



EASTERN SUBURBS HOCKEY CLUB INC.



Team Selection Policy

Aim	
<p>The aim of Eastern Suburbs Hockey Club’s selection policy is to ensure an open and fair process to form teams, where players will be given the opportunity to develop their hockey skills and derive maximum enjoyment when training and playing.</p> <p>Players and parents are urged to be objective and reasonable in their expectations, and to encourage their children to be happy in their chosen sport, irrespective of the team for which they are playing in and enjoy the social and fitness aspects of the sport in addition to the competitive nature of it.</p>	
Allocating Selectors	
<p>An expression of interest for selectors will be called for late in the previous season, so that the Club Committee can allocate selectors to different divisions before the following pre-season. A Chairperson will be nominated for each selection panel. Where possible, the divisional coordinator will not be involved in the selection panel.</p>	
J’s & U12T Girls / J’s, U14 & U12 Boys	There will be at least two selectors, preferably three, who are not the coaches of the teams being selected.
Girls / Boys	All other teams that have more than one team in that age group will be selected by a minimum of two people including one independent selector who is not a coach of that age group. The selection panel will be assisted by age group coordinator.
Women	The Division 1 Coach will select the Division 1 team. A selection panel will select the remaining divisions. Consideration of player availability due to other commitments must be considered to ensure enough players being available on a weekly basis.
Men	The nominated coaches will select their teams in order from Division 1 down. Consideration of player availability due to work commitments must be considered to ensure enough players being available on a weekly basis.
Allocating Coaches	
<p>An expression of interest for coaches will be called for late in the previous season, so that the Club Committee can allocate coaches to teams before the following pre-season. Coaches will be asked to nominate for a specific grade/division or can nominate to coach “the team that their child is selected in”.</p>	
Selection Timelines	
<p>The BHA and BWAH nominate different selection timelines at the start of each season. This can create some confusion amongst players and parents and also create pressure on selectors.</p>	
Girls / Boys	Selections will be finalised prior to the final selection deadline required by BWAH and BHA respectively. With respect to grass girls, selections will be made prior to the first game with grass teams selections. This will allow time for training as a squad up to these selections and then training as a team prior to the start of the season.
Women	Teams will be selected prior to the start of the season imposed by BWAH. This will allow players to train with their respective teams.
Men’s	Selections will be finalised prior to the deadline imposed by the BHA. This will allow players competing for positions, every opportunity to press their claims. Historically, there are usually many late inclusions in the Men’s division, and selecting teams earlier will only create more issues if a change in selection is required.



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Selection Process

The selection process will include preseason training, trial games, and consideration of previous performance, and the application of the following overarching criteria:

- Skill Level (stick skills, fitness)
- Values (sportsmanship, attitude)
- Behaviour (coachability, team skills)
- Positional requirements of each team
- Commitment to attending training sessions, games and club events (where relevant).

Players unable to attend selection trials should notify the selectors by email prior to the selection trial. Failing to attend trials without notice may influence a player's selection. Failing to attend regular training / games without communication may impact ongoing selection.

Players and parents should also be aware that success for a team in one year does not always ensure they will remain together the following year. Due to the nature of change, new registrations and differing development rates of all players from season to season, player movement in and out of such teams may still occur.

New Players to the club

East's Hockey Club welcomes new players to our club, and as such, all players will be treated equally in the selection process, regardless of the number of years playing at the club.

Players playing out of age group

Players will be selected in their own age group as their primary team. Some players will be asked to fill in for higher grades at times, but players will be selected in their own age group as a standard practice. Exceptions will occur when the club requires some players to play up an age division in order to make a full team in the higher grade. This should only occur when required and not occur because younger players would prefer to play in the higher age group.

Division Coordinators will manage these selections, as they will have oversight of the team registrations with the BHA or BWA across all grades.

It may be necessary on occasions to place teams in a higher or lower grade to make the team competitive

Transition from Junior to Senior Hockey

Senior coaches will consult coaches / Age Group Coordinators / Divisional Coordinators when grading players as they transition to senior hockey. This is an important time in the development of all players. It is imperative that junior players transitioning are supported to maximise their enjoyment of the game. Players and parents should be educated in the merits of starting in lower grade hockey, building confidence as players improve their skills and knowledge of the game.

Junior players transitioning into senior hockey should not have an expectation that they will naturally progress through the grades every year. Each season, new players come to the club which will have an impact on selections.

Number of players in a team – Juniors

The ideal number for junior teams is 14. This allows the right balance between high levels of participation and allows for injury and illness throughout the season. Reaching the ideal number is not always possible, and on occasions, 15 players will be selected in some teams to cater for the circumstances at the time.

On occasions, lower numbers may also be selected due age groupings, and 16 may be selected, but avoided if at all possible. The focus needs to be on maximising participation and lower numbers may be selected to enable another team to be entered into a competition.



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Weekly Selections – Seniors

Players may be asked to play two games throughout the season as a result of player unavailability. On some occasions, this will mean that a player is unavailable for their regular team and will be required to play the higher division. It is expected that players and coaches will prioritise the higher division team, allowing the higher division team the chance to select the team they choose before the lower division team.

Friendship Requests

Juniors	Easts Hockey Club is aware that player enjoyment is of paramount importance. The selectors will attempt to cater for friendship requests wherever possible. This will not take priority over the selection criteria listed above. The club encourages players to join the club as individuals, so players and parents meet new friends.
Seniors	Player preferences will be considered in the selection of teams in the lower grades of senior hockey. This will be for only limited consideration, and players need to be prepared to play at a lower division at times to allow this to occur. Large groups of players will not be considered in this process, as it can often have repercussions for other teams in the division.

Procedure for disputes

Any player or parent wishing to question their selection should email the division coordinator. If a player or parent is dissatisfied with this outcome, contact can be made to the club secretary via email at secretary@eastshockey.org.au