

Camberwell Hockey Club Selection Criteria

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Camberwell Hockey Club – Mens Section

A. Background

The Men’s Section will be fielding up to 23 teams in 2017, being Premier League, Premier League Reserves, Pennant A, Pennant B, Pennant C, Pennant D, Pennant E and Pennant F and Metropolitan A and two Metropolitan B Grade teams (Senior teams) and potentially 10 Monday Night Master Teams and 2 Wednesday Night Masters Teams (Masters teams).

The purpose of these guidelines is to clarify the basis on which players will be selected for the Senior teams only. Selection for the Masters teams will be the responsibility of the Masters sub-committee.

Senior teams are selected on a hierarchical basis from the most senior team to the lowest ranked Metropolitan team.

B. Pre-season

Pre-season is a time for developing fitness and skills.

A specific invitation to train pre-season with a particular squad is not necessarily a reflection on the level that the player will play during the season, it is not unusual that during preseason a player may be asked to train with a higher squad.

Pre-season will be used as an opportunity for players to be stretched and coaches to assess skill and potential. This should not necessarily be seen as an indication of where the player will be selected once the season starts.

Similarly, not being asked to train with a particular squad during pre-season is not to be taken that a player will not be considered for selection in that squad for the first round or during the year.

C. During the season

Once the season starts, squads may be announced.

Again it is to be remembered that during the season there may be movement up and down over the duration of the season.

D. Overseas Players

The CHC Men’s Section Committee (the Committee) endorses players from other Countries to play at Camberwell in all levels.

The Committee sees this as beneficial to the Men's section by not only broadening the talent of the playing base but also just as importantly adding to the cultural diversity of the Club as a whole and at the same time providing an opportunity for our own players to travel and play overseas.

E. Secondary School Students

(a) The Committee recognises the time and physical restrictions placed on all players but particularly secondary school students due to:

- (i) School Work;
- (ii) School Sport;
- (iii) CHC Junior Hockey;
- (iv) Extra- curricular activities other than Club Hockey, including playing other sports;
- (v) International/ State training and tournaments.

(b) Secondary school students and their parents or guardians are advised that the Committee is concerned first and foremost with the students' academic and overall general wellbeing and are reminded that a player has many years to play hockey.

(c) Playing senior hockey against mature men is challenging at the best of times and particularly challenging for a player still in their teenage years. The Committee recognizes and understands that boys mature at different stages and times and remind parents that a boy may have all the talent and skill but lacks the physical and emotional maturity of his peers to play senior hockey at all or to play at the same level of his peers during these late teenage years.

(d) It is for these reasons that secondary school students, their parents or guardians are advised not to judge the CHC Men's section selection process by comparison with other Hockey Clubs.

(f) Secondary school students, their parents or guardians are encouraged to discuss at the beginning of each season and to continue to do so during the season proper with the relevant coach and any relevant Section Coordinator the players:

- (i) Workload including the matters in paragraph (a) of this sub paragraph;
- (ii) Injuries;
- (iii) Any other matters of concern.

F. Selection Objectives

The Committee has three fundamental selection objectives for the players representing the men's senior teams:

(1) Ensure that players chosen to represent the Club at Premier League level (Seniors and Reserves) are of the highest possible standard to enable the Club to achieve the best possible results in the Premier League competition.

(2) Select ranked teams for Pennant competitions so as to:

- ☑ Maximise the potential for teams to win games, finish on top of the ladder, win the grand final or avoid relegation.
- ☑ To underpin the future success of the Club by providing developing players with increased opportunities to compete in Pennant teams for development purposes.

- ☑ Promote an appropriate Club culture within these levels

(3) Select ranked teams for Metropolitan competitions so as to:

- Maximise the potential for teams to win games, finish on top of the ladder, win the grand final or avoid relegation.
- Recognise that those playing at Metropolitan level may well have work and personal commitments which restrict their training and at times playing availability.
- ☑ Develop junior members who show the potential to play in higher grades in later years and to assist them in understanding the protocols around playing with adults.
- ☑ Promote an appropriate Club culture within these levels

G. General Criteria Applicable for all Senior Teams

Team selection for any senior team shall take into account:

- (i) Team balance
- (ii) Team match up with the opposition.
- (iii) The form of individual players.
- (iv) Training attendance and performance of the individual player.
- (v) Skills of the individual players.
- (vi) Player availability.
- (vii) Injury management.
- (viii) Whether the player is a Secondary School student.
- (ix) Development opportunities for players as a whole.

