

EBHC Selection Policy

Approved 18th November 2024

1. Objectives

- Field competitive teams by selecting the best combinations of available players.
- Ensure fairness of selection such that all paid up members are given appropriate playing opportunities.
- Provide appropriate platforms for progression for younger players.
- Enable development of players at an appropriate pace for their age, maturity, skills and abilities.

2. General Principles

- Selection aims to be fair and objective so will consider a number of factors including versatility, skill, fitness, teamwork, contribution, attitude, commitment and availability.
- All selection will be made with due regard to the club's Safeguarding Policy and Code of Conduct, which can be found on the Club's website.
- Team captains and coaches will work together to offer opinion and input from their observations and squads will be selected as appropriate.
- All league players must be paid members of EBHC to be eligible to play. Only members who have paid sub's or who have an active payment plan in place will be eligible for selection, unless otherwise agreed with the Treasurer and Chair.
- Players with more than two outstanding match fees will not be eligible for selection.
- Players must be Registered on England Hockey's Game Management System (GMS) to be eligible for selection.
- Players must provide their availability on Spond in a timely manner, ideally at least a week in advance.
- Available players should not mark themselves as unavailable because they think there are already 'too many' players available. In the event that more than 14 players are available for any squad, the relevant captain and coach will decide which player(s) to rest.
- Selection should allow players to settle into a new team as well as providing opportunity for movement between squads under the discretion of the captains and coaches.
- It is expected that players will be willing to play for whichever team they are selected for. Movement between teams should be an accepted part of selection and players should not expect to be guaranteed a place in a specific team/position, particularly when returning from injury or other lengthy absences.
- It is important that members recognise that if they are asked to move up or down a team it is intended to be in the best interest of the club.
- Players should not assume they will be selected in their favoured position or team. The selection of players will be to ensure the strongest teams are available and players are requested to assist with this process.
- Any player returning from suspension will not automatically return to the team or squad

they have previously played for. The length of suspension served and the nature of the offence will be considered together with any directives given by the disciplinary panel.

- The club expects players to respect the selection decisions made by the team captains and coaches.
- Should a club member have a concern about the fair and objective application of the Selection Policy, they should raise this via any member of the Committee.

3. Selection Criteria

A combination of the following criteria (in no particular order) will factor into the selection process :

Club Requirements :

- Paid up membership.
- Up to date match fees.
- Registered on England Hockey Game Management System (GMS)
- The best interests of the club.
- Position(s) the team(s) need to fill.

Player Attributes

- Consistent availability (both home and away).
- Commitment.
- Fitness.
- Ability/potential to play at the level of the team.
- Experience.
- Temperament.
- Discipline (in terms of playing and also respect for the umpires, opposition and teammates).
- Attendance and effort at training.
- Punctuality.
- Enthusiasm and positive attitude.
- Tactical/team awareness .