



## Waverley Hockey Club – Junior Team Selection Policy

**Purpose** Ensure that the grading and selection process for all junior teams is just and fair. Maintain the balance, where required, between prioritising the development of the individual player and the development of the junior section as a whole.

### 1. Definitions

‘Related’ – This includes, but is not limited to, a parent, guardian, other family member.

Head Selector - The selector who is ultimately responsible for running the selection process. This includes, but is not limited to, the selection structure, managing selectors, liaising with the committee.

### 2. Scope

This policy concerns the selection process for Waverley Under 10, Under 12, Under 14 and Under 16 outdoor competition players.

### 3. Grading & Selection

#### **Trials**

- a) The trial should take place over two weeks.
- b) Each player trialling will receive a number.
- c) Players will be asked to refrain from wearing State or other Representative team clothing (eg Hotshots).
- d) Selectors may choose to conduct drills or games as part of the selection process.

#### **Post Trials**

- e) At the end of second trial, the selectors must rank all of the players in order of skill. This ranking may be used to determine the team allocation, depending on how many players each team will be taking.
- i) Each team will be assessed independently and in order from the top – down. Mixed Shield will be assessed first with top ranked players being assigned to Mixed Shield. If a player has elected to be eligible only for Girls Shield or Girls Pennant selection, then she will be removed from the list. The next player in the order will take their place on the list.
- ii) Assuming Selectors are also selecting for Girls Shield then the same process will be followed for selection of this team.



- iii) If Selectors are also assigning players to Pennant and District teams the process will be repeated, firstly for Pennant and finally for District (where relevant Mixed teams first, then Girls) until all players are assigned.
- f) Where there is disagreement amongst the ranking of the players, the Head Selector must put the issue to a vote amongst selectors. In the event of a tie, the Head Selector's view will be final.
- g) Any player involved in the selection process may, in writing, request feedback from the Head Selector. The Head Selector must provide reasonable feedback to that player in a timely manner.
- h) If a player cannot attend both trials then they must notify the Committee so they can be considered at an earlier or later time. The notification must state reason as to why the player is unable to attend.

#### 4. Selection Criteria – Shield Teams

The selectors may take into consideration the following elements for grading players:

- i) Basic skills; included but not limited to trapping, hitting, pushing, slapping.
- ii) Relevant fitness components; included but not limited to aerobic endurance, anaerobic capacity, strength, power, speed, agility
- iii) Commitment and attendance at Training;
- iv) Coachability: how good the player is at taking onboard coach feedback and incorporating it into their game.
- v) Tactical awareness
- vi) Attitude
- vii) Positional qualities and skills
- viii) Specialist skills; including but not limited to Short Corner Skills.

#### 5. Selection Criteria – Pennant & District Teams

Selectors may take into consideration all of the elements in the Shield section above AND the following

- i) Team ability
- ii) Team balance
- iii) Positions previously played
- iv) Friendships
- v) Carpooling



## 6. Selection Criteria – U10 Half Field Teams

To be eligible for selection, players must be eight years or older as of 1 January of the year of selection. Exception: players previously registered in an interclub U10 Half Field competition in prior years.

Selectors may take into consideration all of the elements in selection criteria sections stated above AND the following

- i) Team balance
- c) Where the selection criteria elements of two or more players are deemed by the selectors to be equal overall, the selectors will give preference to the top age player.

## 7. Selection Criteria that will not be considered

Selectors must not take into consideration any of the following elements:

- i) Previous Shield Team or state selection
- ii) Any opinions or suggestions from non-selectors for the relevant age group
- iii) Anything else that might lead to a perception of bias for the selection process.
- iv) Anything that might be considered unjust or unfair to the other trialing players.

## 8. Selector eligibility

A person cannot be a selector if they are ‘related’ to a player or players that are trialing. One of the selectors should be assigned the role as Head Selector. The club should aspire to have selectors who have reasonable selecting experience and skill.

A person must not be a Selector if, in the opinion of the Junior Executive Committee, there may be the perception of bias or conflict of interest towards a player or players.

## 9. Formal feedback to players under the age of 18 years

Feedback cannot be given without parents present for players under the age of 18 years. This refers to formal feedback (for example sitting down to discuss selection outcome and providing feedback regarding areas of improvement).

Informal feedback should be ongoing and “live” as a natural part of training and game day activities and does not require a parent to be present.