

NCHC Selection Policy (2024/2025)

The objectives of the selection policy are:

- 1) To outline the performance short term and long-term objectives for the club itself and each adult team.
- 2) To articulate the criteria for selection of the individual teams. These are based on the objectives below.
- 3) To identify the members of the Selection Committee and the process for making weekly team selections.
- 4) To outline the club's approach to selection decisions.
- 5) Supporting members of all ages with their own development.
- 6) To aid the future planning of players' progression.

Objectives

The overall playing objective of the club is to consolidate its position long term as one of the top clubs not only in Norfolk but also the East Area. To achieve this, all adult sides should be playing as high a level of hockey as possible and providing promising players with the experience they need to form the backbone of future teams, while also considering that we play the game for fun and that there is a social element to the sport as well.

Each team will have its own short-term and long-term objectives, these objectives will inform selection decisions and will be confirmed by both the captains and coaches at the beginning of each season. The performance objectives will be used by the Selection Committee to measure the success of any given season and will be refreshed each year. The long-term objectives are designed to ensure the club develops in a sustainable way.

The objectives for each team (which can be reviewed during the season) are as follows.

Ladies 1st XI:

- Short Term – To consolidate its current position in the East Premier Division.

Achievement of this objective will manifest itself by:

- Players attend training twice a week (along with pre-season).
- Maintaining a high level of availability.

- Developing a team centered around future growth of the club.
- To create and maintain positive relationships with local private schools regarding training and playing availability of their players.

Long-term objective:

- To gain promotion to the National Conference (East or Midlands).

Men's 1st XI:

- Short Term – To consolidate its current position in National Conference league (Midlands or East).

Achievement of this objective will manifest itself by:

- Players attending training twice a week.
- Maintaining a high level of availability.
- Developing a team centered around future growth of the club.
- To create and maintain positive relationships with local private schools regarding training and playing availability of their players.

Long-term objective:

- To gain promotion to National Division 1 (North or South).

Ladies 2nd XI:

- Short Term – To consolidate its current position in East Division 2 (North East). – Would suggest short term goal would be to achieve promotion to keep 1's and 2's leagues closer together and for an even spread across teams.

Achievement of this objective will manifest itself by:

- To maintain a minimum one-league gap from the Ladies first XI, but no more than a 2 league gap.
- Players attending training between once a week. Accepting the opportunity to train with the L1s on their 2nd session.

- Maintaining a high level of availability.
- To create and maintain positive relationships with local private schools regarding training and playing availability of their players.
- To liaise with the L3s captain in regards to promising players to be considered for the L2s, whether this is training or playing opportunities.

Long-term objective:

- To create a team that nurtures and produces excellent players of all ages fully prepared for first team level before being integrated.

Men's 2nd XI:

- Short Term – To consolidate its current position in East Division 1 (North) League.

Achievement of this objective will manifest itself by:

- To maintain a minimum one-league gap from the Men's 1st XI, but no more than a 2 league gap.
- Players attend training between once and twice a week. Accepting the opportunity to train with the M1s on their 2nd session.
- Maintaining a high level of availability.
- To create and maintain positive relationships with local private schools regarding training and playing availability of their players.
- To liaise with the M3s captain in regards to promising players to be considered for the M2s, whether this is training or playing opportunities.

Long-term objective:

- To gain promotion to East Premier League.
- To create a team that nurtures and produces excellent players of all ages fully prepared for first team level before being integrated.

Ladies 3rd XI:

- Short Term – To consolidate its current position in East Division 2 (North East) League.

Achievement of this objective will manifest itself by:

- To maintain a minimum one-league gap from the Ladies 2nd XI, but no more than a 2 league gap.
- Players attending training once a week.
- Maintaining a high level of availability.
- To create and maintain positive relationships with local private schools regarding training and playing availability of their players.
- To generate a pipeline of players who are willing and capable of performing well at 2nd team level, by familiarise promising players with the culture and standards required in order to progress to 2nd team level.
- To liaise with the L4s captain in regard to promising players to be considered for the L3s, whether this is training or playing opportunities.

Long-term objective:

- To gain promotion to East Division 1 (North) League.
- To create a team that nurtures and produces excellent youth players fully prepared for 1st & 2nd team level before being integrated.

Men's 3rd XI:

- Short Term – To consolidate its current position in East Division 2 (North-East) League.

Achievement of this objective will manifest itself by:

- To maintain a minimum one-league gap from the Men's 2nd XI, but no more than a 2 league gap.
- Players attending training once a week.
- Maintaining a high level of availability.

