



## **Ipswich Hockey Club Selection Guidelines**

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# 1. Ipswich Hockey Club Selection Guidelines

## 1.1 Baseline Squads

The Men's and Women's teams will be base lined and selected at the beginning of the season by the Selection Panel (defined below). The intent here is to identify the core squad for each team and then refine this each week based on player availability and the guidelines laid out in section 2.2, [Ipswich Hockey Club Selection Criteria / Guidelines](#).

Mid-way through the season during the December break the Selection Panel will meet again and re-baseline the teams aligning with the terms outlined in section 1.4.1, [Selection Aims](#).

## 1.2 Men's Selection and Policy

The Men's Elite Squads (1<sup>st</sup> & 2<sup>nd</sup> XI) will be selected on Tuesday evening by the captains, coaches and managers (where applicable), with the intent of informing those selected by Wednesday evening. This enables flexibility to cover for injuries and unforeseen disruptions following weekly training and/or other reasons, as well as allow the Men's 3<sup>rd</sup> & 4<sup>th</sup> XI captains to accurately build and select their squads with sufficient time.

Players (parents where appropriate) are encouraged to discuss their selection with their Team Captain initially who will raise any concerns with the Men's Club Captain. Areas of dispute will be settled by the Men's Club Captain, Mark Wrinch [mark.wrinch@birkettlong.co.uk.com](mailto:mark.wrinch@birkettlong.co.uk.com), after consultation with the Men's Selection Panel.

## 1.3 Women's Selection and Policy

The Women's Elite squads (1<sup>st</sup> & 2<sup>nd</sup> XI) are selected on a Monday evening by the captains, coaches and managers (where applicable) and players are informed by Tuesday. This enables flexibility to cover for injuries and unforeseen disruptions following weekly training and/or other reasons, as well as allow the Ladies 3<sup>rd</sup>, 4<sup>th</sup> & 5<sup>th</sup> XI captains to accurately build and select their squads with sufficient time.

Players (parents where appropriate) are encouraged to discuss their selection with their Team Captain initially who will raise any concerns with the Ladies Club Captain. Areas of dispute will be settled by the Women's Club Captain, Kat Blake ([kwrinch@hotmail.com](mailto:kwrinch@hotmail.com)), after consultation with the Women's Selection Panel.

## 1.4 Selection Structure

Men's Team baseline selection will be undertaken by the Men's Selection Panel comprising of:

- The Men's Hockey Club Captain
- The Coaches
- 1<sup>st</sup> XI Coach & Manager
- 2<sup>nd</sup> XI Coach
- Captains/Managers as applicable from all other Men's Teams.

Women's Team baseline selection will be undertaken by the Women's Selection Panel comprising of:

- The Women's Hockey Club Captain
- The Coaches
- 1<sup>st</sup> XI Coach & Manager
- 2<sup>nd</sup> XI Coach
- Captains/Managers as applicable from all other Women's Teams.

**Important Note:** Any decisions made by the Selection Panel should be deemed as final.

### 1.4.1 Selection Aims

On behalf of Ipswich Hockey Club, it is the duty of the Selection Panels to construct the most balanced teams, with the players available, in order to play the best standard of Hockey that they can. Selection will be based on merit given the requirements of the Club and the individual teams. The development of talent will be a core part of that approach, but not the preliminary goal which is of course, ultimately, to win games and if possible be promoted.

The Selection Panel will endeavour to be as fair and reasonable as possible, without compromising what it considers to be best for the Club, the Teams, and the players overall.

Competition for places is not only welcomed by the Club but forms a core part of any successful development strategy. It should inspire players to seek to improve their fitness levels and attend training regularly. It is important for the Club to expect everyone to *want* to make selection into a team, and to expect everyone to take all reasonable steps to make selection into a team. It is important that both adult player members and parents of junior players recognise that if they or their children are asked to move up or down a team it is intended to be in the best interest of the Club.

It is important for the Club to promote the development of committed young players and to see their inclusion into appropriate teams. All players and parents should be aware that selection will take place with the aim of improving the overall level of club hockey and providing the best playing level for the players themselves.

It is assumed that Ipswich Hockey Club players will be willing to play for whichever team they are selected for each week.

Movement within the teams should become an accepted part of selection and players should not expect to be guaranteed a place in a particular team. This should be borne in mind when players return from injury or other lengthy absences.

