



Toorak East Malvern Hockey Club

JUNIOR PLAYING AND SELECTION POLICY 2021

Play by the rules – making hockey inclusive, safe and fair

Hockey Victoria Code of Behaviour

Junior Committee 2021

Age Groups 2021

Selections

Selection Process

Playing in a Higher Age Group

Gender based teams

Selection Policy

Selection Decisions and Appeals

Injury and Illness

PLAY BY THE RULES – MAKING HOCKEY INCLUSIVE, SAFE AND FAIR

Our commitment

We believe that junior sport should be safe, enjoyable, inclusive and maximise individual participation. TEM Hockey Club expects that positive experiences in junior competition will contribute to children developing a lifelong love of sport.

What we will do

- Emphasise to coaches and parents that junior sport is about participation, not competition.
- Modify rules and equipment where possible to include children and young people of all abilities and encourage their participation.
- Where teams are graded, we will try to match junior players with others of their own ability.
- Allow for friendship groups and sibling requests where possible.
- Provide junior players with a broad range of experiences.
- Provide equal playing time for all junior players.
- Be available for feedback regarding selections.

What we ask you to do

Coaches

- Focus on promoting participation, not winning and losing.
- Ensure all team members have the chance to play, rotate through positions and receive equal playing time.

- If you coach your own children, treat them like all other team members (eg rotations, playing time or participation).
- Help each person (player, official etc) reach their potential - respect the talent, developmental stage and goals of each person and compliment and encourage with positive and supportive feedback.

Parents

- Help out the coach where possible at training and games.
- Focus on your child's effort and performance, not the score.
- Encourage your child and other team members to work equally hard for themselves and/or their team. The team's performance will benefit and so will your child.
- Respect the selection decisions of the coach and club officials.

CODE OF BEHAVIOUR

TEM has adopted Hockey Victoria's Code of Behaviour concerning the behaviours we expect of players, parents and spectators. We reserve the right not to select any junior player who breaches the Code of Behaviour.

JUNIOR COMMITTEE 2021

Junior VP	Leesa Needham juniorvp@tem.org.au
Junior Committee	Sandra Marshall vikoy@bigpond.com Pip Dudley adudley@bigpond.net.au Hugh McLaughlin Hughmcl123@hotmail.com

JUNIOR AGE GROUPS 2021

- Under 10 competition: Born on or after 1 January 2011
- Under 12 competition: Born on or after 1 January 2009
- Under 14 competition: Born on or after 1 January 2007
- Under 16 competition: Born on or after 1 January 2005
- Under 18 competition: Born on or after 1 January 2003

SELECTIONS

The junior selection process is a matter of judgement and involves many considerations including the balance of teams and the needs of hockey players of all abilities. The process is to be applied equally and fairly to all players. We ask that all players and parents understand the responsibility for selection falls to volunteers giving their time to administer and coach junior hockey.

Selection Process

The Junior VP will oversee an informal selection process for mixed, boys and girls teams. The aim is to match those players to the team which best suits the players' abilities but also allows TEM to field balanced sides, with equal numbers between the teams where possible.

The Junior VP and Head Selector will appoint coaches and work with those coaches. Additional club players or members may be asked to assist in selection at any time.

All players will train within their respective age groups as a squad during pre season while teams are formed prior to the season commencement. In addition to performance at training, coaches will consider prior season performance and achievement.

Where a team is formed to participate in a practice match before the start of the season, the team selected is not necessarily the final selection in that age group. Any player unavailable for selection in a practice match will not be disadvantaged for the remainder of the selection period.

All squads and teams are subject to change during the season, due to factors such as rapid improvement/development, injuries and unavailability and opportunities for players to try playing in different positions.

Playing in a Higher Age Group

TEM will select players initially in their appropriate Hockey Victoria age group. There are a few exceptions to this.

Players may play in a higher or older age group for one or more games. They may also play two games for different teams in a single round. Once a player has played 7 out of 14 possible matches in the older or higher grade they will be ineligible to play in the lower grade.

Doubling up may be used to provide a variety of playing experiences, where team numbers and eligibility allow. The Junior VP will consult with a player's normal coach before selecting a player in the higher age group on a temporary basis.

