

# **GRANGE ROYALS HOCKEY CLUB (GRHC)**

## **Selection Policies**



## Selection Policies

### Junior Selection and Junior Playing Seniors Policy

#### **1. Overriding Principles**

1.1. Grange Royals Hockey Club (GRHC) has been providing generations of local and country residents the opportunity to participate in the game of hockey for 90 years. We cater for hockey players of all skill levels, from social to elite players. GRHC's junior hockey program includes the GRHC Academy and Holiday Clinics, and we pride ourselves on our commitment to develop our junior players and foster an environment where players will continue to play hockey and support the growth of our sport.

1.2. GRHC is an inclusive club, which understands the value of diversity and aims to be anti-discriminatory.

1.3. Accordingly, our Selection Policy is designed to balance the needs of hockey players of all abilities and is to be applied equally and fairly to all players.

1.4. Selection is always a judgmental process, involving a number of considerations. In a team sport such as hockey, selection may also involve the balance of teams and not just factors about one player.

1.5. GRHC asks that all players and parents understand that the responsibility for selection falls to volunteers giving their time to administer and coach junior hockey at GRHC.

#### **2. Code of Behaviour**

2.1. GRHC has adopted Hockey South Australia's Code of Behaviour concerning the behaviours we expect of GRHC players, parents, and spectators.

2.2. GRHC reserves the right not to select any junior player who breaches the Code of Behaviour.

2.3. GRHC reserves the right not to select any junior player with parents who breach the Code of Behaviour.

2.4. Any decision not to select a junior player on the basis of a breach of the Code of Behaviour by the player or a parent will be made by the GRHC Committee.

#### **3. Failure to pay club fees**

3.1. GRHC is an organisation that is run by volunteers and is dependent upon fee revenue paid by players to cover operating expenses including registration of teams, maintenance of our facilities and upgrades of equipment.

3.2. GRHC reserves the right not to select players who do not pay their fees prior to the published fee deadlines.

3.3. Fee deadlines will be published each season on the GRHC web-site and/or by newsletter.

3.4. Any decision not to select a junior player on the basis of a failure to pay fees by the published fee deadlines will be made by the GRHC Committee.

#### **4. Selection method**

4.1. GRHC will normally enter a number of teams in each Hockey South Australia age group, with teams playing at different grades (levels of competition or difficulty) in each age group to accommodate the different abilities of players in that age group.

4.2. Therefore, at the beginning of the season and when new players join, GRHC operates a selection process to match those players to the grade in that age group which best suits the players' abilities but also allows GRHC to field balanced sides, with more than 11 players per side, in normal circumstances.

4.3. Training and trials are open to all registered players who are eligible to play in that age group. Eligible players unavailable for training/trials can ask the coaches to consider their previous performances, or previous history in a request for selection.

4.4. In addition to performance at training and trials, coaches will have regard to prior season performance and hockey achievement in selection.

4.5. Goalkeeper selection can also include input from specialist goalkeeper coaches.

4.6. As a general principle, the highest graded sides in each age group will be selected first, with players not selected for the highest grade then considered for the next highest grade.

4.7. Selections are designed to create squads and attach players to teams so that teams can train together to build a team methodology and understanding. In most cases, players will play the majority of their games with one team during the season.

4.8. Squads and teams are not 'cast in stone' and factors such as rapid improvement/development, injuries and unavailability and opportunities for players to try playing in different positions may mean that players move between squads during the season.

4.9. Selection will be based on the criteria set out below in the sections entitled "A Grade selection criteria" and "B Grade" selection criteria"

#### **5. A grade Selection Criteria**

5.1. A Grade's are designed to be the pinnacle of the competition grading and therefore GRHC's selection approach is designed to select the strongest teams.

5.2. Players and parents are asked to understand that these are very competitive grades, so typically A grade teams will have the strongest individual players in specific positions, consistent with achieving the best fit for the team.

5.3. Key criteria in the selection process include:

5.4. Skill levels, technique

5.5. Tactical awareness

5.6. Physicality, including whether the player is robust enough for the Shield/A level of a particular age group

5.7. Fitness, strength, speed, endurance, agility and flexibility

5.8. Willingness to learn, improve and be coached

5.9. Potential to improve

5.9.1. Attitude and behaviour (code of conduct)

5.9.2. Game availability

5.9.3. Effort, punctuality and willingness to train.

5.9.4. In some seasons, GRHC may not qualify under Hockey South Australia's grading rules for a A grade side in some competitions. In such cases, GRHC will apply the criteria set out in section 6 above to the highest graded entry in that age group.

5.9.5. At the commencement of pre-season training, players wishing to be included in the considered for the A grade team will be asked to indicate their desire to be included in the process. Only those that have indicated this will be included in the selection process.