New players to the club should start at an appropriate level decided by the selection process.

If players are to be promoted from a team, the higher team captain will inform them of that decision.

If players are deemed to be selected for a lower team then they should be selected for the next senior team. It is up to the captain who de-selected the player to inform him/her of the decision and the reasons why it was taken. This should happen before the team sheet is published to avoid unnecessary disappointment and confusion.

Captains should be positive and emphasize the strengths that the player can bring to their new team and areas where there is room for improvement.

These guidelines apply to selection for league and cup games. For indoor competitions, where the use of a limited number of specialist indoor players from other clubs is permitted, each situation will be reviewed carefully on a case by case basis by the Selection Panel.

## 1.5 Availability

It should be recognised that Availability and Selection are not the same thing. Selection procedures can only begin once accurate information regarding player availability is gathered. All fixtures are freely available and distributed in advance.

Players will be required as a minimum to:

- Inform their captain after the week's game as to their availability for the subsequent weekend match
- Respond promptly to any availability contact made by the captain (telephone call, email, text) ahead of the following weekend match. The response can be a reply email, a phone call, or a text message.

Players and parents are advised that failure to confirm availability through any of these methods, and in a timely manner, may mean that an individual player risks missing out on selection for their regular team, or perhaps at all, on that date. Further, if parents or players are aware of gaps in availability well in advance, they are encouraged to communicate that in writing (email, text) to captains and coaches at the earliest possible opportunity.

## 2. Ipswich Hockey Club Selection Procedure

The Selection Panels will meet (or otherwise liaise) in line with the requirements indicated by the Club, and at minimum at the beginning of the season and mid-way through during the December break.

Team selection will be based on the Selection Panel baseline and then drawn from the collated player availability.

Selection for teams on a particular day will be decided from the adult 1<sup>st</sup> XI teams downwards and it is expected that adult players and parents of junior players acknowledge the need for the Club to put the requirements of its highest teams first.

Quality of selection within higher teams should not be compromised to assist lower teams in line with League directives.

It is intended to confirm Team Selections by predetermined deadlines. Team Selection confirmation will be sent out by email from the captains.

It is recognised that occasionally changes within teams may be required at short notice due to unforeseen circumstances (e.g. illness / injury). These changes will be handled by the relevant team captains and will be communicated with the individuals involved directly.

### 2.1 Creation of New / Additional teams

It may be necessary to create a new team. This can only happen once the number of players demanding hockey EVERY WEEK reaches a critical number to make the new team viable and sustainable. Until this critical threshold is reached, each team may be asked to take a larger squad along to matches.

Note: New teams can only be introduced at the beginning of a season.

### 2.2 Ipswich Hockey Club Selection Criteria / Guidelines

Paid up membership (within the guidelines set by Ipswich Sports Club) and up to date match fees are a pre-requisite to Selection. Exceptional circumstances, Non or Late payment should be explained to the relevant Team Manager or Captain to be deemed effective – silence does not constitute acceptance of non-payment.

Selection will be based on the following criteria:

- i) Club Requirements indicated must be satisfied
- ii) The Player Attributes highlighted in bold are of particular importance to selection
- iii) The remaining Player Attributes are listed in no particular order, but are considered as a blend in the best interest of the Club and the Teams.

#### 2.2.1 Club Requirements

- Paid up Membership
- Up to date match fees
- An eligible age
- The best interests of the Club
- Absence of any other league rules excluding selection (e.g. three yellow cards in league games triggers an automatic one week ban).

### 2.2.2 Player Attributes

- **Commitment to availability on Saturdays (as expressed above in section 1.5, [Availability](#))**
- **Attendance and effort at training**
- **Prompt / pro-active / reliable communication as requested by Club or Captains**
- **Skills and ability**
- **Fitness and pace**
- Punctuality
- Enthusiasm and positive attitude
- Willingness to learn, be flexible, and to adapt
- Position the team requires filling (i.e. best players for any chosen system)
- Potential to develop / improve
- Discipline and respect - in terms of playing ability, and also for the umpires, the opposition, and team mates
- Experience.

Note: All players are expected to conduct themselves on and off the pitch as ambassadors for Ipswich Hockey Club.

## 3. Related Articles

- Ipswich Hockey Club Code of Conduct