

**TEAM BATH BUCCANEERS HOCKEY CLUB (TBBHC) SELECTION POLICY V2.1**

1. ‘**One Club’**. TBBHC has a ‘One Club’ approach where all teams and sections of the Club should feel part of the overall Team Bath Buccaneers philosophy. This Selection Policy applies to the Mens, Ladies and Masters sections of the Club subject to any caveats outlined in this Policy. The general principles outlined in the Policy apply across the Club.

2. **Club Playing Priorities.** TBBHC playing priorities are:

a. Playing high quality hockey, for all teams to be highly competitive in winning matches and securing promotion to higher divisions and leagues.

b. To provide opportunities for players to develop the skills and experience required to realise their playing potential.

c. For all players to enjoy their hockey and the wider playing experience.

3. **Core Selection Principles**. Selection will be based on Core Selection principles as defined below:

a. **Merit**. The primary selection principle is merit as measured by the Selection Committee, Managers and Coaches according to the following qualities:

i. Core skills and ability.

1. Mental discipline and fortitude.

iii. Commitment (as evidenced in training and availability).

iv. Current form and recent performances.

v. Physical fitness.

b. **Development Potential**. Selection will also take into account developmental considerations and opportunities for younger players of potential.

c. **Other Factors**. Other key factors may also be taken into account including:

i. League Rules concerning Selection (all Managers are to be familiar with these).

ii. Disciplinary Record.

iii. Payment of Subscriptions.

d. **Reasonable Opportunity**. A key consideration in selection is the principle of ‘Reasonable Opportunity’. This is where players are given sufficient opportunity, where reasonably possible, to demonstrate their merit for selection to higher teams. They should also, where possible, be given the opportunity to demonstrate their ability to remain at that level. This is especially important with younger players and those in development but applies in principle to everyone. Reasonable opportunity will usually mean 2 or more training sessions or game opportunities with a sufficient amount of pitch time.

e. **Communication**. A key supporting principle is timely communication of selection decisions, honest feedback and associated performance objective setting.

1. **Squad Sizes**. Squad sizes for Elite teams will usually be 16 but may be 14 – 16 if circumstances allow and

the Manager / Coach is content. For Development teams, the minimum Squad should usually be 13, but this may drop to 11 where there are shortages at other levels; all Development squads should play with fewer players before any side has to resort to playing without a full squad of 11. Where there is a risk of this, the Director of Hockey and the relevant Club Captain should be informed.

5. **Additional Provisions**. The following additional provisions apply to selection:

a. Members of Elite teams will only usually be selected from players who are Full Members as it is expected that these players will make themselves available for all or most matches in a season. Some exceptions may apply, for example to a Half Member when they are available for all of a half season.

b. Full Members will usually have priority in selection over Half and Training Members where the latter are not consistently available.

c. From 31 Oct, only registered and paid up members may play League / Cup Hockey.

d. School age players who are not regularly available on Saturdays should be given opportunities to play and train where possible in one of the development teams.

e. The selection policy for Cup and Friendly games may differ from League matches to give opportunities to developing players and juniors. The policy will be agreed between 1st & 2nd Team Managers in conjunction with the Club Captain.

f. Players should usually move up one team at a time. Feedback should be given from the coach following team movement, whether temporary or permanent.

g. Players returning from injury should not automatically be dropped a team as this may not benefit their injury recovery, or the lower team. A conversation should take place between the relevant coaches/managers/captains as to which team the player should fit considering player turning and any other players affected. The player should be informed of the decision and reasoning.

h. New players should be nominally allocated to a training squad based on our knowledge of the player and previous level played at.

i. Goalkeeper selection will be the responsibility of the individual team coach; however they should consult GK coach for feedback and advice. GK movements for unavailability need to be carefully managed.

6. **Selection Process**.

a. **Overall Process**. In a Club of this size, selection needs to be broken down into manageable but coherent elements. For TBBHC these are:

1. Elite Teams[[1]](#footnote-1) (under the overall management of Head Coach):

- Men - Head Coach and Mens A Team Manager (with Mens Club Captain).

- Ladies - Head Coach, Ladies 1s and 2s Coaches (with Ladies Club Captain).

ii. Development Teams for Men[[2]](#footnote-2) and Ladies[[3]](#footnote-3) (under overall management of Director of Hockey):

- Men - Club Captain with B, C, E and G Team Managers.

- Ladies - Club Captain with 3s and 4s Team Coaches and 5s Team Manager.

iii. Unique Teams[[4]](#footnote-4) - by the relevant Team Managers keeping Mens Club Captain informed.

iv. Movers between Development / Unique and Elite Teams: in discussion between the Development Selection Committee and the Mens A Team Manager (for Men) and the Ladies 2s Coach (for Ladies).

b. **Planned Availability**. Team Managers should promote the use of the website or other methods by players to record their availability / non availability eg. in tranches for 1st & 2nd half of the season. This should be updated on a weekly basis. It is each player’s responsibility to ensure the team manager has their latest availability. Late changes (within 2 weeks ahead of scheduled game) should be avoided other than for illness/injury.

c. **Weekly Process**. Selection is usually to be undertaken on a Monday each week and involve the relevant Selector from each team. This process may be by meeting, Skype, phone or group email. Decisions on any players moving between teams must be agreed by and between Team Managers.

d. **Notification**. Selected teams should be published to the website [www.teambathbuccaneers.co.uk](http://www.teambathbuccaneers.co.uk). Associated arrangements should then be notified to team members by each Team Manager through the website email function by **midday every Tuesday** (for Elite Teams) **and 7pm every Wednesday** (for Development Teams). All Managers and Players are requested to use the website for match planning.

e. **Movers**. Team Managers are to pay particular attention to ensuring they personally inform players who have been dropped before Squads are published including the reasons why, and what the player needs to do to be considered in future. If this is not possible by conversation, the key points should be summarised in an e-mail and followed up by a conversation as soon as possible. The Club Captain should also be informed, especially in difficult circumstances. They should also make a point about personally contacting any promoted players and making sure those players feel welcome to the team environment.

7. Any disputes regarding selection should be notified to the Club Captain or Director of Hockey who will then

try to resolve any issues.

**Revision history**

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| **Issue** | **Date** | **Description** | **Editorial Ownership** |
| V3.0 | 28 Aug 14 | Full Revision under Club First approach | Director of Hockey |

1. Mens and Ladies Elite: 1st XI and 2nd XI. [↑](#footnote-ref-1)
2. Mens Development: B, C, E and G Teams. [↑](#footnote-ref-2)
3. Ladies Development: 3rd, 4th and 5th XIs. [↑](#footnote-ref-3)
4. Mens D Team (University players only) and Mens F Team / Mariners (Masters players). [↑](#footnote-ref-4)