



SPENCER HOCKEY CLUB

Developmental Selection Policy for Junior Players

This policy demonstrates Spencer HC's commitment to the development of young players and that the club will always act in the best interests of the individual. This policy aims to ensure that our young members are given every opportunity to reach their full potential whatever level that may be (international, regional, county, social or otherwise).

1. The club will take a long term view of the development of all its young players in line with the principles of and adopted within England Hockey Board's Single System. All selection will be made in line with the principles outlined in the EHB Equality Policy (Found within the Code of Ethics & Behaviour – RESPECT) and EHB Proud to Protect - Safeguarding and Protecting Young People in Hockey Policy adopted by this club.
2. For age groups below U12, as much as practically possible all players will be given equal amount of pitch time at training and matches to build their confidence and support their development. Players will not be selected by ability, but by attendance and effort. The main emphasis is on participation and learning, and not winning.
3. For age groups over and including U12s, players may be grouped by ability into squads. As much as practically possible, each member of the squad is given equal an amount of pitch time per match or per event to ensure every individual has the opportunity to develop. The standard of the opposition for matches will be chosen carefully to challenge players' development but also give fair competition. Winning is important but is a short term gain, learning and confidence building are the priorities.
4. The club will abide by the England Hockey Board centralised calendar and the priority this provides to ensure that young players at each stage of their development are given the opportunity to play and train at the right level for them without being overplayed.

Juniors playing in Adult Leagues

5. The club will enforce that a player must have reached the age of 13 to be eligible to play in adult only competition.
6. The club will enforce the England Hockey League (EHL) regulation stating that a player must have reached the age of 15 to be eligible to be registered to play in the EHL.
7. Young players will not be called upon to play in adult only competition until it is in the best interest of the young player. If an adult team is short and the only option is a young player who is not ready either physically, mentally or socially, then the adult team will play short.
8. For young players eligible to be involved in adult teams, careful consideration will be given to ensure that the distance travelled is proportional to the likely pitch time for the young player. As a guide, it is suggested that players who will play less than half a game should not travel for longer than 60 minutes.