## **6. B Grade Selection Criteria**

6.1. B Grade teams can sometimes be of relatively even skill levels.

6.2. Some players selected in B Grade teams may play hockey for social or fitness reasons and may therefore have other factors which they wish to be taken into consideration.

6.3. The selection process for these teams is designed to balance teams consistent with giving teams the best chance of selection during the season.

6.4. In addition to the key selection criteria listed in section 6.3 above, in these grades GRHC will also endeavour to have regard to factors such as player and parent requests regarding:

6.4.1. Social groups and trying to allow friends to play together

6.4.2. Transport considerations for players and families

6.4.3. Training availability and locations which best suit players

6.4.4. Requests to play in different positions to develop skills

## **7. Playing in a higher age group**

7.1. In most cases, players will be selected in the Hockey South Australia age group which matches their actual age. However, Hockey South Australia does permit players to play in a higher age group.

7.2. There are two circumstances in which a player may play games in a higher age group, sometimes known as “playing up”; as follows:

- 7.2.1.1. On a temporary basis to help balance team numbers and positioning
- 7.2.1.2. On a whole season basis or for a part of the season longer than 3 games
- 7.2.1.3. logistical purposes.
- 7.2.1.4. skill depth

### **7.3. Temporary basis**

- 7.3.1.1. Hockey South Australia permits a player to ‘play up’ in a higher age group.
- 7.3.1.2. Hockey South Australia also permits a player to “double up”, i.e. play two games for different teams in a single round, in essence to help clubs avoid taking the pitch with less than 11 players.
- 7.3.1.3. Note that there are specific Hockey South Australia rules governing when a double up is permissible, and around whether these games will qualify a player for finals.
- 7.3.1.4. The decision to allow a player to play in a higher age group on a temporary basis will be made by the coach of that higher age group team, together with Junior coordinator and with the consent of the player and parents.

7.4. In making a decision to allow a player to play in a higher age group on this basis the coach will consider:

- 7.4.1.1. Skills – whether the player has the requisite skills for the higher age group
- 7.4.1.2. Physicality – whether the player is physically robust enough for the higher age group
- 7.4.1.3. Hockey welfare (safety) – whether the player has enough confidence or whether their confidence might be adversely impacted by playing in the higher age group.
- 7.4.1.4. In normal circumstances the coach of the higher age group will consult with the Junior Coordinator and coach of the lower age prior selecting a player to play temporarily in the higher age group on a temporary basis, to ensure that other teams, and future game and finals eligibility is not compromised.
- 7.4.1.5. It is the responsibility of the manager of the higher age group to complete match reports documenting any double ups and working with the manager of the normal age groups to make sure appropriate opposition agreement is obtained for any double ups.

### **7.5. Whole season basis**

- 7.5.1.1. In some cases, a player or parents may request to play in a higher age group on a whole season or extended basis for reasons such as:
- 7.5.1.2. Hockey development where a player has reached a level of play where their development is limited whilst playing with age peers. This is particularly prevalent with entry age group players who have played and trained for several years, who may be best suited to playing in the above age group competition.
- 7.5.1.3. Logistical reasons, such as a player unable to play on Sunday mornings due to other sporting commitments, wishing to play hockey on Friday evenings.

7.6. Players missing the year 'cut off' by a few weeks wishing to play with school classmates. This sometimes happens for players who may be young in the school year.

7.6.1.1. Any request for a player to play in a higher age group must be made in writing to the Junior Coordinator at the commencement of the pre-season training.

7.6.1.2. The decision to allow a player to play in a higher age group on an extended basis will be made by the GRHC Junior coordinator, with the consent of the higher age group coach, player requesting the change and parents of the player.

7.6.1.3. As a principle, GRHC wants to make hockey available to as many young players as possible and wants to allow players to both participate and develop their skills. Accordingly, GRHC will endeavour to accommodate requests to allow players to play in higher age groups.

7.6.1.4. In making a decision to allow a player in a higher age group on this basis, the

7.6.1.5. GRHC Junior coordinator and higher age group coach will consider:

7.7. Skills – whether the player has the requisite skills for the higher age group

7.8. Physicality – whether the player is physically robust enough for the higher age group

7.9. Hockey welfare (safety) – whether the player has enough confidence or whether their confidence might be adversely impacted by playing in the higher age group.

7.10. Player numbers in the higher age group and whether moving the player to a higher age group might limit or reduce opportunities of players in that higher age group.

7.11. In making a decision to allow a player in a higher age group on this basis, due to these factors a decision to allow a player to play in a higher age group may not be made immediately on request.

7.12. The GRHC Junior Coordinator will also consider which grade in the higher age group the player wishes to play for and might be selected for in assessing the factors set out above. In practice, players playing in a higher age group may be better suited to a lower grading within the higher age group.

