



2021 WOMEN'S DIVISION SELECTION POLICY

Whilst we aim to be transparent and objective, team selection is by its nature a fluid and subjective process. The Club recognises that people play hockey for a variety of reasons from social to elite level. Each year different teams will have different objectives and players will be selected to meet goals as identified by the Committee and Coaches. The Club is committed to making the selection process as fair as possible, and will provide timely and meaningful feedback on selection decisions.

The objective of this document is to outline:

1. Selection Criteria
2. Selection Procedure
3. Links to Club development and feedback process
4. Procedures for raising grievances

SELECTION CRITERIA

Objective 1 - Select players to form a match winning team

Player selection will be based on:

- skill level exhibited by the player on game day and during training
- player's ability to play as a member of a cohesive team
- player attitude on and off the field

Objective 2 - Select players to develop Club talent pool

Player selection will:

- facilitate aspects of individuals' development
- balance experienced and emerging talent development

Objective 3 - Select players who demonstrate commitment and reliability

Player selection will consider:

- attendance and effort at preseason activities, including training, camp and practice matches
- attendance and effort at regular training sessions

Objective 4 - Select players to develop Club and team culture

Player selection will consider player's attitude and commitment to the Club, based on

- player's leadership attitude on and off the field
- Communication skills and support of peers
- actively contributing and supporting TEM club culture

Other

- Players will not be eligible for selection unless they are current financial members
- Players who are subject to disciplinary measures will have this considered as part of their selection eligibility. This includes on and off field behavior when representing TEM Hockey Club.

SELECTION PROCEDURE

The Chairperson of Selectors is Jennifer Eager.

Players will be selected by the team's coach together with club coaches of grades immediately higher or lower than the team, along with the chairperson of selectors.

The selection process will take into account team priorities as established with the Committee.

To aid in stability and team bonding, where possible, teams will be selected on a four week basis.

Selection for each week will be finalised after Tuesday night training and communicated within 24 hours on the TEM Womens facebook page and via email. Changes will be communicated by the coach to relevant players prior to the selection announcements.

LINKS TO CLUB DEVELOPMENT AND FEEDBACK PROCEDURE

The Club aims to develop the best teams and best players at each level. To facilitate this, the Club Feedback Framework is being implemented. This framework allows for player and team assessment and feedback in a structured and objective manner.

Team coaches, specialist and fitness coaches, as well as the selection panel, will be involved in completing the development process with the player and this will be integrated with selection decisions.

GRIEVANCES PROCEDURE

A player should raise any concern about selection the team's coach and captain. A player may also seek the support of a parent/guardian or the player advocate during these conversations.

The player's concern should be addressed within the framework of this document by the coach/captain.

If selection concerns cannot be addressed by the coach/captain the player may raise her concern with the Chairperson of Selectors or Women's Vice President.

In each event the concerns will be discussed with the team's coach or captain and feedback will be provided to the player.

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