



Teams Selection Policy

Table of Contents

1. Introduction

1.1. Application

1.2. Responsibility

1.3. Purpose and operational guidelines

1.4. Application of the policy and process

1.5. Definitions

1.6. Preamble

1.7. Selection objectives

1.8. Situations outside of selection policy

2. Selection Panel Appointments

3. Confidentiality Requirements

4. Player Eligibility

4.1. Team Eligibility

4.2. Multiple Eligibility

5. Exemption Requirements

6. Criteria

7. Selection Process

7.1. Assessments

7.2. Extenuating Factors

7.3. Selection Events

7.4. Overriding Factors

8. Replacement of Selected Players

8.1. Grounds for Replacement

8.2. Process

9. Request for Appeal

1. INTRODUCTION

1.1. Application

The selection policy, process and procedures outlined in this document apply to all **Field/Indoor** hockey players, targeted to represent Illawarra in some capacity.

1.2. Responsibility

1.2.1. The Representative Team Director is responsible for overseeing the application of the selection policy and due process.

1.2.2. It should be noted that all times the Rep Team Director is responsible for overall compliance by coaches, managers and selectors.

1.3. Purpose of the selection policy and operational guidelines document

The purpose of this document is to clearly outline the policy, operational process and procedures that apply to the selection of hockey players to participate in a specific event. This includes both **male and female field/indoor** hockey players, of all ages. These players could be selected for a squad or team group, or they could be selected as a special invitee for a special event for example - training camps, special coaching events, special tournaments, 'one-off' opportunities to play against visiting international teams.

1.4. Application of the policy and process

Consistent and conscientious application of the policy, operational process and procedures outlined in this document will help ensure the following:

1.4.1. Transparency for all stakeholders who are involved in the selection process

1.4.2. Improved communication and understanding between stakeholders.

1.4.3. Improved planning and execution associated with all aspects of selection.

1.4.4. Flexibility to respond to selection situations in a fair manner

1.4.5. Facilitation of analysis and to ensure quality, consistency and stability between all the selection events that are undertaken by Illawarra in a given season.

1.5. Definitions

1.5.1. The word 'selection' refers to the process that is undertaken and the procedures that are followed within the constraints of the policies outlined in this document, which allow Illawarra to identify a limited number of individual players, capable of performing to a certain standard, and capable of performing in the team-based environment of hockey.

1.5.2. The word 'best' is often used with respect to selection – for example 'the best player'. Please be aware that in this example the word 'best' is a subjective estimation of the worth of a player, against a set of criteria that relate specifically to hockey. It may also relate to a player's ability to undertake or fulfill a specific role in a team environment, or to perform to a specific standard, at a specific hockey event.

1.5.3. 'Selection Event' refers to any formal hockey event that is observed by a member of the selection panel, which can be utilised for the purpose of making an informed selection decision. Where possible selection events will be identified prior to the commencement of the formal selection process. A selection event may include the inter-academy games, academy training sessions, club fixtures, other games (i.e. against visiting national teams), squad training camps. This list is not definitive but is intended as an example only.

1.6. Preamble

1.6.1. Hockey is a complex, multi faceted game, with a variable game environment, which impacts on performance. Although the type of attributes that affect performance can be defined (as selection criteria), it

is impossible to objectively define a set 'standard' for these criteria, relative to successfully performing in a specific event. Consequently the process of selection requires a selector to subjectively weigh up, assess and define what they believe the standard of an individual player is, against the criteria.

1.6.2. Consequently, subjectivity will always remain an unavoidable element of selection. However the processes and procedures outlined in this document aim to help overcome any of the more undesirable elements of subjectivity in selection, such as bias, prejudice or lack of expertise. Many layers of procedure have been identified to ensure that the negative impact of these elements will have been counteracted prior to a final selection decision being made.

1.7. Selection Objectives

1.7.1. The primary selection objective is to select the best available players.

1.7.2. The secondary selection objective is to recognise the potential of athletes to participate at competition level standard and to assist those athletes to achieve their individual potential at state, national and international level.

1.8. Situations outside of Selection Policy

Situations outside of this selection policy are to be on application. The Rep Team Director and the Board can only approve any requests for exemptions outside this policy.