## **8. Selection of girls in boys sides**

8.1. Hockey South Australia operates competitions for junior players as either:

8.1.1. "Mixed", meaning both boys and girls play in the same competition with an even balance of gender where possible;

8.1.2. "Boys", meaning just for boys, or

8.1.3. "Girls", meaning just for girls.

8.2. There is an opportunity for girls to play in either the boys or the mixed competitions instead of their own or in addition too.

8.3. GRHC is inclusive in its selection of teams and encourages girls to play to their full potential.

8.4. For girls who wish to be selected in "boys" teams must request to be included in the selection process for boys teams at the start of pre-season via writing to the Junior Coordinator and if approved will be included as part of selection process and will be subject to the selection criteria for the teams set out in sections 6 and 7 above.

8.5. GRHC may seek to strongly encourage girls to elect to play girls hockey where, in the opinion of the coaches, it is in that player's best interests.

8.6. In encouraging girls to play girls hockey, GRHC may also have regard to player numbers, to address situations such as:

8.6.1. Where it is necessary to encourage girls to play in the girls' squad to achieve enough numbers to field teams of 11.

8.6.2. Where allowing a girl to play in the boy's squad might result in a boy being unable to play due to excessive numbers of mixed players.

8.7. Equally GRHC may seek to strongly encourage girls to elect to play boy's hockey where, in the opinion of the coaches, it is in that player's best interests in terms of development.

8.8. The decision to allow a girl to play in a boy's side on a whole of season basis will be made by the GRHC Junior coordinator, with the consent of the boy's team coach, the player requesting the change and parents of the player.

8.9. From time to time a girl may have an opportunity to play in a boy's side on a temporary basis (defined as up to 3 games in a season). The decision to allow a girl to play in a boy's side on a temporary basis will be made by the boy's side coach, with the consent of the player and parents. Where possible the coach of the boy's side will consult in advance with Junior coordinator and the player's normal girls' coach before selecting a player in the boy's side on a temporary basis.

8.10. In deciding to allow a girl to play in a boy's team the GRHC Junior coordinator and/or coach will consider from a player perspective:

8.10.1. Skills – whether the player has the requisite skills for the higher age group

8.10.2. Physicality – whether the player is physically robust enough for the higher age group

8.10.3. Hockey welfare (safety) – whether the player has enough confidence or whether their confidence might be adversely impacted by playing in the higher age group

8.10.4. As well as club situation as per point 8.7

## **9. Playing positions**

9.1. GRHC views junior hockey as a developmental process and is desirable, where possible whilst maintaining team balance and competitiveness, to allow players to experience and develop playing in different positions.

9.2. GRHC's intention is to allow all players to play in at least 3 different positions in their first season of hockey unless the player does not wish to do this.

9.3. Where a side does not have a permanent goal keeper, GRHC may require each player in the side to take a rotation at goalkeeping.

## **10. Time on the interchange bench / rotation**

10.1. GRHC's philosophy is that every player pays an annual membership fee so should expect equal game time and training attention over a season. GRHC also believes that teams win games,

not individuals, so all team members should be given an equal opportunity to develop game and team skills.

10.2. Hockey South Australia rules allow 11 players on the field and up to 5 interchange substitutes for full field competitions.

10.3. GRHC's policies are that:

10.3.1. All players should take their turn on the interchange bench

10.3.2. No player should be on the interchange bench to the extent that they are regularly playing substantially less than a full game in any lower graded teams

10.3.3. No player should start three consecutive matches on the interchange bench

10.4. The exceptions to these policies are:

10.4.1. Players who arrive late for warm up and games may start on the interchange bench when they arrive late

10.4.2. Players who are injured or unwell may spend more time on the interchange bench during a recovery period

10.4.3. Goalkeeper rotation is impractical unless there are two keepers with equipment at a match.

## **11. Junior also Playing Seniors**

11.1. Objectives

11.1.1. Ensure juniors develop as hockey players in an appropriate playing environment with the opportunity to extend and develop their skills in seniors where suitable and from time to time, where opportunities exist.

11.1.2. Establish consistent rules and a transparent process for the identification and selection of those players who wish to play seniors.

11.1.3. Establish rules and guidelines for junior players who are selected to play in senior teams.

11.2. Selection

11.2.1. Prior to the start of the senior season, the Junior coordinator or Hockey Director will invite players to self-nominate if they are interested in playing seniors. Junior players interested will be required to attend the senior team selection trials / training's where they will be trialling with senior players. Players wishing to attend the trials must advise the nominated Junior coordinator or Hockey Director who acts as the liaison between the senior and junior squads.

11.2.2. Selection into senior teams/squads is at the discretion of the appointed senior club selectors.

11.2.3. Initial team/squad selections post trials may change throughout the season at the discretion of the relevant senior coaches.



