

MARKET HARBOROUGH HOCKEY CLUB

SELECTION POLICY AND PROCESS

October 2020



Purpose:

The purpose of this policy is to provide transparency of the selection process for all matches.

The aim is to try and ensure all registered Club players will receive an invitation to play in a match every weekend for their nominated style of hockey.

Selection Approach and Principles

The selection principles are:

- We are one club
- Selections are based on:
 - Ability
 - Availability
 - Attendance at training*
- All teams are covered by this policy
- Players will be selected primarily within their preferred section (men's/women's/mixed), unless agreed otherwise by selectors and discussed with the player. Please try to support the Club, it could be the team that you play for most often that is short of players next week. Please discuss any issues with the selectors if you are unhappy.

**Ability, Availability, and Attendance at training, are explained further in the appendix at the end of this policy.*

Selection Process Summary

The process is as follows:

1. Players submit their availability (3-4 weeks in advance) for all matches
2. Selection Committee (selectors) select players for matches 1-3 weeks in advance
3. Players confirm any changes to their availability for the following Saturday a week in advance to the captains (i.e. at the previous weeks match)
4. Final team selections are published on the Club website and players are sent match invites 6 days prior to the match (Sunday evening)
5. Players confirm that they can play, by choosing to accept or decline the invitation, as soon as possible (4-6 days prior to the match).

Player Responsibilities:

Players are responsible for:

1. Ensuring they are registered on the Club website

2. Updating their availability to play via the **'Player Availability Form'** approximately 3-4 weeks in advance. This is distributed by email, and on the website here: <https://mhhc.clubbuzz.co.uk/members>
 - The **Player Availability Form** identifies when players are available to play matches
 - If player availability changes the **Player Availability Form** can be completed multiple times, the selectors will refer to the most recent response
 - For clarity, if players do not complete the form they will be assumed as not available to play
3. Team selections will be published on the Club website on Sunday evenings, players can view the team selection here – https://mhhc.clubbuzz.co.uk/members/team_selections
4. Confirm the match selection by 'accepting' the email notification via the website within **2 days of the match confirmation email**.
 - The selectors will automatically interpret no response as **'Not Available'** and the place in the team for that match may be given to another player, even if the player has verbally confirmed with the captain
5. Advise the appropriate captain/coach of any issues after the team selection has been published (for example, a change to availability due to injury or illness)
 - If player availability changes due to COVID-19, please inform the Covid Officer (covid19@mhhokey.co.uk), as well as the coach and team captain
 - DO NOT PLAY IF YOU ARE REQUIRED TO SELF ISOLATE, OR IF YOU SHOW SUSPECTED SYMPTOMS OF COVID-19
6. Adding an 'Omission' on the website when players know they will be unavailable for a certain date or period of time
 - A guide to explain how to do this is available on the website in the 'Members' Area' under 'Website Help': https://mhhc.clubbuzz.co.uk/members/website_guides
7. Keeping up-to-date with paying their membership, training and match fees, as per the MHHC membership T&C's (see the section below for further details).

Selectors and Selection Committee

The Selectors and Selection Committee is a sub-committee that manages selections. It consists of the following, supported by a Senior Committee member:

- Head Coach
- Chair of Men's Selections
- Chair of Women's Selections
- Team Captains

The responsibility of the Selection Committee is to:

1. Ensure that all teams have a balanced availability of players for each match according to the principles in this document
2. Ensure that all Club members that state their availability to play are given the opportunity to represent the Club.

Selection Committee Process:

The selection process is outlined below.

1. Proposed match selections will be discussed by the selectors in advance of matches, based on player responses in the Availability Form
2. Captains to confirm player availability a week in advance
3. Final match selections for the following week will be published on the website on the Sunday evening before a match. Players will then be notified of team selection via the website email system
4. Selectors will be responsible for any further changes to selections – including movement of players between teams and/or sections.

The website is the single source of the truth for match selections and match records.

Injury

At the Coach/Selectors discretion, a player returning from injury must complete a full training session before playing on the Saturday. This is for the safety and wellbeing of the player.

Substitutes

- Ideally teams will have 1 to 2 subs, with the intent of maximising pitch time for players
- Where more (or fewer) players are available, the Selection Committee will balance these appropriately across teams.

Gap Weeks

League schedules mean that occasionally some teams will have a 'gap week'.

- Where possible, Selectors endeavor to use the more frequent players for that team rather than simply pull on players from the team that does not have a game
- As always, common sense should be applied when Selectors make selection decisions, along with league rules on player movement.

Doubling-up

- Common sense will be applied to ensure that by a player doubling-up, they are not removing the opportunity to play for somebody that otherwise would not have a game that weekend, regardless of ability
- Doubling-up must be within the rules of the relevant league.

Identifying Player Potential

The Selection Committee is responsible for identifying players with potential to step up to other teams, as well as those that might be suitable to step down.

Club Debtors

- Club members with significant and aged outstanding debt will be suspended from all Club activities if they do not bring debt to a manageable level or agree to a payment plan
- Specifically, players that have not paid a membership fee by the end of November will be suspended from Club activities unless they make specific issues known to the Committee in advance
 - Known debtors will not be available for selection until the Treasurer gives approval for their selection.

Code of Conduct and Player Discipline

- A reminder to all players that the **Code of Conduct Policy** applies to all MHHC Club members and may impact selections
 - The policy is available at the following location: https://mhhc.clubbuzz.co.uk/members/rules_policies.

Selection Grievance Procedure

- If any member thinks that they are not being selected, or are selected for the wrong team or style of hockey, then discuss with the Head Coach in the first instance
 - If the situation is not resolved (or it is inappropriate to raise with the Head Coach) then please raise with any member of the Selection Committee. The Selection Committee may then refer onwards to the Club Committee if needed
- The grievance procedure is also covered in more detail in the **Code of Conduct Policy** available at the following location: https://mhhc.clubbuzz.co.uk/members/rules_policies.

APPENDIX 1:

Clarity on what Ability, Availability, and Attendance at training, mean in practice:

1. Ability

- a. The Head Coach, in discussion with the Selection Committee, will select firstly based on player ability.

2. Availability

- a. Players will be selected according to their availability
- b. Players with high availability are likely to be selected ahead of players with lower availability
- c. Whilst reasons for unavailability are taken into account (e.g. weddings; family events; vs social, wishing to watch rugby, go skiing, etc.), should the player that took their place in the time they were unavailable perform well, then that unavailable player may need to work for their place back through match performances for a lower team.

3. Attendance at Training

- a. Players who regularly attend training are likely to be selected ahead of players who do not regularly attend training
 - i. Players are encouraged to discuss unavailability for training with team captains and/or the Head Coach.

APPENDIX 2 - COVID-19:

PLAYERS MUST NOT PLAY IF THEY ARE REQUIRED TO SELF ISOLATE, OR IF THEY SHOW SUSPECTED SYMPTOMS OF COVID-19

If a player is contacted by NHS Track & Trace, becomes unwell, displays possible symptoms of COVID-19, tests positive for COVID-19 or comes into contact with somebody that has tested positive for COVID-19, they may need to self-isolate.

Players must follow the government guidance for all instances relating to COVID-19.

If a player's availability changes due to reasons relating to COVID-19 (e.g. they need to self-isolate, or live in an area where the restrictions have changed), they must inform the MHHC Covid Officer as soon as possible.

1. Inform the MHHC Covid Officer by email: covid19@mhockey.co.uk
2. Inform the coach and team captain the player was due to play for
3. Do not play hockey!