



# Monkstown Hockey Club Academy Selection Policy / Procedure

## **1 Aim of Policy**

The aim of this policy is to provide a clear and fair process on the selection of players within Monkstown Academy.

## **2. Scope of policy**

This policy is relevant to players, parents, coaches, committee.

## **3. Statement of Policy**

Boys and girls from 1<sup>st</sup> - 6<sup>th</sup> class play in blitz type events. The teams are of mixed ability and are randomly selected so the boys and girls get to know and play with more people encouraging new friendships. The emphasis is on fun and participation and the players are encouraged to try out the skills they have learned at training and learn to play together as part of a team.

As the boys and girls reach secondary school and the standard of hockey increases, leagues commence. Each player is on a team and gets an equal number of games playing with those of similar ability. There are a number of factors taken into consideration in team selection including ability, progression, player position, and effort and attendance at training and matches. Teams are always open to change throughout the season as we acknowledge that players progress at different rates and we ask parents to respect the coaches' opinion.

### **3.1 Selection panel**

- Lead coach of the age group
- Assistant coaches of the age group
- Assistance will be provided by the Director of coaching as deemed necessary

### **3.2 Selection Criteria**

- Individual competencies: Technical ability across a wide range of skills  
Tactical ability and decision making  
Positional flexibility  
Potential to improve / coachability  
Consistent positive attitude and commitment  
Ability to communicate positively and pro-actively
- As a team sport, consideration will be given to the overall team composition and selection decisions will be made to ensure that the selected players combine to make the best possible team.

### **3.3 Procedure**

- Teams are provisionally selected mid-September to coincide with the commencement of the leagues. Teams are officially registered with Leinster hockey in accordance with Leinster regulations.
- Teams are not deemed finally selected until the end of October to allow coaches time to fully assess all the players.
- According to Leinster regulations teams can be reviewed and any changes made at the end of each month. The lead coach will link regularly with the team coaches to identify players who are doing well and those who are struggling in a team to determine if changes need to be made.
- Other than in exceptional circumstances no changes to the teams will be made after 31<sup>st</sup> January.
- If a player moves down a team after the October deadline, the coach will email the parents and/or speak to the player involved to give them feedback.
- If a player is unhappy with their team selection they may ask their coach for feedback.
- A parent can email the head coach or the Academy administrator at any time to ask for feedback or to ask for the player to be reviewed.
- Canvassing from external sources will not be accepted.
- The Director of coaching may from time to time observe players during games and / or training.

### **3 Implementation**

The club's office bearers have specific responsibility for the effective implementation of this policy.

In order to implement this policy we shall:

- Communicate the policy through our website.
- Ensure coaches are aware of and understand the policy.
- Provide guidance as appropriate to employees and volunteers.

### **4 Monitoring and Review**

The effectiveness of our selection policy will be monitored regularly and action taken if necessary.

The policy will be reviewed every two years and updated if required.

Date for Review: 21.05.2025