Tullamore Hockey Club

THC Senior Selection Policy

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Introduction:

Tullamore Hockey Club (THC) aims first and foremost, for its players to enjoy their hockey.

The purpose of the Senior Selection Approach is to:

- Ensure that the selection process for players is as fair as possible
- Select the best available players utilising the club's selection criteria
- Promote growth of the club and development of new and returning players.

Selection Criteria:

General Criteria:

- Membership: To be considered for selection a player must be a THC member. This requires that they have completed their THC registration form and paid their membership fees. Exceptions may only be considered in very few circumstances (e.g. unable otherwise to field a team for a regular fixture - risking negative impact on other members and the wider competition, OR when demonstrably linked to an agreed strategy for recruiting that player to THC for a medium term involvement).
- Fit to play: A player should have sufficient fitness to train and play matches without undue risk to self or others. A player who is recovering and returning from illness or injury should follow their recommended medical advice.
- Attitude: A player should adhere to the THC Code of Conduct including but not limited to; showing enthusiasm and a positive attitude, willingness to learn, on-pitch conduct towards umpires, teammates and opposition players, and off-field service to

THC (e.g. to assist with umpiring or help out with the running of the Junior Club fixtures, giving back ensures that our Club continues to grow).

Weekly Selection Criteria:

At present there is one senior ladies team in THC. The following criteria applies to selection for matches where there are more players available than can be brought to a match (ie. greater than 16 players as per Leinster Hockey rules or at times less if insufficient management on the side-lines to coordinate subs).

- Training: first preference is given to those who attend training regularly with THC or in some cases where they attend training with another team (eg. players attending college or players who live/work in another county).
- Matches: next preference is given to those who make themselves available for both home and away matches. In some cases, those who have made themselves available for away matches will get preference over those who have only been able to attend home matches.
- General commitment: next preference is given to those who demonstrate consistent performance and commitment (eg. pre-season participation, sustained patterns/history of valued involvement, overall skill and ability).
- Senior players: Where Junior players have a match on the same weekend, a Senior player on the squad may be selected above the Junior player regardless of above criteria to give as many people as possible an opportunity to play.

THC nonetheless recognises that different members might seek different rewards from playing hockey. THC will do its best to accommodate, in its selections, the range from elite athletes to social players. Any specific, reasonable, selection request from a member (i.e. where confirmed not to provide undue advantage over other members) will be shown appropriate consideration.

Selection Committee:

The Coach is the main custodian of the selection process and may confer with captain as needed.

Should player numbers grow and a second team be developed, another coach may be involved in the selection process, including above considerations as well as whether the player will be allocated to the firsts or seconds team.

In the spirit of cooperation and transparency, all members are welcome to respectfully put forward changes to this policy. Any recommendations must be addressed to the Club Committee via email at tullamorehockey2022@gmail.com.

Selection Process:

Prior to each match the following steps are typically taken:

- The coach will send a group WhatsApp stating date, time, and venue of match and ask for availability from players.
- Players will respond if they are available or not ASAP.
- If the number of players available do not exceed the number of players allowed (ie. typically <16), a further Whatsapp group will be made including all available players where further updates, meeting times, etc. will be communicated.
- If the number of players available does exceed the number of players allowed (ie. typically >16), the Coach (and/or captain) will review players available in line with above mentioned selection criteria. Those who are not selected will be notified that they will not be needed on this particular occasion. Those who are selected will be added to a new Whatsapp group as mentioned above.

Should player numbers grow and a second team be developed:

- Most players will settle into regular hockey with one team but when players are selected into a different team the coach of each share a responsibility for communicating with the player concerned

If a player wants to further understand why they were/were not selected for a team the following process is in place:

- At an appropriate time and place the player can contact the coach.
- The coach will explain as per the selection criteria as to the decision made.
- If the player is still unhappy they are then to send an email to the club committee on tullamorehockey22@gmail.com a committee member will liaise with the coach and contact the player.

Player Responsibilities:

- It is the responsibility of the player to register and pay their fees to THC within the requested timelines.
- It is the responsibility of the player to flag unavailability expectations and provide reasonable notice to their respective coach and/or captain/manager (the more notice the better). All fixture dates are freely available on www.leinsterhockey.ie.
- Players are expected to be mindful of their season-long commitment to their team and club. As such, players should seek where possible to avoid planning leave through the hockey season where this may substantially disrupt their availability and contribution.
- All players should make themselves familiar with the Player code of Conduct
- Players should advise their coach on return from a period of unavailability

- If a player has concerns about lack of opportunity to demonstrate their case for selection, or in respect of a selection outcome, it is their responsibility to resolve this directly with the team coach. In the event of unresolved dissatisfaction, the player should then take their concerns to the committee

Date Completed: December 2022 **Scheduled Review:** September 2027

Date Reviewed: September 2026