11.2.4. Compliance with Hockey SA rules will need to be ensured with all U15 players requiring parental consent prior to playing seniors.

### 11.3. Development

11.3.1. Junior players have a priority to play and train with their junior team and this shall take preference over playing and training with senior grades. With exception, talented players may be identified and asked to train/play with the senior Premier League Teams. These selections are at the discretion of the senior club coaches and in these circumstances, senior club commitments may/can take priority over the junior team commitments.

11.3.2. Juniors are only permitted to attend senior selection trials and/or play in senior teams with the prior approval of the Junior coordinator or Hockey Director

11.3.3. Factors which may be taken into account by the Junior coordinator or Hockey Director when inviting junior players to nominate are shown below. These might also be considered by the parent/guardian/junior player prior to the decision to nominate to trial / train for seniors.

11.3.3.1. the player's hockey ability as assessed by their junior coach or others as determined by the Junior coordinator or Hockey Director;

11.3.3.2. the player's performance and attitude within their junior team;

11.3.3.3. the number of senior games already played, if applicable;

11.3.3.4. availability for senior games/training, i.e. individual workload balancing hockey, school, family and other commitments.

### 11.4. Playing

11.4.1. Senior team selection occurs on a weekly basis at the discretion of the relevant senior coaches. Selection factors may include player availability, requests from other senior coaches for players and attendance at senior training.

11.4.2. Players in their final year of junior eligibility will be particularly encouraged to do this so they are comfortable to play seniors the next year.

11.4.3. Juniors who play in excess of 6 senior games will be required to pay additional fees to the club.

11.4.4. Junior players will be placed in senior teams in a way that ensures they receive adequate support and mentoring from experienced senior players to promote their development.

11.4.5. Junior players who are selected/promoted to play in a higher senior grade for development opportunities should be aware that there is a possibility that they will have less game time in the higher grade. If players wish to have more game time, they may request to be dropped to a lower grade to do so.

11.4.6. Junior players that are an established member of a senior team should expect equitable game time along with all other senior team members.

11.4.7. If a junior player is still developing, filling in or is a 20-minute substitute for a senior team, there is a possibility that they will have less game time.

## **12. Dispute Resolution**

12.1. The selection process always involves judgement. GRHC endeavours to be objective in selection of teams, but by the very nature of player assessment, selection always involves some judgement.

12.2. Accordingly, the selection process can be confronting and difficult for players, parents and coaches alike.

12.3. If a player or a parent believes that they have not been treated fairly or objectively in the selection process, they should:

12.3.1. Players and parents are strongly encouraged to, in the first instance, in a respectful and calm way with the team coach and/or manager. Coaches are instructed to give honest and open feedback on selection decisions, and it is expected that players and parents will accept the feedback in the openness in which it is given.

12.3.2. In addition, please summarise concerns in writing (a short email to the coach and / or manager will suffice) as a record of the concerns and how they are addressed is helpful if the concern cannot be resolved and further escalation is required.

12.4. Should the player or parent remain concerned after liaison with the coach and/or manager, they should raise the issue with the Junior coordinator. The Junior coordinator will act to mediate between the player/parents and coach/manager.

12.5. Should the player or parent remain concerned, they should raise their concern with a member of the GRHC Committee and the concern will be discussed at the GRHC Committee. The GRHC Committee may ask that the player/parent attend a GRHC Committee meeting to discuss the matter.

## **Senior Selection Policy**

### **1. Grade Selection**

The grade/division that players are selected to play in at GRHC is the decision of the primary team officials at the commencement of the season. This is applicable across all senior grades.

Premier League grade selection/determination takes precedence over metropolitan grade selection (i.e. if a player is initially selected for a metro grade team prior to the finalisation of PL grading, the player may be selected for PL ensuring all teams can put a competitive team on the field utilising the first quarter rule to maximise the advantage of additional players).

Team officials, in their determining appropriate gradings for players, may choose to run trials at training sessions prior to season commencement. Notification to all eligible players of these trial sessions will be made in advance.

Team selections, based on availability and capability, will be openly discussed with the relevant team officials filtering down to the lowest grade the club fields.

### **2. Selection/Appointment of Team Captains**

The selection and appointment of team captains for PL teams is by nomination in writing to the committee for consideration during pre-season. For all other teams', captaincy is to be determined by

the primary team official prior to the commencement of the season. A team can have a composite of any of the following roles:

- 1 captain
- 1 captain and 1 vice captain
- A leadership group
- Rotation of captaincy duties amongst all team members.

The primary team official must determine the leadership profile prior to the commencement of the first minor round game and must advise the team in advance of their decision.

The primary team official may choose from the following methodologies for choosing and appointing the leadership profile.

- Simple vote from team players
- Appointed by the team official at their discretion

The final decision rests with the primary team official. Concerns or issues can be raised through the appropriate channels in the grievance policy.