2. SELECTION PANEL APPOINTMENTS

The appointments panel shall be chaired by Rep Team Director and will include the Development Director, Coaching Director and the Coaches of the relevant teams.

2.1. Expressions of interest for Coaches & Managers with appropriate expertise will be called for every year. Umpires will be appointed by the Umpire Director.

2.2. The Board will review applications and make appointment recommendations.

2.3. If a coach has applied to coach a team that has a family member involved, this will be allowed subject to approval from the Rep Team Director and the Board, and the coach is to stand aside when selection of the family member is discussed.

2.4. If there is a conflict of interest as declared relating specifically to the coach and a player the Rep Team Director will have the final say. Where there is a recognised conflict of interest, this must be noted in writing and will be managed by the Board.

2.5. It will be a requirement for selectors to attend all selection events and selectors will be encouraged to attend other events that may have a decision on selections.

3. CONFIDENTIALITY REQUIREMENTS

3.1. Selectors and coaches will not discuss selection matters outside official selection events or meetings, without the express permission of the Rep Team Director. This may lead to removal from the selection panel if anything complaints arise from comments made in privacy.

3.2. Selection panel members will be required to declare any conflict of interest in relation to the player selection process they have been assigned to. This must be in writing and given to the Rep Team Director.

4. PLAYER ELIGIBILITY

4.1 Team Eligibility

To be eligible for selection in an Illawarra team, the following conditions apply:

4.1.1. The player must be a currently registered and a financial playing member of Illawarra.

4.1.2. If any selection event comprises of more than one weekend or session, players are required to attend all weekends or sessions, unless an exemption is granted by the Rep Team Director.

4.1.3. A player may be eligible for more than one Illawarra team.

4.1.4. There is no age eligibility with respect to team selection; players must comply with age eligibility guidelines for relevant state championships.

4.1.4.1 A player standing for selection in an age group above their own age can be selected in the A side above a right aged player if they are an outstanding and competent player.

4.1.5 A player once selected must attend all training sessions, unless and the Rep Team Director grants exemption.

4.1.6 A Development team can be filled with under age players only if there is not enough right age players to fill this team.

4.2. Multiple Eligibility

4.2.1. A player who is eligible for more than one team must attend, unless otherwise approved by the Rep Team Director, at least half of the training sessions of the teams championship that is to occur first.

4.2.2. If there is a clash of priorities the matter shall be referred to the Rep Team Director and the Board

5. EXEMPTION REQUIREMENTS

5.1. If a player is unable to attend the relevant state championship and wishes to stand for selection they must request an exemption. The requirements for requesting an exemption are:

5.1.1. All requests for exemption must be in writing and received by the Rep Team Director no later than 5.00pm, a week before the commencement of the state championships.

5.1.2. If unforeseen circumstances cause a player to be unable to attend a state championship within a week of the championship, the player should notify the Rep Team Director as soon as possible of these circumstances and submits a subsequent written request for exemption.

5.1.3. Requests for exemption must include evidence of the reason for the absence. In circumstances where a player is injured or suffering an illness, a doctor's certificate is required. In the event of bereavement or other extenuating circumstances, the Rep Team Director and the Board will make a decision on an individual case basis.

5.2. All players who are unable to attend the relevant state championships due to a commitment with a national hockey program will be granted an automatic exemption.

6. CRITERIA

6.1. The Selection Panel determines the selection criteria

6.2. The following criteria will apply in the selection process used by the selectors and coaching personnel

6.2.1. Performance at events that may include performance at regional inter-academy tournaments observed by the selectors i.e. camps, regional academy training, local competition performances.

6.2.2. Physical Capacities – includes speed over a variety of distances (0-10m, 30-40m & 0-40m), aerobic, strength and agility. Formal testing for all these attributes may not necessarily be performed. Aerobic capacity may be tested utilising the 'Beep' test and or the five-lap run.

6.2.3. Technical Competence – core skills include receiving, possessing, hitting, pushing, dribbling, tackling, intercepting, overheads, marking, leading,

eliminating, goal shooting, and set plays (penalty corners, strokes and goalkeeping).

