**Old Loughtonians Hockey Club Limited (the "Club")**

1. **Player expectations policy**

Our club has a long history of inclusivity, support and camaraderie. We are one club (not a series of individual teams) and that ethos is core to our identity and success.

This note reflects some of the core values we espouse and sets out the key expectations the Club has of its members and those expectations that members should have of the Club.

**Club Expectations for Members:**

* Players are committed to providing advance notice of availability for matches and training. If this is not provided, the default assumption will be that players are unavailable.
* All players who join are committed to the Club, rather than any specific team.
* If players are not selected for their usual team they will represent the team they are selected for that week.
* Players are expected to be available for the same number of matches away as at home.
* Players should conduct themselves appropriately on and around the pitch. The Discipline Officer is responsible for appropriate intervention where this does not occur.
* Players are representatives of the traditions and history of the Club. They should conduct themselves in a manner befitting this.
* Umpires and match officials should be treated with respect at all times..
* Opposition players, supporters, coaches and managers should be welcomed and made to feel at home.
* Membership fees are to be paid and membership forms completed and returned on time.(Until fees are paid and forms completed players cannot be registered and will be ineligible for selection).
* Players are encouraged to offer to umpire when available to do so.

**Player Expectations for the Club:**

* Club officials, managers, coaches and captains will strive to ensure that all available players are selected for a game on a matchday weekend wherever possible. (There may be circumstances where this is not possible, but efforts should have been made to avoid this to the best of their ability).
* Players should be able to gain clarity over selection. Players are encouraged to approach members of the selection committee to discuss selection if anything is unclear.
* Players should receive notification of selection promptly via the Club website after selection has been agreed. Players are expected to accept or decline invitations to play promptly in return.
* Players can expect to have opportunities for feedback and personal development.
* Players views are welcome both to the Club Captains and via the Club Captains to the Management Committee. Feedback on what is going well or otherwise is always appreciated.
* The Club should endeavour to promote an inclusive and supportive environment for playing, coaching, umpiring and socialising.

1. **Management and Captaincy policy**

* Captains, coaches and managers are expected to use the Club website to send selection emails to players and to record results. It is vital that information is shared and visible centrally so that captains can see who is available and who has already been selected. It is also important to share match reports and good news on the central website accessible to all members.
* Captains and managers have a duty to represent the best interests of players in their squads to the Club Captain and to help players play at the appropriate level for their development.
* Selection should be carried out in the best interests of the Club as a whole as well as individual players, whilst prioritising the natural hierarchy of each team and in accordance with league rules.
* Captains and/or managers are responsible for gathering information about availability from players at the start of each term (September and January).
* Captains and/or managers are responsible for continuing to monitor player availability.
* Player commitment should be considered as part of the Club's selection criteria.
* Player selection should ideally be completed by the end of Wednesday each week in advance of the weekend. (This may include leaving certain players on standby, or pending final decisions, but must include the core of each squad).
* Captains and managers have a duty to post their teamsheets on the selection web page and communicate with each other in order to facilitate efficient selection processes.
* Captains and managers should discuss the performance, attitude and commitment of players in different teams in order to promote meritocracy in the Club.
* The Club Captains should be included in all selection communications so that he/she has an overview of the process and availability.
* The Player Development and Coaching officer should be included in all coaching communications.
* Any concerns with selection processes, coaching or player management should be directed to the Club Captains or Player Development and Coaching Officer. These concerns should be represented to the Management Committee if required.

1. **Coaching and Training Policy**

Coaches are expected:

* to arrive at least 15 minutes before start of each session.
* to create a safe and enjoyable environment for all participants.
* to plan and deliver good quality coaching sessions.
* to engage actively with players, other coaches and (where necessary parents).
* to prepare monthly reports of teams / groups coaching.
* to have regular and active communication with the chairman of playing and coaching and or committee members and Mini and Colt organisers as appropriate.
* to abide by Club's code of conduct
* to be a good ambassador for the Club.
* to have all necessary insurance in place.
* to keep up to date with best practice and attend refresher coarses where appropriate.
* to register as a member of the Club and keep their website details up to date.
* to have up to date DBS checks and regular safeguarding training.

Each coach shall be responsible for all coaching equipment and clearing it away and putting it away correctly.

If a coach is unable to attend any session as a result of illness or injury the coach should promptly notify the chairman of coaching as soon as possible.

Coaches shall ensure that they are available at all times on reasonable notice to provide such assistance or information as the Club may require.

Use contacts:

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Office – 0208 504 4010

Olhc@oldloughtonians.co.uk

Training

* Attendance to training is important and will affect selection for all teams.
* Players should not go on pitch before coach is on pitch, if they do so it will be at their own risk.

All players, managers and coaches should read the Club's Code of Conduct and Safeguarding policy and other policies as available on the website.