For players seeking promotion within the grades, their attitude, ability, development potential and training will all be taken into account. As part of the promotion and demotion process, team Coaches and any Section Coordinators will play a key role.

All players must realize that **the Club** comes first and there may be times where team balance and development takes precedence.

In particular:

- (a) Players cannot assume they are playing for the same team each week. Just because a player was in a particular team one week, does not mean instant selection in that team for the next round.
- (b) The prime focus for coaches and team managers is player welfare and this takes precedence over anything else.
- (c) The movement of players, up or down, remains at the discretion of the coaches of each Team and will be influenced by the overall goals for each team.
- (d) There will be last minute changes that will require departure from the process. This may result from injury or unavailability. This needs to be recognised and respected by all and will require careful management as multiple teams may be impacted.
- (e) Games are scheduled on Saturday afternoon and Sundays and players are expected to have made themselves available for either day unless they have advised their respective coach or team manager.

H. Communication

Communication is essential between all coaches, players and team managers. In particular the following principles apply:

- (a) Where a player is demoted from one team to another the coach from whose team the player was demoted is to ensure the affected player understands the rationale for their

- movement and is given clear areas to improve or continue to improve.
- (b) It is the individual player's responsibility to inform their coach or team manager of their unavailability to train or play and why.
 - (c) It is the individual player's responsibility to inform their coach or team manager if they are injured and the nature of the injury, to ensure the injury is managed appropriately to assist in proper recovery and allow for efficient management of the player group as a whole.

I. Selection Process

The Committee may in its discretion annually appoint a Premier League Coordinator, a Pennant Coordinator and a Metropolitan Coordinator. It may also if it deems appropriate appoint a Chair of Selectors.

Selection of teams for the various sections is carried out as follows:

- (a) **Premier League:**
PL selection is by the PL coach who may consult with the PL Reserves Coach or any other Coach deemed necessary to consult with, any appointed PL Coordinator or any appointed Chair of Selectors.
- (b) **Premier League Reserves:**
PL Reserve selection is by the PLR coach in consultation with the PL coach each of who may consult with or any other Coach they deem necessary to consult with, any appointed PL Coordinator or any appointed Chair of Selectors.
- (c) **Pennant Grades:**
Pennant Grades are selected by their Coach in consultation with any other Coach they deem necessary to consult with and any appointed Pennant Coordinator.
- (d) **Metropolitan Grades:**
Metropolitan Grades are selected by their Coach in consultation with any other Coach they deem necessary to consult with and with any appointed Metropolitan Coordinator.

J. Selection Notification and Availability

- (a) Selected teams for any given week will be sent to the players by electronic mail and subject to any unforeseen circumstances will be emailed by 4.00 p.m. on the Friday before each weekend of competition.
- (b) There may be changes to selected teams and such changes will be notified to the affected player(s) by the Coach or that team's Team Manager as soon as is possible.
- (c) Every player registered to play in a senior team is expected to be available for selection in any given week unless they have otherwise notified their respective Coach by midday on the Thursday before that weekend of games.
- (d) Players are to understand that unavailability without a valid reason may impact on the player's selection for the next fixture of games.

K. Review of Selection

While all attempts are made to be objective in the selection of all teams, ultimately it is recognised by the Committee that selection decisions are subjective and disputes may arise. The Committee encourages coaches, players and parents or guardians (in the situation of secondary school students or players under 18 years of age) to act in good faith to try and resolve any selection dispute that may arise.

In the event that a dispute arises the following review process is available to players and coaches.

Step 1- Discuss with respective Coach

A player is to first discuss with the coach(es) they have a dispute with as to what actions the player needs to take to gain promotion or to avoid demotion or any other matter of concern that the player has.

In respect of a player under 18 years of age or still at Secondary School then the discussion must involve that player's parent or guardian if so requested by any one of the player, the parent or guardian or their coach(es).

