

# NORTH COAST RAIDERS HOCKEY CLUB

## Guidelines and Selection Criteria

### Senior Men and Women



## Purpose

The purpose of these guidelines is to clarify the basis on how players will be selected for senior teams at North Coast Raiders Hockey Club. Senior teams are to be selected on a hierarchical basis from the highest to lowest ranked team.

All Masters teams are the responsibility of the Masters coordinators and do not fall under these guidelines. Nevertheless, similar principles may apply to Masters teams in some areas.

This selection process may be reviewed from time to time by the Women's and Men's Directors in consultation with any club officials and coaches and subject to approval by the NCR Board at its absolute discretion.

## Pre-Season Training and Initial Team Selection

Pre-season training is a time for development of fitness and skill. Invitation to pre-season training with a squad is not necessarily a reflection of the level/grade that the invited player will play during that season. Pre-season training will be used as an opportunity for players to be stretched and coaches to assess skill and potential. This should not necessarily be an indication of where the player will be selected once the season starts.

Similarly, not being asked to train with a particular squad during pre-season is not to be taken that a player will not be considered for selection in that squad for the first round or during the year.

Consideration will be given to players with prior commitments during pre-season, but this must be communicated to the coaching staff, if a player wishes to be considered for selection.

The selection of teams for the start of the season will be the responsibility of coaches and appointed personnel. Once selected, there may be movement up and down between teams at various stages during the season.

## Selection Objectives

The Board has the following fundamental selection objectives for the players representing the club's senior teams:

- 1) Ensure that players chosen to represent the club at Premier League level are of the highest possible standard to enable the club to achieve the best possible results in the Premier League competition.
- 2) Select ranked teams for competitions to:
  - Maximise the potential for teams to win games, finish on top of the ladder, win the grand final or avoid relegation.
  - To underpin the future success of the club by providing developing players with increased opportunities to compete in teams for development purposes.
  - Promote an appropriate club culture within these levels
  - Recognise that those playing at within the lower grades may well have work and personal commitments which restrict their training, and at times playing, availability.
  - Develop junior members who show the potential to play in higher grades in later years and to assist them in understanding the protocols around playing with adults.
  - Promote an appropriate club culture within these levels.

# General Selection Criteria Applicable to all Senior Teams

## Selection

Team selection for any senior team shall consider:

- 1) Team balance
- 2) Team match up with the opposition.
- 3) The form of individual players.
- 4) Training attendance and performance of the individual player.
- 5) Skills of the individual players.
- 6) Player availability.
- 7) Injury management.
- 8) Whether the player is a Secondary School student.
- 9) Development opportunities for athletes.
- 10) Whether the player is registered and financial with the club

## Important Notes

For players seeking promotion within the grades, their attitude, ability, development potential and training will all be considered. As part of the promotion and demotion process, team coaches and any Section Coordinators will play a key role. All players must realize that the club comes first and there may be times where team balance and development take precedence.

In particular:

- 1) Players cannot assume they are playing for the same team each week. Just because a player was in a particular team one week, does not mean instant selection in that team for the next round.
- 2) The prime focus for coaches and team managers is player welfare and this takes precedence over anything else.
- 3) The movement of players, up or down, remains at the discretion of the coaches of each Team and will be influenced by the overall goals for each team.
- 4) There will be last minute changes that will require departure from the process. This may result from injury or unavailability. This needs to be recognised and respected by all and will require careful management as multiple teams may be impacted.
- 5) Games are scheduled on at various days and times and players are expected to make themselves available for these days unless they have advised their respective coach or team manager.

## Selection Process and Roles

The Board may at its discretion annually appoint a Section Coordinator for any section of the club (e.g. Premier, Provisional, Metro, etc.), individually or in combination. It may also if it deems appropriate appoint a Chair of Selectors for the men's and women's divisions. In the event that none of these roles are appointed, the functions of the role in terms of this selection policy are to be filled by the respective Women's Director or Men's Director.

Selection of teams for the various sections is carried out as follows:

### Premier 1 League

Selection is by the Premier 1 coach who may consult with the Premier 2 coach or any other coach they deem necessary to consult with, any appointed Section Coordinator or any appointed Chair of Selectors.

## **Premier 2 League**

Selection is by the Premier 2 coach in consultation with the Premier 1 coach, each of whom may consult with any other coach they deem necessary to consult with, any appointed Section Coordinator or any appointed Chair of Selectors.

