

Oxton Hockey Club



TEAM SELECTION POLICY

1. Purpose & Core Ethos

Oxton Hockey Club (OHC) believes that all players deserve the opportunity to maximise their potential, enjoy their hockey, and feel valued regardless of the level at which they play.

The purpose of this policy is to ensure a fair, transparent, and consistent process for team selection across all senior and junior teams. Selection decisions aim to balance competitive success with individual player development, inclusivity, and club loyalty.

2. General Principles

- **Open & Fair Selection:** Teams are selected based primarily on player capability, fitness, tactical suitability, and commitment.
- **Duty of Care & Safety:** Player welfare and safety are paramount. Players will only be selected for teams that match their skill level and physical capability.
- **Inclusivity:** OHC operates an equitable environment in line with England Hockey guidelines and CASC principles.

3. Key Selection Criteria

Selection for all weekend fixtures will consider the following criteria (listed in priority order):

1. **Eligibility & Subscriptions (Rule 2.5):** In accordance with OHC Rules and the Membership Fee & Accessibility Policy, players are **ineligible for selection** unless their annual membership subscription/match fees are up to date or an official payment arrangement has been agreed with the Membership Secretary/Chair/Treasurer.
2. **Ability & Suitability:** Performance, tactical understanding, fitness, and positional suitability for the specific team.
3. **Commitment & Attendance:** Regular attendance at training sessions and timely communication of availability via the club management platform in use (e.g. Spond).
4. **Conduct & Sportsmanship:** Adherence to England Hockey's Code of Ethics & Respect, pitch-side behavior, and respect for umpires, opponents, and teammates.

4. Rotation & Squad Management

- **Over-Subscription:** In weeks where player availability exceeds squad capacities, selection decisions will prioritise commitment and training attendance.
- **Fair Rotation:** Where players of similar ability and commitment are available, captains will operate a fair week-by-week rotation system.
- **Selection Priority:** Higher-tier teams take precedence in selection. Lower-tier captains will work collaboratively with higher-tier captains to support player promotion while ensuring all teams remain fielded and competitive.

5. Junior Players & Adult Hockey

- **Transition to Adult Hockey:** Junior players eligible for adult hockey (aged 13 and over) will be integrated gradually into appropriate adult sides, subject to agreement between the Junior Co-ordinator, relevant Captains, and the player's parents/guardians.
- **Development Focus:** The development and long-term enjoyment of young players will take precedence over short-term team results.

6. Communication & Grievance Escalation

Selection decisions can sometimes lead to disappointment. OHC encourages open dialogue to resolve concerns swiftly and informally:

1. **Informal Discussion:** If a player (or parent/guardian) has questions or concerns regarding selection, they should first speak directly with their **Team Captain, Coach, or Section Representative**.
2. **Formal Review:** If the issue cannot be resolved informally, it may be escalated in writing to the **Club Secretary** to be heard under the OHC Disciplinary and Complaints procedure (Rule 7).

Policy Version Control

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