- To create and maintain positive relationships with local private schools regarding training and playing availability of their players.
- To generate a pipeline of players who are willing and capable of performing well at 2nd team level, by familiarise promising players with the culture and standards required to progress to 2nd team level.
- To liaise with the M4s captain in regard to promising players to be considered for the M3s, whether this is training or playing opportunities.

Long-term objective:

- To gain promotion to East Division 1 (North) League.
- To create a team that nurtures and produces excellent youth players fully prepared for 1st & 2nd team level before being integrated.

Ladies 4th – 7th XI & Mens 4th – 6th XI:

- Short Term – to consolidate current league positions.
Achievement of this objective will manifest itself by:
 - To provide a platform for those that want to play social/competitive hockey.
 - To maintain between a one and 2 league gap from the teams above.
 - Maintaining a **good** level of availability.
- Offer players the opportunity to attend training to support their development whether through team or individual focus.
- To create and maintain positive relationships with local private schools regarding training and playing availability of their players.
- To generate a pipeline of players who are willing and capable of performing higher up the club, by familiarise promising players with the culture and standards required to progress. This could be determined by training attendance.
- To liaise with the relevant captains in regard to promising players to be considered for movement, whether this is training or playing opportunities.

Long-term objective:

- To gain promotion to the next league above.
- To create teams that nurtures and produces excellent youth players fully prepared for 1st, 2nd & 3rd XI teams' level before being integrated.

General Selection

The selection committee shall be made up of the following individuals: -

Men's Club Captain	Ladies Club Captain
Men's 1 st XI Captain	Ladies 1 st XI Captain
Men's 2 nd XI Captain	Ladies 2 nd XI Captain
Men's 3 rd XI Captain	Ladies 3 rd XI Captain
Men's 4 th XI Captain	Ladies 4 th XI Captain
Men's 5 th XI Captain	Ladies 5 th XI Captain
Men's 6 th XI Captain	Ladies 6 th XI Captain
	Ladies 7 th XI Captain

If captains cannot attend, then vice-captains are to attend if a VC has been appointed or a senior player if not VC appointed.

At the start of the season captains are to make sure they have (if possible) 16 names in their squads on the website. This will be made up as follows:

Regular players: These are players that are available “every” week or “most” weeks. It is expected that the higher teams will have the majority of regular players in their squads.

Occasional players: These are the players that due to work/school/family commitments are available around 50% of the season.

Regular vs Occasional players – All the adult teams need to have a core of regular players (ideally 11). Players with ‘occasional’ availability will be fitted in around the core of regular players. This could mean that some “occasional” players may be in teams that are below their expected playing level. At first team level there may be players with lower availability that are selected in order to help achieve aims of the team. They will be required to meet the criteria set out in the first team selection section below.

It should be noted that players with school commitments may change from “regular” to “occasional” or vice versa as the season progresses.

The idea behind this is that this removes the stress and pressure on a week-to-week basis for the captains to make sure they can select a team. Ideally (numbers allowing) the club's aim is to select a minimum squad of 12 per team each week and to field its full quota of teams each week.

Club Coaches – coaches will be invited to selection meetings once a month to discuss player movement in more detail along with other training matters. However, for weekly selection meeting captains are expected to liaise with their coaches prior to the meetings.

Balancing the team – Whilst the club captains and coaches encourage all players to have a flexible approach to their position in the team, the weekly squads are selected with a balance of Defenders, Midfielders and Forwards; it may be that a selection has also been based on position suitability and with the next games tactics in mind. It is ultimately up to the captain to decide what formation the team will play based on players selected, but the captains are encouraged to liaise with their team's coach if available.

Be ambitious – As a club we encourage all players to be ambitious. Players are encouraged to speak to their captain or coach or even Club Captain if they would like to be considered to play in a higher team. (Also, if they would prefer to drop a team). These requests will be discussed at the club and team captain's selection meeting. Feedback will be provided on developmental points for those wishing to move teams.

Selection Criteria

First team level:

The first team will be selected with the purpose of winning each game. Factors that will be included in making selection decisions will include; ability, commitment, availability to matches and training, current form, attitude, team balance and opposition being faced. A core squad of regularly available players will be built, allowing flexibility of being able to select a wider squad. This squad should include further regular players, potential future junior players alongside occasional players whose ability is deemed to be comfortably first team standard. To fill the final team places from the wider squad will be decided based on a balance of ability, attendance at training, attitude and the opposition being faced.

