tactical abilities relevant to the team's level of competition.

### Fitness

Physical fitness and ability to meet the demands of the game.

### Commitment

Attendance at coaching sessions, availability for matches, and overall dedication to the club.

### Team Play

Ability to work within the team structure and contribute to team dynamics.

### Attitude

Sportsmanship, effort, and positive attitude both on and off the field.

## Women and men teams

### Objective

To compete at the highest possible level and achieve success in league and cup competitions.

### Selection Priority

Priority will be given in order of team ranking, with a minimum expected squad size as outlined below. Players selected for the highest-ranking team will be those who best meet the selection criteria and demonstrate the highest level of performance and potential.

<u>Team</u>	<u>Maximum squad size per game</u>	<u>Ideal squad size per game</u>	<u>Minimum squad size per game</u>
Women 1s	14*	14	12
Women 2s	14*	13	10**
Men 1s	14*	14	12

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Men 2s	14*	13	11
Men 3s / Dolphins	14*	13	10**

\* The team manager can opt to take the league maximum size of 16 at their discretion.

\*\* The team manager can opt to play with fewer than 10 players, league rules require a minimum of 7 players.

In the event of short numbers the club commits to folding the lowest ranked game on any given week to allow players to move up into higher playing squads, to ensure our highest placed teams fulfil their fixtures.

## Development Pathway

Younger or less experienced players with high potential may be included in the squad for development purposes, even if they are not first-choice starters. Experienced and talented players may be selected for a lower team where there is a need for leadership and guidance.

## Mixed

### Objective

To compete at the highest possible level and achieve success by progressing into later rounds of the England Hockey Mixed Competition.

### Selection Priority

Players selected for the mixed team will be those from the highest ranked women and men squads. Priority will be given to players who have represented the team in previous rounds, further squad additions will be added from the next highest ranked squads.

### Mix of players

Where availability allows, a squad should be a 50/50 gender mix.

## Selection Process

### Playing Committee

The team's management (including manager/s, captain and their vices), will be responsible for team selection. The views of the team's main coach should be considered however ultimate responsibility sits with the team's management. Should for any reason there be any issues with selection this should be referred to the Club Vice Chairperson for an independent review and final decision.

### Squads

Match day squads for the season should be settled during pre-season, in advance of the first league game. Changes can be made throughout the season.

### Coaching

Regular coaching sessions will be used to assess players against the selection criteria.

### Performance monitoring

Ongoing performance monitoring will be conducted to ensure players continue to meet the selection criteria throughout the season, this will be carried out by the team's coaches and management.

### Communication

Selected teams will be announced in a timely manner (outlined below) and, where needed, feedback will be provided to players regarding their selection.

Team	Target deadline for selection announcement
1s squads	Wednesday 13:00

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2s squads	Wednesday 21:00
Development teams (i.e. M3 and W2)	Thursday 21:00

## Feedback

Where there is a change to player expectation (e.g. moved to a lower team) constructive feedback will be provided to players who seek to understand areas for improvement. This communication should be via a face-to-face conversation, telephone conversation is acceptable where face-to-face is not possible.

## Implementation and Review

### Policy Implementation

This policy will be implemented by the Club Playing Committee and overseen by the club's Elected Management Committee.

### Review

The selection policy will be reviewed annually to ensure it remains fair, transparent, and effective in meeting the club's objectives.

## Conclusion

Poole Hockey Club is committed to providing a fair and transparent selection process that prioritises the highest-ranking teams for each gender while promoting the development of all players. This policy is designed to support the club's mission of achieving competitive success and fostering a positive, inclusive environment for all members.