TEM will consider requests to allow players play in other age groups, reasons include:

- Hockey development where a player has reached the appropriate level of play. An example is top age U10 players who have several years experience playing on a quarter pitch, and are ready to play U12 competition on a full or half field.
- Logistical reasons, such as an U12 player unable to play on Saturday mornings due to other sporting or school commitments, wishing to play U14 hockey on Friday evenings.
- Players missing the year 'cut off' by a few months wishing to play with older team mates

The Junior VP and coaches will consider:

- Whether the player has the requisite skills, is physically strong enough and has sufficient confidence for the higher age group.
- The opportunities that exist in both age groups in terms of friendships, coaching and skill development.
- What is the best team for players to develop skills and hockey awareness that will further their development as they move through the age groups and transition to senior hockey.
- Player numbers in both age groups that are affected, ie whether team viability or opportunities for other players might be adversely impacted at either level.

Gender-based teams

All teams, regardless of the gender of their competition, require players with a range of ability in order for the development to continue.

TEM Hockey Club strongly supports the development of junior boys and girls equally. While the Hockey Victoria rules allow for mixed gender teams in some circumstances, we will endeavour to initially place everyone in single gender teams. Some of the opportunities that a boys or girls only environment promotes are:

- Increased opportunity to learn and play more positions, including set plays such as defending and attacking penalty corners
- Touching the ball more often and being more engaged in the play
- Greater bonding, social opportunities and increased likelihood of retaining players through the grades
- Ease of transition to senior womens and mens hockey.

We acknowledge that girls and boys who display high levels of hockey talent may benefit from additional development, and we will undertake to provide these players with the following opportunities:

- Doubling up and/or filling in where fixtures and numbers permit in higher graded teams
- A variety of training opportunities including training with higher graded players
- Participating in senior womens and mens training and competitions.

SELECTION POLICY

1. TEM is inclusive in its selection of teams and encourages all players to play to their full potential and aims to provide a range of participation opportunities that cater for different skill levels and interests.
2. TEM will endeavour to provide quality coaches in all teams.
3. TEM will initially select all players into boys and girls age groups and teams.
4. Any changes to these groups will take into consideration whether:
 - squads require sufficient numbers in order to field balanced and viable teams
 - changes may adversely impact playing opportunities for other players in either squad
 - players have the requisite skills, are physically robust enough and have sufficient confidence to play in that level of competition.
5. All requests to play in a team other than that initially selected must be made in writing to juniorvp@tem.org.au to allow balanced decisions to be made on a case by case basis by the Junior VP in consultation with team coaches.
6. All decisions will be made by the Junior VP in consultation with coaches, in advance of a training session or match. The consent of the player and parents will also be sought.
7. This policy will be renewed annually.

SELECTION DECISIONS

While acknowledging that selection decisions can cause disappointment, TEM encourages all players to consider the valuable development and playing opportunities that can come from playing in a lower grade. A player who is on the borderline of selection in the higher grade can be well placed to make the most of being a leader and key position player in the lower graded team.

If a player believes they have not been treated fairly or objectively in the selection process, that player and/or parent should discuss their concerns with the team coach or the Junior VP, who will undertake to give honest and open feedback. It is expected that players and parents will accept the feedback in the openness in which it is given. Concerns may also be submitted in writing via email, either as a record of the conversation above, or to further explain the player's position.

Should the player or parent remain concerned after liaison with the coach, they may raise the issue with the respective age group coordinator. The age group coordinator may liaise with the Junior VP, and may also act to mediate between the player/parents and coach/selector.

We acknowledge that age group coordinators usually have children in their respective age groups. If a parent or player feels this presents a conflict, they should contact the Junior VP instead. The age group coordinators will undertake to ensure the Junior VP is across any arising selection issues.

JUNIOR ILLNESS AND INJURY

Junior players may have illnesses or injuries that interfere with their ability to train or play hockey, or place other players at risk. TEM has the following policy to deal with these issues:

1. Apply commonsense! The first priority of parents, coaches and match officials is to ensure the safety of junior players.
2. The parents or guardians of all players aged under 16 years of age have ultimate responsibility for ensuring that the player is able to train or play hockey safely.
3. A coach may decide to stop a player training or playing if this is considered to be in the best interest and safety of the player.
4. Players may not train or play:
 - in arm casts
 - if they have injuries that are bleeding
 - if they have an infectious disease and the disease is transmissible.
5. Team managers are issued with a first aid kit including single use ice pack.
6. Ice is available at Hawthorn Malvern Hockey Centre facility, and is usually available at most other Hockey Victoria facilities.
7. A separate concussion policy exists (www.temhockey.com/concussion-policy) and team managers have been provided with a copy of the concussion checklist.
8. Coaches, managers and coordinators should seek medical advice if required and be prepared to discuss the specifics of the situation with parents and players.

Leesa Needham

TEM Junior VP

March 2021