First team selection will always be prioritised unless extenuating circumstances arise. For example, but not limited to, poor availability throughout the club leaving a team forfeiting a fixture or if a second team objective is prioritised at the end of a season as long as not to the detriment of first team objectives.

Second team:

Selection will be made in line with the objectives of the team taking into consideration ability,

commitment, availability to matches and training, current form, attitude, team balance and opposition being faced. Generating a pipeline of players capable of contributing at first team level in the short and long term is also prioritised.

Third team and below:

Selection will be made with a healthy mix of young and experienced players on the pitch to create a solid environment for progression within leagues. Development of regular youth players should be prioritised with suitable guidance and leadership. Decisions towards the end of a season may need to change in line with the team's aims and objectives for the season.

General selection criteria:

1. Ability
2. Availability to games
3. Attendance at training
4. Attitude & adherence to club conduct requirements both on and off the pitch
5. Outstanding debts

The selection committee will communicate selection decisions with reasonable time before a weekend. Ideally before or during training on a Tuesday (Men) or Wednesday (Women). Captains/coaches are expected to communicate verbally with players who are due to move up or down from their regular team. Players should not be contacted without prior discussion with the relevant captains or coaches of the team they are moving too/from.

Entry level into teams by youth or new players will be decided by:

- Performance in our development section
- Performance at walking hockey
- Performance at training, new players will be introduced into training based on their previous playing level at school or at another club

Training and Transition between teams – Training sessions are managed to ensure there are enough players to make it a meaningful session. So, on occasion players may be asked to move to a different session, lower or higher, to facilitate this but this will not necessarily mean a permanent move. The player will be communicated with as such. Where the coaches feel a player is a fringe player and might be able to play higher, they will be asked to join a higher training session to provide a stretch for them and for the coaches to observe their play at that level but generally, players will train with their team. The captains and the coaches will make these decisions. But as we have said, please discuss with coaches and captains about your ambitions.

Players moving teams – This might be for a trial, for a week where players are needed in a team higher or lower, or for more permanent moves. The captains will initially discuss player movement at the weekly selection meeting, throughout the season. If there are any thoughts on moving players on a more permanent basis, this is discussed at that meeting and then with the team coach(es) and before any communication with the player takes place. However, the player should then be asked and the movement discussed with them before any move takes

place. Let it be known that players are being observed all the time, by different people – coaches, captains, and senior players, hence, it is important they perform for whoever, they play for.

Playing for the Club – Norwich City Hockey Club are trying to establish a culture in the club whereby players are playing for the CLUB as much as for their TEAM and whilst we understand the camaraderie generated when playing for the same team each week, we also require players to understand that they should always be accommodating when asked to play for higher or lower teams.

Availability – Players are requested to always keep their availability up to date and at the least 4 weeks in advance. Players who do not do so, risk not being selected. Visibility of availability means the captains and club officials can predict any issues with too few or too many players for teams, and at the weekly selection meeting, react accordingly. If you have not submitted your availability by the Sunday prior to the Saturday match you may not be picked to play.

Club membership and fees – Everyone needs to be registered with Norwich City Hockey Club in order to be picked to play. All membership needs to be paid by the end of **September**, if not you will not be considered for selection. If you are deemed to be an “occasional” player (50% or less) then please speak to the Membership Secretary to determine how much your subscription needs to be. Also, if you owe a debt of more than £80 (1 game and 1 training session per week for an adult) or the equivalent of 4 weeks for those that don’t train or pay a lesser amount (e.g. juniors) you will not be picked to play the next available match. All members are encouraged to either set up a direct debit with the club to keep on top of their match fees or alternatively pick an appropriate membership package.

Juniors – Juniors are considered for transition into adult teams at the end of the year in which they are 13. However, it is at the Junior head coach’s discretion. Some may need another year in Devs, whilst others may move as soon as they are 13. Selection is based on several factors including ability, attitude and commitment. Juniors need to be seen regularly at training and to be as committed as possible. It should be noted that it is unlike school where players and teams are based on year groups. Teams in adult hockey are based more on ability and commitment. However, we do try to assign multiple players to the same training group when they initially move from Development Teams to Senior Teams to help with companionship and confidence. It should also be noted that younger players with greater ability may well overtake older players.

Player conduct both on and off the pitch

- Positive attitude both on and off the pitch towards teammates, umpires and other officials is paramount. The Executive Committee want all their members to represent NCHC positively.
- Conduct both on and off the pitch should be professional, courteous, and respectful.

