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| Name | PADHC Team Selection Policy | | |
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TEAM SELECTION POLICY PORT ADELAIDE DISTRICT HOCKEY CLUB INC.

SENIOR TEAMS

1. OBJECTIVES

- To ensure that players chosen to represent Port Adelaide District Hockey club at Premier League level, are of the highest possible standard to achieve successful outcomes in the State League competition.
- To ensure the future success of the club by providing developing players with increased opportunities to compete in teams for development purposes.
- Provide an equitable selection process for players of all ages and abilities.
- Development of players of the highest possible standard to attain representation in either, or, South Australian or National teams.

2. SELECTION PANEL

- The Management Committee shall retain overall responsibility for the selection of teams
- The Coaching Director acting on behalf of the Management Committee may provide additional guidance to the Selection Panels as required
- At the commencement of each winter season the Management Committee will appoint the required members to the Men's and Women's Selection Panels with the respective Premier League Coach as the Chair

3. PLAYERS

All members of any Senior Team should;

- Be a current financial member of the Club
- Demonstrate the attitude and manner of a team player
- Demonstrate a personal commitment to the long term development of the Club
- Conduct themselves in a manner that befits a Team Member
- Importantly selection in any team regardless of skills includes adherence to the clubs player code of conduct.

Players who demonstrate an unwillingness to adhere to team rules or non-compliance with the Selection Policy which applies from time to time may be excluded from the Team.

4. PROCESS OF SELECTION

The Selection Panel will select and publish the teams before training concludes Thursday night each week during the winter season. Players are responsible for determining where they have been selected.

5. TEAM COMPOSITIONS

- Teams will consist generally of a playing list of 13 players where if possible, at least one of these players will be a 20 Minute player.
- The composition of teams will be determined by the Selection Panel in consultation with team coaches. Criteria for consideration are the relative skills, fitness, and strengths of players to field a competitive team with the appropriate level of ability as determined by the Selection Panel.
- Coaches will attempt to provide all players selected with the playing time they require to advance the goals of Selection Policy and Criteria (player development, team development, etc). It is acknowledged that teams are in a competitive environment and that equal time is not always appropriate and that some players will get more playing time than others. All players selected in a team (excluding 20 Minute Players) should be given reasonable playing time.

6. TEAM SELECTION CRITERIA

Players may be selected in a team provided the players:

- Have attained in the opinion of the Selection Panel significant game skills, physical fitness, and be judged by the selection panel to have the potential and the ability to succeed in the designated team that will enable a high level of performance in competition
- Players selected in Premier League and Metro 1 are expected to consistently strive to achieve at the highest level

In addition the following matters may be taken into account:

- In determining the composition of any Team, the makeup of that team may be influenced by the importance of achieving long term success for the club
- Other Team positions may be filled by players who do not satisfy the criteria but are considered by the Selection Panel to have potential to succeed in the future;
- The players comprising any Team must provide the team as a whole with the flexibility to perform against diverse competition and players of differing styles
- Specialist players may be chosen provided such players meet all selection criteria required
- Competitive skills, playing ability, training attendance and fitness of players will be of importance for selection.

Any player may be removed from the Team by the Selection Panel in consultation with the team Coach. De-selection may occur when the player has failed to sustain their performance to a satisfactory level, provided that the team Coach must first have discussed with the player the performance standards required of them, and have given the player reasonable opportunity to attain the required performance levels.

7. LOWER GRADES

Other important influences in selection of players into teams:

- Social groups – trying to allow friends to play together
- Transporting consideration – sharing of transportation
- Training availability – finding a time/side that best suits the player
- Player game time availability – can the player make games

8. JUNIORS PLAYING SENIORS

- Where practical Juniors playing Seniors should be assessed and treated in the same manner as senior players.
- Where a Junior Player is assessed as having comparable ability to that of a Senior player then they shall be afforded the same rights, privileges and obligations of a Senior Player.