6.2.4. "Tactics" – includes reading the play, involvement in the game, on-field decision making and positional flexibility. Ability to apply and utilise information provided by coaching staff and related to team or individual performance.

6.2.5. Potential to Improve – present performance level relative to past performances.

6.2.6. Competitive Ability – mental toughness, strength, temperament, determination, commitment, performing in adverse conditions, coping with setbacks/criticism and persistence.

6.2.7. Attitude – individual application in training and competition. Attendance, availability and ability to rehabilitate from injury.

6.2.8. Team Orientation – an individual's ability within a team, to 'fit in' and influence the team in a positive manner.

6.2.9. Communication – the ability of the player to communicate positively with staff and be open to accept suggestions from coaching staff regarding performance improvement. Players should be able to verbalise concerns regarding coaching and team issues in a calm, mature and non-emotive manner to allow for positive discussion to resolve problems.

7. SELECTION PROCESS

7.1. Assessment

The selection of teams representing Illawarra at championships, and special events is based on:

7.1.1. Performance.

7.1.2. Assessment by coaches and selectors.

7.1.3. Attendance at trials

7.1.4. Selection criteria Selection may also include:

7.1.5. Proven performance during the competition season

7.1.6. Performance at regional academy programs, camps, regional academy games, and domestic competitions.

7.1.7. Input from the regional academies and national coaches

7.2. Extenuating Factors

When considering the selection or non-selection of a player into either a team or squad, or for any event sanctioned by Hockey NSW, the selection panel may, at their discretion, give weight to extenuating factors or circumstances not specifically outlined in this document. If something unforeseen does arise, the selection panel will make recommendations to the Rep Team Director and the Board for consideration and if warranted, an exemption.

7.3. Selection Events

7.3.1. The selection process may be conducted over a number of events, and performance may be taken into consideration by the selection panel.

7.3.2. Attendance at selection trials and all nominated team training events is compulsory. In special circumstances an exemption may be granted to a player.

7.3.3. Trial dates and the Rep Team Director will set times for all age groups.

7.3.12. Where a player pulls out of a team and an addition is needed the selectors I will be authorised to make the necessary addition. The additions will be subject to final approval by the Rep Team Director and the Board.

7.3.14. Elimination of players during the trial period will be made, if necessary, at the discretion of the selectors and wherever possible, players will be notified that they have not met the selection criteria.

7.4. Overriding Factors

7.4.1. In considering the performance of players at trials, the selection panel may, at their discretion, give weight to extenuating factors.

7.4.2. Players unable to compete at, trials must advise the Rep Team Director of this fact and the reason, at least 24 hours before the commencement of the trial.

8. REPLACEMENT OF SELECTED PLAYERS

8.1. Grounds for Replacement

8.1.1. Injury or Illness:

8.1.2. Breach of Discipline: A player being considered for replacement due to a breach of discipline, the Illawarra Code of will be counseled by the Board to give them an opportunity to rectify the situation. The Rep Team Director will be advised of the situation and a mutually agreed time frame will be set by coach and player for the situation to be reassessed. The Rep Team Director will report any breaches to the Board in a timely manner.

8.1.2. Ineligibility: Any player who is deemed ineligible or becomes ineligible for the team will automatically be removed and replaced.

8.2. Replacement Process

If a selected player is unable to continue or is removed as a representative of a team, the procedure for a replacement player is as follows:

8.2.1. The Rep Team Director will be consulted.

8.2.2. Consideration will be given first to other identified players from the selection process should this be necessary.

8.2.3. The selectors will then fill this position with the player judged most suitable: possessing the required degree of skill and showing consistent performance.

9. REQUEST FOR APPEAL

9.1. A player may request a review of any given selection decision by submitting a request for an appeal including the grounds for a review to the Rep Team Director within five working days of the announcement of the relevant selection decision.

9.2. The request for the appeal must state the grounds for review, or why the selection decision should be changed. It must specifically address issues regarding how the player was evaluated under situations that put them at a distinct disadvantage to other players being evaluated.

9.3. All requests for appeals must be submitted in writing, and may be submitted by, email.