

Joint TVHC and TVWHC Amalgamation

Player Selection Policy and Guiding Principles

Background

The proposed amalgamation of the Tuggeranong Vikings Women's Hockey Club and the Tuggeranong Vikings Hockey Club (TVWHC and TVHC) must consider the management of player selection as part of this amalgamation process.

One of the aims of the proposed amalgamation is for the club to have a strong player selection policy and guidance principles to help the club progress the clubs into a more competitive environment and to continue to attract new players to the club. We also want to ensure we identify the potential of, and continue to develop, our club members.

General

The club seeks to encourage junior and senior players to participate in all roles and aspects of hockey. This will increase numbers and we will work with these players to improve their skills and to support them in their aspirations towards hockey and work together cooperatively to meet the goals of the TVHC.

Hookin2Hockey is the preferred entry point for new players under the age of 10, with pathways into junior competitions provided following the delivery of the HookIn2Hockey programme. TVHC prides itself on providing a pathway into senior competition, with players identified on a yearly basis for movement into the senior grades. Senior and junior development squads will provide the skill development needed for TVHC and its players to remain a force in the elite HACT competition and at national level.

TVHC will continue to review the club junior to senior development pathway, but has largely identified that SL2 is the likely level for entry of junior boys to move into the senior competition and SL1 for junior girls to move into the senior competition. All decision will be made on a case-by-case basis, and consideration must be given to those senior players within these sides and the ability to provide for a structured, positive-experience for the junior players within the senior hockey competition environment.

We will use these grades to blend talented young players with some experienced senior players, preferable ex 1st Grade players that are still competitive in the sport. Other junior players will be graded in the senior teams according to their ability, taking into account their personal wishes and/or aspirations (ie. some may wish to stay in lower grades) and will be mentored by nominated senior players within that team.

The aim of this policy is support the increased competitiveness of the club and to clearly outline TVHC's expectations in relation to the selection policy for both junior and senior grades.

TVHC Expectations of Players (Senior and Junior)

Generally, all TVHC players **must**:

- Behave in a sporting manner at all times to all players, officials and spectators and follow Hockey Australia's Player code of behaviour¹.

Specifically, TVHC Senior players will be expected to

- Mentor our Junior Players and offer support to Junior Coaches;

¹ Full details of the Hockey ACT Code of Conduct for players, spectators and officials are available from the Hockey ACT Website www.hockeyact.com.au

- SL2 players and above are expected to regularly attend training sessions and matches, including pre-season Club training and grading sessions. Should this not occur players could be moved into a lower grade team unless exemptions are provided by the Selection Committee or Committee Executive.
- CL1 players are expected to train twice a week with some CL2 players asked to train a twice a week as well;
- Attend other TVHC functions where possible (e.g. social and fundraising events);
- Observe and comply with Hockey Australia/Hockey ACT policies and procedures;
- Observe and comply with directions of the club, as communicated through the committee; and
- Conduct themselves in a manner that does not bring either the Club or Hockey ACT into disrepute (**on or off** the field).

Specifically, TVHC Junior players will be required to:

- Attend training sessions and matches as practical, including pre-season Club training and grading sessions;
- Attend other TVHC functions where possible (e.g. social and fundraising events);
- Observe and comply with Hockey Australia/Hockey ACT policies and procedures;
- Observe and comply with directions of the club, as communicated through the committee; and
- Conduct themselves in a manner that does not bring either the Club or Hockey ACT into disrepute (**on or off** the field).

Club Selection Policy

TVHC will base selections in the interest of Club development and to ensure we have competitive teams in all Senior Grades. We also provide avenues for players who would prefer to play the game at a social level. Selection will take into account the outcomes of grading days, grade preference of players as indicated on registration, positive team dynamics, and, if necessary, planning outcomes of the Junior Development Committee.

Selections will aim to ensure that players are graded at the right skill level and provide a pathway for the development of individuals. We will also ensure that we provide for our social players to give them an even balance of enjoyment within an appropriately competitive environment.

Player Selection Process

1. All players must be registered with TVHC on OneSport to be considered for selection;
2. On registration, players will be asked which grade they would like to register for – this may not be possible, but gives the club a good starting point for grading purposes.
3. New players wishing to be considered for elite senior grades should provide a high level overview of their playing history including grades they have previously played
4. All players must attend grading sessions as set by the selection panel; exemptions may be granted under exceptional circumstances to be approved only by the Selection Committee and/or Executive Committee.
5. Coaches will be provided with a copy of the provisional selections and will have the opportunity to discuss these at a meeting with the panel prior to the commencement of the season;
6. After discussions with all Coaches, players will be notified of their provisional grading prior to the start of the season and have the opportunity to seek feedback discuss their grading with the panel and coach;
7. Any concerns or complaints regarding selections must be made through the TVHC Secretary in writing;
8. Note that selection in a grade is for the purpose of registration and is not final. Players may be required to move to higher grades or lower grades throughout the season, based on performance, attitude and in the best interest of the club as a whole.

9. The TVHC Registrars, in consultation with the Executive Committee as required, will make final decisions on team lists based on this policy
10. Junior Sectors:
 - a Selection in a grade is for the purpose of registration and is not final. Players may be regraded up or down, up to and including round 4 of the junior competition.
 - b Grading sessions will be conducted by age group for junior sectors;
 - c Additional coaches may be asked to assist in junior sector grading especially if they have recently coached players being graded.
 - d Strong consideration should be made to the creation of even skilled teams where multiple team submissions are required for the same grade/division.
 - e Where multiple teams be placed in the same age and division the club will consider the options available for each age group. Under 13 competition has a higher focus on the social aspects and skill development. The Under 15's and Under 18's competition tends to have a higher focus on competition outcomes.
 - f Should exceptional circumstances cause a junior player to miss the grading session, the Selection Committee may use previous playing history to grade the impacted player.

Selection Panel (Senior and Junior)

1. In conjunction with the committee, the TVHC President will appoint the Selection Committee for each playing sector and will be made up of the following individuals:
 - a. Suitably qualified Senior Grade coach;
 - b. One or two representative from within the coaching ranks of the sector being graded; and
 - c. An independent person.
2. The Panel will grade players based on and will consider the following (but not limited to):
 - a. Performance at grading day;
 - b. Previous playing history and demonstrated ability;
 - c. The Club's direction with regards to development and pathways;
 - d. Attitude and behaviour;
 - e. Willingness to learn, develop and adapt to change;
 - f. Commitment and attendance to training;
 - g. Commitment and attendance at games;
 - h. Commitment to the club;
 - i. Dynamics of the Team being compiled; and
 - j. Friendship groups will be considered in junior sectors and lower senior grades only.

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