



# Open Grade Team Selection Policy

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## A transparent approach

Mentone Hockey Club supports an open and fair process for the selection of teams. This selection policy applies equally to all players in open grade teams, regardless of age (e.g. juniors playing seniors), gender or type of competition (e.g. winter, summer and indoor).

### Objectives

The objectives of our selection policy are to:

- select the best available players for any given team
- recognise the potential of players to participate in higher level competition in the future and to assist those players to achieve their individual potential
- utilise a fair and transparent selection process that is underpinned by clear and open communication.

### Criteria

Selection decisions are based solely on merit. Our selection criteria are:

- ability to play
- ability to work as part of a team and take direction
- availability
- training
- fitness
- team balance
- adherence to our Code of Conduct.

Selection will never be based on personal characteristics (e.g. race, sexuality or religion).

In addition, players:

- must be current financial members of our club and financial members of Hockey Victoria
- may be precluded from selection if there is a concern about their ability to compete safely, or if their participation poses a risk to others.

Players will be advised of the reasons for non-selection or de-selection by their coach, team captain or a nominated member of the selection committee.

### Process

- Selectors are approved by the Mentone Hockey Club Committee and typically include the relevant section (e.g. Men's, Women's and Masters) coaches and team captains. These individuals form a selection committee for their section.

- Each selection committee is responsible for identifying and nominating players for teams.
- A Chair of Selectors—who is independent from the selection committee—is appointed to manage the selection process and oversee the committee.
- There are always more than one selector making decisions, especially where parents, partners or other family members are involved.
- Team selection is made on a weekly basis and is subject to continuous adjustment based on a player’s changing circumstances, as relevant to our set selection criteria.
- A player who has been unable to compete or train as a result of injury may still be eligible for selection.
- Selectors have the right to add or remove players from teams at their discretion.
- Selection meetings are open events to players and parents of junior players who are interested in observing the process, although 24 hours’ notice of attendance must be provided. In the first instance, please speak with your coach if you would like to attend.
- Players will be provided with feedback about the reasons for non-selection or de-selection and areas to improve on to be considered for future selection.
- Concerns about team selection should be discussed in the first instance with your coach. If an amicable solution cannot be met, the grievance should be elevated to the Chair of Selectors. If the issue remains unresolved, a formal appeal can be lodged (see following section).



## Appeals

Players may appeal non-selection or de-selection to the Executive Committee of the Mentone Hockey Club. Appeals will only be accepted in writing and on the grounds that our Open Grade Team Selection Policy was not properly followed or implemented. The Executive Committee will appoint a panel to conduct a hearing, in a format of its choosing, as soon as is practicable.

## Development

On occasion players may be identified for strategic long-term development based on a thorough assessment by our senior coaches of their current ability and potential to progress. This means that selectors may choose to place such players in a higher grade to extend their playing capability, in order to facilitate their development.

This type of development opportunity occurs solely at the discretion of selectors; it is not an entitlement. It is based on the perceived potential of a player to represent Mentone Hockey Club at higher grades in future. The structure, timeline and continuance of such development programs are entirely at the selectors' discretion.

### **Selector responsibilities**

- Ensure players are informed about, and understand, the selection criteria and process.
- Make fair and unbiased decisions based on the criteria.

### **Player responsibilities**

- Make yourself familiar with the selection criteria and clarify any questions/concerns with your coach.
- Do not assume an entitlement to play with a specific team.
- If you are ill, injured or have personal issues that could affect your selection, please speak with your coach. No special consideration can be guaranteed but an open approach to communication will help to avoid misunderstandings.
- Talk with your coach about any concerns and seek feedback about how to improve your performance.

*Issued by the Mentone Hockey Club Committee, July 2012.*

