



Camberwell Hockey Club

Interchange Policy for Junior Teams

Rationale

Interchange is used as a legitimate strategy in the game of Hockey. This strategy allows for the rotation of players to prevent fatigue and also permits the introduction into the game of specialist skill players at particular times within the game.

Too often in the past interchange has been viewed as being for a "bench" player i.e. one not considered skilful enough to be in the starting team.

At international and national level teams are now selected on a squad basis with all players considered part of the team and interchange used in a manner consistent with team interests and player development.

The Camberwell Hockey Club recognises that the role of junior sporting clubs is to provide players with an environment that encourages ongoing participation and development of player skill levels. This must be done in a manner that provides all players, in every team, equal opportunity. Equal time on the field will enhance all players' ability to develop their hockey skills.

This policy sets out team management and coaching behaviours aimed at ensuring all players are provided with equal opportunity to participate during a game.

Who is Affected by the Policy

This policy applies to all administrators, officials, coaches, players and volunteers of the Junior Section of the Camberwell Hockey Club. This policy is valid for all age groups and all teams within each age group.

Timing

This policy is effective from 4 April 2006.

Behavioural Expectations

This policy details applies to all field players. In practice it is unlikely to be appropriate for Goalies. It is up to the Coach and Team Manager to see that players are placed on interchange in a manner that balances the interests of each player and the team.

- Most teams often consist of at least the on-field full playing contingent and a number of interchange players. Each player is a full member of that team and must be regarded as such by the coach, manager and their peers.
- No player is to commence consecutive games on the interchange bench.
- As far as possible no player is to be on interchange more than 15 minutes in any one game. This will obviously be dependent on the numbers in the team squad.
- No player is to be consistently on interchange to the extent that one or a few players are regularly playing substantially less than a full game. To this extent,, all players are to be on interchange.
- When interchanging players due regard should be given to the amount of involvement and opportunity a player has had in the game. For instance, if the ball is constantly in the forward

line then it would be expected that the forwards would interchange more frequently than the defenders (or that positions on the field would be rotated).

- Over the course of the season all players will have been on interchange for approximately equal time.

Non-Compliance Strategy

The following non-compliance strategy will be followed if anyone breaches the Camberwell Hockey Club's Interchange Policy for Junior Teams.

1. A club representative (committee member, age coordinator, manager or coach) will remind the offender of the Camberwell Hockey Club's Interchange Policy for Junior Teams.
2. If the offence continues, the matter must be escalated in the following manner:
 - **To the team manager**
 - **To the age group coordinator**
 - **To a Junior Section Committee member**
 - **To the Junior Section Committee chairperson**
 - **To the Board of the Camberwell Hockey Club****Until resolution has been met.**
3. Under no circumstances should the Camberwell Hockey Club's Interchange Policy for Junior Teams be breached

Policy Review

This policy will be reviewed annually after its introduction. This will ensure that the policy remains current and practical.