JUNIOR TEAMS

9. OBJECTIVES

- Encourage children to develop basic skills and avoid over-specialisation in positional play during their formative years
- Be reasonable in your demands on the young player's time, energy and enthusiasm. Remember that they have other interests
- Ensure that skill learning and free play activities have priority over highly structured competitions for young children
- Avoid over-playing the talented players. All players need and deserve equal time.

- Remember that children play for fun and enjoyment and that winning is only part of it. Never ridicule or yell at the children for making mistakes or losing a game
- Develop team respect for the ability of opponents, as well as for the judgment of officials and opposing teams

10. APPOINTMENT OF COACHES AND MANAGERS

Subject to the right of review (and consequential action) by the Management Committee, after consulting the Vice President (Juniors), the Management Committee will appoint the coaches in each age group having regard to their qualifications and experience (and for streamed teams, the trial policies).

The Vice President (Juniors) will also be responsible for recommending the appointment of team managers after appropriate consultation with team coaches.

11. ROLE OF THE MANAGEMENT COMMITTEE

The Management Committee shall have power to take such action as may be necessary to carry out all or any of the objects of the club. The Management Committee shall appoint club selectors, coaches and team managers as it thinks fit to carry out the selection and organisation of the teams of the club.

12. JUNIOR COORDINATOR

The Club Vice President (Juniors) will act as the coordinator for the junior grades.

13. SELECTION POLICIES

13.1 Streaming of Players

- Streaming of players only occurs when there are sufficient players to field 2 or more complete teams in the same age group, or competition.
- The A Grade competition involves a higher standard of play.
- Where the club enters teams in both the A and B competitions, the club will stream players into the team(s) usually according to ability, but players should play in the team where they are more likely to use all their skills.
- An attempt is made to balance all teams out as much as possible having regard to the requirements of the grade] played], and prior year splits (which may involve putting players in with their friends).
- The club will support and encourage all players, which may include extra coaching and selection opportunities in a higher grade.
- In those grades where streaming occurs, the decision to field more than one streamed team shall be at the discretion of the Junior Coordinator (subject to review by the Management Committee). With the approval of the Management Committee, the Junior Coordinator may also request that the streamed teams, if there is more than one be of similar ability rather than being A or B etc.

13.2 Selection of Teams Policies

Importantly selection in any team regardless of skills includes adherence to the clubs player code of conduct.

13.3 High Grades

Importantly, the following criteria will be followed in the selection of our top graded sides:

- Physicality – does the player possess the attributes for that particular age group.

- Skills – technique and tactical awareness
- Coach ability - ability to take feedback and direction
- Training – availability to train

Other attributes:

- Previous performance
- Performance at training and games
- Potential

Each age group will publish a set of physical and technical standards for players to be assessed against.

13.4 Similar Grades

Many of our teams play in grades that are quite similar in skill level. As a result the dividing of players by skill level is designed to balance teams and maximise the chances of each team gaining success during the season.

13.5 Other important influences in selection of players into teams

- Social groups – trying to allow friends to play together
- Transporting consideration – sharing of transportation
- Training availability – finding a time/side that best suits the player
- Player game time availability – can the player make games

13.6 Playing out of Age Group

It is club policy for all players to play in their appropriate age group in accordance with their age unless there are exceptional circumstances.

The appropriate grade is determined by the age that each player attains at the beginning of the calendar year.

A parent may request that a child play in another age group. The request together with relevant details/reasons should be made to the relevant coordinator of the age group that the child would normally be in. The coordinator will consider the request in consultation with the coordinator of the age group requested. If there is no agreement, the matter will be referred to the Hockey Operations Committee.