## **Premier Alliance League**

Selection is by the Premier Alliance coach in consultation with the Premier 2 coach, each of whom may consult with any other coach they deem necessary to consult with, any appointed Section Coordinator or any appointed Chair of Selectors.

## **Provisional and Metro Grades**

Selected is by the team coach in consultation with any other coach they deem necessary to consult with and with any appointed Section Coordinator.

## **Selection Notification and Availability**

Selected teams for any given week will be sent to the players by electronic mail and subject to any unforeseen circumstances will be emailed by 4.00 p.m. on the Friday before each weekend of competition.

There may be changes to selected teams and such changes will be notified to the affected player(s) by the coach or that team's manager as soon as is possible.

Every player registered to play in a senior team is expected to be available for selection in any given week unless they have otherwise notified their respective coach by midday on the Thursday before that weekend of games.

Players are to understand that unavailability without a valid reason may impact on the player's selection for the next fixture of games.

## **Communication**

Communication is essential between all coaches, players and team managers. The following principles apply:

- 1) Where a player is demoted from one team to another the coach from whose team the player was demoted is to ensure the affected player understands the rationale for their movement and is given clear areas to improve or continue to improve.
- 2) It is the individual player's responsibility to inform their coach or team manager of their unavailability to train or play and why.
- 3) It is the individual player's responsibility to inform their coach or team manager if they are injured and the nature of the injury, to ensure the injury is managed appropriately to assist in proper recovery and allow for efficient management of the player group.

## **Secondary School Students**

The Board recognises the time and physical restrictions placed on all players but particularly secondary school students due to:

- school work
- school sport
- NCR junior hockey
- extra-curricular activities other than club hockey, including playing other sports
- international/State training and tournaments
- additional high-performance hockey training.

Secondary school students and their parents or guardians are advised that the Board is concerned first and foremost with the students' academic and overall general wellbeing and are reminded that a player has many years to play hockey in the future.

Playing senior hockey against mature athletes is challenging at the best of times and particularly challenging for a player still in their teenage years. The Board recognizes and understands that teenagers mature at different stages and times. The Board advises parents that an athlete may have all the talent and skill to play at senior level, but may lack the physical and emotional maturity of his peers to play at senior level, or to play at the same level of his peers during these late teenage years. This maturity will develop over time.

For the above reasons, secondary school students and their parents or guardians are advised not to judge the NCR selection process by comparison with other hockey clubs.

Secondary school students, their parents or guardians are encouraged to discuss at the beginning of each season, and to continue to do so during the season, with the relevant coach and any relevant Section Coordinator with respect to the player's:

- workload, including the restrictions outlined at the start of this section
- injuries
- any other matters of concern.

## Overseas Players

NCR's Board of Directors endorses players from other countries to play at NCR at all levels. The Board sees this as beneficial to both the Men's and Women's divisions by:

- broadening the talent of the player base
- adding to the cultural diversity of the club as a whole
- providing reverse opportunities for our own players to travel and play overseas.

## Review of Selection and Dispute Resolution

While all attempts are made to be objective in the selection of all teams, ultimately it is recognised by the Board that selection decisions are subjective, and disputes may arise. The Board encourages coaches, players and parents or guardians (in the situation of secondary school students or players under 18 years of age) to act in good faith to try and resolve any selection dispute that may arise.

In the event that a dispute arises the following review process is available to players and coaches.

Step	Discuss With	Action
1	Coach	A player is to first discuss with the coach(es) they have a dispute with as to what actions the player needs to take to gain promotion or to avoid demotion or any other matter of concern that the player has
2	Section Coordinator	A player who has undertaken Step 1 but remains dissatisfied with the outcome of such discussion is to next discuss his concerns with any relevant Section Coordinator, or in the absence of any Section Coordinator having been appointed with any appointed Chair of Selectors, or ultimately with the respective Women's or Men's Director
3	Chair of Selectors	
4	Director	
<p>Notes:</p> <ol style="list-style-type: none"> <li>1) In respect of a player under 18 years of age or still at Secondary School then the discussion must involve that player's parent or guardian if so requested by any one of the player, the parent or guardian or their coach(es).</li> <li>2) The Section Coordinator or Chair of Selectors may in his or her absolute discretion involve the relevant coach(es) in such discussion.</li> <li>3) In the event that the Director fills the Section Coordinator and/or Chair of Selectors position, Step 4 shall be another Director nominated by the Board or President.</li> </ol>		