

Kiama Hockey Club



Selection Approach for Kiama Hockey Club; Men's, Women's & Junior Teams

Introduction – Objectives and Principles:

KHC aims, first and foremost, for its players to enjoy their hockey. We foster a club environment that offers personal development through hockey where-in members build friendships, physical skills, fitness, an understanding of tactics and strategies, individual and team roles, team and leadership.

KHC offers pathways for the development and fulfillment of individuals but always in the context of best for team, club and community.

The KHC senior sections aim to provide opportunities for players of all abilities and interests. Some members will be looking for a pathway to compete at the highest levels of club hockey and most will be looking to play regularly with friends.

Typically it is the factors important to a strong performance culture that will drive selection in our highest teams, whilst in moving down the grades, social or age cohorts can often become a stronger selection priority. These considerations don't always marry readily, but KHC aims to manage this equation diligently, respectfully and supported by a commitment to fairness, transparency and open communication at all times.

The following selection policy is framed to support and promote these objectives across the full breadth of the club to encompass men's, women's and junior teams.

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KHC Performance Culture:

KHC promotes a strong and healthy culture as the foundation of the drive to improve and succeed. Our aim is to create winning teams, but only from a platform of sustainability, fairness and positive experiences of club and team for all our members.

It is the club and team that are most important as we strive to foster the spirit and the legacy of our great club. Critically, it is precisely through the recognition of, and commitment to, responsibilities beyond those of short-term reward or self-interest, which creates the supportive environment from which each club member can develop and achieve.

These fundamental objectives underpin the KHC performance culture and through selection, KHC aim to see it reinforced and promoted. KHC will do its best to accommodate in its selections, the full range of interests, from elite athletes to social players.

Any specific, reasonable selection request (i.e. where confirmed not to provide undue advantage over other members) from a member will be shown appropriate consideration.

The selection policy aims to support the KHC performance culture and selection choices will reflect this holistic view on club and team contribution.

Governance:

The KHS Men's, Women's and Junior Conveners are the custodians of the selection process and its application in supporting the KHC performance culture. They are accountable for effective implementation of this Selection Policy in their respective sections and in the understanding that operational responsibility in the selection process is typically delegated to a selection panel.

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Selection Criteria:

1. To be considered for selection in a KHC team, a player must be a current KHC member. This requires completion of their KHC on-line registration (including, acceptance of our behavioural Codes of Conduct) and payment of their membership fees. Exceptions require both selection panel and convener sanction.
2. To be selected a player must also be deemed fit to play. Where significant doubt prevails, KHC reserves the right to request the player complete an appropriate fitness test or supply an appropriate medical certificate.
3. KHC rewards playing performance highly in our selection priorities, but never in isolation from the contributions made at team and club level. Our performance culture is founded upon commitment to club (e.g. as a coach, administrator, social organiser, supporter, volunteer, participant of social functions), to team (e.g. pre-season participation, training attendance), in attitudes and behaviours, and in priorities to foster learning & development. The selectors are required to weigh these considerations carefully in their responsibilities to club, team and member.
4. For the higher competitive grades (specifically, but not exclusively the top graded team on the men's and woman's sides of the club), KHC expects its players to train regularly with their club team or squad. Furthermore, in line with this club requirement to train regularly we do anticipate the top teams to agree wider norms in support of the KHC performance culture (i.e. Coaching of junior/grade teams, umpiring, committee roles or regular support of club events). At KHC, a player who does not conform to established club or team norms, other than by pre-agreed exception, should expect this to undermine their case for selection in that team.
5. It is recognized that the future of KHC is its junior members and as such appropriate promotion of junior players into senior teams will be encouraged at every opportunity.



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Selection Process:

1. A selection panel will administer team selection. The selection panel comprises of the team coaches plus invited others.
2. The selection panel is expected to consult widely on selection perspectives, and where possible, to be data driven. All selection panel members are invited to contribute to the selection debate for any specific team.
3. The team coach is required to nominate their preferred selections for panel consideration. The process encourages challenge and debate within the panel, respecting that the coach is normally accountable for final selection decisions for their team.
4. The nominated Chair of the selection panel approves team selections and is vested with a casting authority in selection outcomes. This power is for use only in cases of intractable selection deliberation or to protect the integrity of club selection policy;
5. Team selections are shaped early in the week (Monday-Tuesday) in aiming to circulate teams prior to Wednesday night training. Late changes are often inevitable and will be managed through the week with outcome communicated at the earliest opportunity. Players may reasonably be expected to form part of a 'squad' in higher graded teams to ensure teams are full. Management of pitch-time should reflect commitment to usual teams where possible.
6. In the pre-season period KHC operates processes designed to generate data for selection purposes, including training & practice match activities. In the early stage of a new season, performance and commitment during pre-season will be of utmost importance to initial selection outcomes.
7. Team composition can be expected to change from week to week to deal with player unavailability issues, performance merit and other considerations. Whilst continuity is the ultimate aim, players should expect some movement between teams. KHC sees this as a natural consequence of managing our performance culture, covering absences and

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facilitating development opportunity. However, KHC asks the selection panel to always be mindful of minimising undue disruption to the lower teams.

8. KHC expects that coaches will effectively and respectfully communicate selection outcomes. Most players will tend to settle into regular hockey with one team, but when players are selected into a different team the coaches of each team (i.e. the team the player moves into AND the team from which they move from) share a responsibility for communicating with the player concerned. It is their joint obligation to respectfully communicate the reasons for the selection outcome and to provide constructive and /or explanatory information appropriate to the situation.
9. KHC reserves the right to withdraw a player from a team where they have proven unable to comply with the expectations set out within the KHC performance culture. Under exceptional circumstances, particularly with unsatisfactory poor conduct or behaviour, the club reserves the rights to cancel a player's membership and in this case KHC fees will not be refundable.
10. The promotion/inclusion of junior players into senior (grade) teams will be done in line with ISCH guidelines and consultation with parents/carers. Consideration of ability, player safety and the best interest of the development of the player will be at the center of the decision.
11. Where selection consideration involves a junior player, the club will favor the promotion of that junior player providing that all issues outlined in point j. (above) have been met.

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Player Responsibilities:

1. It is the responsibility of the player to register and pay their fees within the requested timelines. A player must secure the approval of the convener if seeking an exception.
2. It is the responsibility of the player to flag unavailability expectations and for providing reasonable notice to their respective coach and/or manager (the more notice the better, minimum 1 week in advance is the reasonable expectation).
3. Players are reminded of their season long commitment to their team and club. Players should seek to avoid planning leave or other major commitments through the hockey season where this may substantially disrupt their availability and contribution.
4. If players have specific requests on the grade/team they play, these will be accommodated where reasonable to do so in line with the KHC Selection Policy goals.
5. The KHC selection process vests a key responsibility on the player to demonstrate their case for selection. If a player has concerns about lack of opportunity or unsatisfactory consideration, they are responsible to resolve this directly with the coach. In the event of unresolved dissatisfaction, the player may take their concerns to the convener for resolution.

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