The club may allow the child to play in another age group if, in the opinion of the club, the circumstances of the child mean that playing in their appropriate age group:

- is not possible (eg. due to prior commitments or transport considerations) and therefore the child would otherwise be prevented from playing at all, or
- would be a negative experience for the child in terms of the child's enjoyment of the game or their improvement as a player, and
- playing in another grade will not be a negative experience for the child in terms of their enjoyment of the game or their ability to improve as a player

When considering a player playing up an age group the club takes into account several factors:

- Physicality – does the player possess the attributes for that particular age group.
- Skills – technique and tactical awareness
- Player and parent personal desires – no one should be forced to play a grade they do not want to

13.7 Girls Playing in the Boy's Competition

It is club policy for all girls to play with a girls' team (where an appropriate team exists for their age group) unless there are exceptional circumstances

A parent may request that a child play in a boys' team. The request together with relevant details/reasons should be made to the Junior Coordinator. The coordinator will consider the request in consultation with the Coach of the age group requested. If there is no agreement, the matter will be referred to the Management Committee.

The club may allow the child to play in another age group if, in the opinion of the club, the circumstances of the child mean that playing in a girls' team:

- is not possible (eg. due to prior commitments or transport considerations) and therefore the child would otherwise be prevented from playing at all, or
- would be a negative experience for the child in terms of the child's enjoyment of the game or their improvement as a player, and
- playing in another grade will not be a negative experience for the child in terms of their enjoyment of the game or their ability to improve as a player

13.8 Appeals against selection decisions

It must be noted that the selection process is difficult and confronting for players, parents and coaches alike. The Club attempts to be objective in its selection of teams but by the nature of player assessment and selection, subjective decisions are made.

If a player believes he/she has not been treated fairly in the selection process they have recourse via selection appeal through the Junior Coordinator. All coaches will give honest feedback on selection decisions. Players who wish to be selected in a higher grade should be aware they need to accept the feedback in the openness it is given.

Teams are not permanently set at the start of the season and unable to be changed. The club will work with players on areas of improvement and reassess players regularly.

14. PLAYER ROTATION

14.1 Principles

- Every member pays an annual membership fee so expects equal game time or training attention in total as an average over the season.
- The club philosophy is that a team wins games not individuals. So all team members should be given an equal chance to develop game / team skills.

14.2 Implementation

- No player should start consecutive matches on the interchange bench
- All players will take their turn on the interchange
- No player shall be on the interchange bench to the extent that they are regularly playing substantially less than a full game in any lower graded teams.
- The exceptions to the policies above are goalkeepers. The rotation of goalkeepers during a game is restrictive unless there are two kitted keepers.
 - Every new player to hockey should have a chance to try out a least 3 positions during the season.
 - Players who are selected to play in a higher grade need to be aware that there is a chance they will have less game time. If players wish more game time they will be allowed to drop down a lower grade to do so.

15. INJURY MANAGEMENT

- Players playing at the highest level are exposed to the constant risk of injury and fatigue as result of a high workload. Players falling into this category must be provided with the assistance needed to achieve the proper balance
- Players and parents have an obligation to report as soon as possible to the club, any concerns they have regarding a players excessive exposure to injury through over use
- The club will address these concerns
- The club will do this through discussions with the player and the players parents how this may be achieved with the players best interests as the sole concern
- The club will implement any decisions made by the player and the players parents

16. REVIEW OF POLICY

The Club will review this policy annually or as often as it determines necessary and will make any changes it determines necessary or desirable.

17. ACCESS TO POLICY

This policy will be available for viewing by any member of the club via its website (www.padhc.com.au) or a copy will be provided upon request.

18. RELATED POLICIES AND PROCEDURES

| Policy |
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| Nil |

19. CHANGE HISTORY

| Version | Approval date | Approved by | Change |
|---------|----------------|----------------------|---|
| 001 | April, 2002 | Management Committee | Original |
| 002 | September 2009 | Management Committee | Existing policy reviewed and updated. |
| 003 | 16 March 2016 | Management Committee | Existing policy reviewed, updated and transferred to New Policy format. |