Step 2- Discuss with Section Coordinator

A player who has undertaken Step 1 but remains dissatisfied with the outcome of such discussion is to next discuss his concerns with any relevant Section Coordinator or in the absence of any Section Coordinator having been appointed with any appointed Chair of Selectors.

The Section Coordinator or Chair of Selectors may in his or her absolute discretion involve the relevant coach(es) in such discussion.

In respect of a player under 18 years of age or still at Secondary School then the discussion must involve that player's parent or guardian if so requested by any one of the player, the parent or guardian, any Section Coordinator or Chair of Selectors.

Step 3- Discuss with CHC Men's Chair.

A player who has undertaken Steps 1 and 2 (or Step 1 only in the event there is no appointed section Coordinator or appointed Chair of Selectors) and remains dissatisfied with the outcome of such discussions is to next discuss his concerns with the Chair of the CHC Men's Section (the Chair) (unless the Chair is also a relevant coach or Section Coordinator or the Chair of Selectors in which case it shall be another person appointed by and from the Committee).

The Chair may in his or her absolute discretion involve any relevant Section Coordinator and the relevant coach(es) in such discussion.

In respect of a player under 18 years of age or still at Secondary School then the discussion must involve that player's parent or guardian if so requested by any one of the player, the player's parent or guardian or the Chair or in his her absence the representative appointed by the Committee.

Step 4- Grievance Procedure

A player who has undertaken Steps 1, 2 and 3 but remains dissatisfied with the outcome of such discussions can invoke the procedures for grievances, disputes and complaints set out in clauses 24 - 29 of the By Laws.

L. Member Protection Policy

For the avoidance of doubt nothing contained in paragraph K herein shall derogate from any player or in respect of a player under 18 years of age or still at Secondary School the parent of a player, the right to invoke the CHC Members Protection Policy in respect of any dispute concerning or arising out of that persons selection or non -selection in any team.

M. Review of Team Selection Guidelines for Senior Teams

This selection process may be reviewed from time to time by the Committee in its absolute discretion subject to approval by the CHC Board.

Richard Harris

Chair of the Men's Section of the Camberwell Hockey Club Inc.

20 March 2017.

Camberwell Hockey Club – Women’s section

Selection Guidelines

Aim: To clarify the basis on which players will be selected for Senior teams (excluding masters).

General: Player selection is based on achieving our Mission and Goals. All players, coaches and team managers must be familiar with and committed to achieving our mission and goals.

Selection Criteria:

1. Physical aspects: e.g. strength, fitness, mobility, skill, ability and game performance.
2. Mental aspects: Attitude, discipline, determination, teamwork, decision making, and ability to read the game
3. Training commitment, attendance & performance. Training expectations are as follows:
 - a. PI players are expected to train twice a week – with exceptions being at the discretion of the coach and by prior agreement. The wider PL squad (PL & PLR players) are required to train on Tuesdays (compulsory) with selected PI & PLR players to also attend team sessions on Thursday. PLR squad players not selected will be requested to attend Wednesday training for that weeks.
 - b. Pennant and metro players are expected to train on Wednesday nights as a priority unless requested by the PL/PLR coach to attend PL squad training on Tuesday and/ or Thursday night.
 - c. And absence from training must be advised to the respective coach as soon as it is known, including consideration for State/Rep commitments and unavoidable school, work or other commitments.
 - d. Injured players are still expected to attend training to complete fitness or rehabilitation activities or assist coaching staff with drills etc.
 - e. Consideration of training commitments will be given to any PL/PLR players that are also playing masters hockey during the week. Such players, with the prior agreement of the coach, may only need to train once a week.
 - f. Attendance at preseason training is encouraged. This provides an opportunity for coaches to observe players in different positions and playing at different levels, but does not determine the grade/team a player will necessarily be selected in.
4. Commitment to section mission and goals.
5. Leadership and/or experience.
6. Other aspects: Team balance and stability, availability of an appropriate position, eligibility to play finals etc.

Selection decisions:

7. Senior teams are selected on a hierarchical basis from the PL team to Metro team/s.
8. Selection decisions will be made by the team coaches together, assisted by the chair of selectors.
9. The movements of players up or down, remains at the discretion of the coaches and will be influenced by the overall section mission, vision, goals and selection criteria
10. Players should not assume that playing in one team one week will mean that they will be playing in the same team the following week

Communication of selection decisions:

11. Coaches are responsible for communicating decisions and reasons to players in a clear and timely manner. This should be face to face or by the phone. Email and text messages are not suitable and should only be used as a last resort.
12. Where a player is moved up or down a grade the coach from the original team will initially communicate the selection decision and the reasons to the player, including the areas for focus and/or improvement. The receiving coach will also speak to the player about the move and reinforce the areas for focus and/or improvement.
13. Ongoing communication between coaches and a player regarding that player's progress is encouraged.
14. It is each player's responsibility to inform the chair of selectors, their coach and their team manager of their unavailability for training or matches as soon as it is known regardless of reason.
15. The PI & PLR teams will be selected on Tuesday night. Each team will also list 'emergency' players who, will be drafted into the relevant side for that weekend, should injury or illness impact availability.
16. Pennant and metro teams will also be selected on Tuesday, however these will be considered in draft until Wednesday night training is complete. Team lists will be published on Thursday.
Please note: due to unavoidable changes in availability movement between teams may occur after the team lists have been published.

Juniors playing seniors:

Our club recognizes that some junior players choose to play with senior teams and that this can be beneficial to their development. The expectation is that only players in the under 16 age group will play in senior teams, however, the club is willing to consider written requests from younger players but notes the following principles:

17. The parent/guardian agrees that the player has the physical and emotional maturity to participate in senior hockey.
18. The player, parents & coaches acknowledge that the player's first priority is to their junior team.
19. The senior coach and team manager agree to take reasonable care to protect the junior player from exposure to physical danger and inappropriate behavior etc. at training & games.
20. The player and their parents understand and accept the selection policies of the relevant section and acknowledge that principles of equal game time may not apply.
21. The player, parents and coaches have agreed expectations and development goals with both the junior and senior coach and are clear about the role that senior hockey will take to achieving these goals.
22. The senior coach is aware of the player's sporting, (e.g. club, school, representative, hockey & other sports); school, other commitments and weekly training load and are willing to make adjustments as required.

Selection issues:

If any player wants to discuss an issue of selection, they are encouraged to speak directly to their coach or one of the other coaches. If further clarification is required regarding selection decisions they may speak with:

23. Fiona Ralph, Chair of Selectors – 0418 520 656
24. Elizabeth Grant, Women’s Section Chair – 0414 312 850
25. Helen Chauhan, Member Protection Officer – please see club website for details.

Camberwell Hockey Club - Junior Teams

Rationale

Our Club has a strong commitment to junior sport, in particular hockey and actively encourages participation by both girls and boys.

Playing junior hockey provides children with many opportunities such as:

- having fun and making new friends
- learning the value of sportsmanship
- developing basic skills and learning the rules of the game
- improving physical fitness
- developing an appreciation of teamwork and team spirit
- introducing children to competitive sport.

The Club enters teams in the Under 17, Under 15, Under 13, Under 11 and Under 9 age groupings. Hockey Victoria provides competition for these age groupings (except for Under 9’s) in the following categories:

- “A” Competition
- Pennant Competition
- Regional Competitions (based on groupings of suburbs within general regions).

In determining the grading of teams to be entered, the aim is to ensure that all teams will be competitive, however it is club policy to enter teams in as high a grade as possible with the aim of fielding A and Pennant teams in all age groups for both the mixed and all girls competitions.

Our philosophy for the U9 competition is based on the following principles:

- having fun
- providing quality and experienced coaching
- introducing children to the enjoyment of playing hockey and competitive sport
- learning new skills and the rules of the game
- immersing children in a team sport and team environment
- making new friendships and connections
- creating feelings of accomplishment, inclusion and self-worth
- to balance first and second year players within each team, strength, experience, ability and gender

- even numbers across each team.

The Club believes that it is important that children establish new friendships and the resilience associated with this process; therefore, we do not necessarily place children who attend school together within the same team. In the U9 age group it may be possible to accommodate a request for children to be grouped together because of friendships or families sharing transport. Players may nominate ONE (1) friend that they would like to be in the same team with, to be noted on their registration form. In the interests of creating balanced and evenly skilled teams, the U9 Age Group Coordinator will endeavour to meet all requests.

Updated July 17, 2011

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. Minor amendments were made in March 2007, and again in July 2011.

Behavioural Expectations

The following details apply to all players.

- The selection of players for all underage teams is the responsibility of the coaching coordinator and coaches in each underage grouping.
- Pre-season skills sessions and selection trials are conducted to assist in grading players. It is club policy that parents are generally not selectors in age groups in which their own children are playing. To constantly improve the selection process it is important that communication between Coaches, Team Managers, Age Level Coordinators and the Coaching Coordinator be consistently maintained. Coaches will be encouraged to attend matches of the other teams in their age group to regularly assess players for promotion.
- The preferred number of players in any A grade team is 13-14. The preferred number in all other teams shall be 14-15.
- For the younger age groupings, the club promotes the development of skills in preference to the competitive aspects of hockey. Consequently, the selection of Under 9 teams will be on the basis that each team is of approximately equal strength and selection shall take into account friendships and the home addresses of players. This is intended to encourage participation by players and parents and simplify transport arrangements.
- The selection of all underage teams (with the exception of Under 9) will be on the basis of ability and recognition of the skills required in different positions. Other attributes, which are taken into account, include potential for improvement, tactical ability, competitive ability and attitude.
- For these age groupings, emphasis is placed progressively on competition, so that by the time players reach the Under 17 grade, they are competing fully. However, coaches of all teams across all age groupings still have a responsibility to develop the skills of all team members.
- Within an age group, players will be promoted to a higher grade or relegated to a lower grade depending on their form and development. While it will be desirable to stabilise a squad of players for the team within the first 6 matches, players may still be promoted to a higher grade or relegated to a lower grade anytime during the Season.

- All player promotion/demotion decisions will only be communicated with the players involved following discussion of all coaches in the age group and the age group coordinator. It is the responsibility of the coach of the team from which the player was in to explain to the player the reasons for the move. The Age Group Coordinator will also be involved with all communications to the player and will also communicate with the parents explaining the reasons for the change.
- Players that have been moved will be given feedback by their new coach as to their performance and any subsequent changes will be based on the merits of their performance.
- While it is unfortunate that Saturday morning school sport will sometimes conflict with Club commitments for some members, these time conflicts will not be considered as a selection criterion for teams competing on Friday nights.

Updated July 17, 2011

- Where a player normally plays in a particular age group, he or she shall not play in a higher age group unless that team is short of players for the match in question. When a team is short of players replacements must be drawn firstly from the lower teams in the same age group. This may leave the lowest team in the age group short and, in this case, replacements may be drawn from the immediately lower age group. In practice, other factors such as fixtures and venues may impact on this policy. Team Manager must liaise with the Age Group Coordinators in organizing replacement players.
- Players are expected to play the season in the age group that corresponds to their year of birth. For example, in any year the U13 age group would comprise players that would celebrate their 12th or 13th birthday during that year. Players wishing to play in a higher age group must submit a written request, stating reasons, to the Club secretary before the selection trials. In certain circumstances, the Junior committee shall allow a player to play in a higher age group. Whilst each case shall be considered on its merits, the committee shall take into account factors including age group and team balance. It should be clear that in the event that a player is granted permission to play in a higher age group that the player would still be required to attend selection trials and would be graded against the standards of the higher age group.
- The Club currently offers girls teams from Under 13 upwards. Girls may elect to play in either mixed teams or girls teams at U13, U15 and U17. The selection of girls in mixed teams shall be based on equality, with the selection process being identical for both boys and girls. Girls trialing for mixed teams and selected to play in a mixed team, must play in that mixed team for the season. If there is a situation where having trailed and been selected in a mixed team, a girl then wishes to play in a girls team, a letter of request must be forwarded to the Juniors Committee for consideration and response.

Grievance Procedure

If a player/parent has any complaint relating to the selection in a particular team it should be escalated as follows:

To the Age Group Coordinator, who in the first instance will attempt to gain resolution with the coach and team manager for the respective team(s).

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.

Under no circumstances should the Camberwell Hockey Club's Selection 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.

Updated July 17, 2011