



Sutherland District Hockey Club Inc.

Junior Hockey Policies

Policy Purpose

To provide clear principles, guidelines and procedures by which the Club will organise its junior hockey operations in 2015.

These policies will assist players, parents, selectors, coaches and managers to better understand the Club's rationale and operating procedures for conducting its junior hockey program – and thereby assist all to work together effectively to achieve the desired outcomes.

Junior Hockey Objectives

To promote an inclusive playing environment that encourages kids of all abilities to participate in the game of hockey for their enjoyment. We want all of our players to have fun playing hockey, and our junior umpires to have fun umpiring hockey games!

Encourage and facilitate all junior players and umpires to develop their skills and proficiency in the game of hockey to the very best of their ability. We will enable this through provision of the best possible coaching, facilities and competitions for our players and umpires.

To ensure our teams (both players and officials) at all times demonstrate positive behaviours and good sportsmanship in the way they play and participate in the game, including respect for team mates, opponents, umpires and other volunteers.

Encourage and assist capable and enthusiastic people to participate as coaches, team managers, administrators, and umpires so we can deliver the best possible hockey experiences to our junior players.

Our Club aims to be regarded as a leading community sporting organisation in the Sutherland Shire, valued by our Club members and their families for the positive experiences we enable, and recognised as the leading junior hockey club in Sydney.



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Playing with Sutherland Hockey Club – Minkey, u9, u11, u13, u15 and u17

Sutherland Hockey Club will endeavour to field teams in the following winter hockey competitions where player numbers and coaching resources allow for teams to be entered:

- Sydney East Hockey Association Junior Competition (mixed): u11, u13, u15, u17
- Sydney Metro Competition (mixed): U15, U17
- Sydney South Hockey Association (girls): 2nd Grade, 1st Grade

Hockey games in the Sydney East Hockey Association Junior Competition are typically played on Saturday mornings, although games may occasionally be scheduled by the Association for Friday evenings in order to maximise opportunities for games to be played on limited synthetic surfaces. No team can be guaranteed a regular timeslot or day in which the team will play. Please take this into consideration when deciding to register with Sutherland Hockey Club.

Games in the Sydney Metro Competitions (u15 and u17) were played on Friday evenings at venues throughout Sydney in 2014, and we expect that arrangement will continue in 2015. Parents and players should be aware that the Club does not currently have Council's consent to play Metro hockey games on Friday nights at Sylvania Hockey Park, and we do not expect this to change in 2015.

Minkey (for children aged 5 to 8) and u9 Hockey activities will be run at Sylvania Hockey Park on Friday afternoons during school terms 2 and 3. Both Minkey and u9 hockey is deliberately non-competitive, with an emphasis on participation and fun. There is a focus on skill development in a non-pressure environment, and participation in small sided games provides an easy introduction to playing hockey.



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Junior Management Structure

The Club's Committee is ultimately responsible for the operation of the Club's junior hockey program – as it is for the men's and women's hockey programs. These policies governing the operation of the junior hockey program are approved by the Committee.

The Club's Junior Convenor is a member of the Committee, and reports to the Committee on the progress of the Club's junior hockey program. The Junior Convenor works with a sub-Committee to efficiently and effectively manage the day to day operation of the junior hockey program.

In 2015 the Junior Convenor is supported by the following Age Coordinators who have responsibility for nominated age groups:

U9 and Minkey:	Kellie Bollard
U11:	Dwayne Pengilly
U13:	Warwick Bardsley
U15:	Ross Angus
U17:	Angelo Donni

The Age Coordinators responsibilities and activities will include the following:

- contact point for parent/player enquiries at time of registration, and through the season provide a contact point for enquiries not able to be addressed by team managers
- organise team selection trials for their age group, first point of contact for any parent questions or concerns with team selections
- ensure the appointment of capable managers for each of their age group teams, educate team managers on their duties during the season, and monitor performance
- support the Club Coaching Director and Junior Convenor in appointing suitable coaches for each of their teams
- ensure timely distribution of information from the Club through team managers to players and parents
- ensure Club Duty requirements are understood and met by their teams



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2015 Junior Registration

The winter junior hockey season commences with Club registration days on Saturday 7th and Wednesday 11th February at Sylvania Hockey Park, followed by selection trials in late February. **New players** must attend one of these registration days with appropriate documentary evidence of their date of birth.

All players (both existing and new) must complete player registration details online at: (to be advised)

Registrations will be accepted up until 15th February. After that date, junior player registrations will only be accepted subject to positions being available in suitable teams, and with the approval of the Junior Convenor.

Association Membership and Single Club Registration

The Association Reform process undertaken by Hockey NSW has resulted in the establishment of a number of new associations to manage hockey across the Sydney region from 2015. Our Club supports this initiative and its goals of promoting the development and growth of hockey at a local level. Our Club will have its primary affiliation with the new Sydney South Hockey Association in 2015 (covering Sutherland and St George districts). Our junior players may participate in competitions organised by the Sydney South Hockey Association, and may also participate in representative hockey through that Association. We will also field teams that will participate in competitions organised by Sydney East Hockey Association, and Sydney Hockey Association.

In 2015 our Club expects that all our registered junior players are exclusively registered with our Club to play hockey. In particular, we will not accept registrations from players who also wish to register and play in winter hockey competitions with other hockey clubs affiliated with Sydney South Hockey Association. Any player who wishes to also register with hockey clubs affiliated with other associations must seek approval of the Club, otherwise their registration with the Club may be declined.



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Payment of Fees

The Club will define procedures for payment of fees that will include options for upfront payment at time of registration (preferred), or alternatively offer a defined arrangement for timed payments over a number of months at additional cost.

Participation in selection trials is dependent on players having finalised all registration activities, including payment of fees (or a commitment to timed payments if that option has been selected).

Fees include:

- Registration
- Insurance
- Association / competition team fees
- Turf hire fees for training and matches
- Use and purchase of team equipment

If we cannot accommodate your child in a team prior to the commencement of the competition season, your fee payment will be refunded in full.

Because Sutherland Hockey Club is committed to paying certain fees as players and teams are registered, there can be **NO** refund of fees for players withdrawing from teams after the commencement of the competition season.

The competition season is defined to have commenced once team selections have been announced. The date for the announcement of team selections will be published well in advance to allow adequate warning.



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Player Commitment Expectation

Hockey is a team sport – hence each player has a responsibility and obligation to support their team mates during the season to the best of their abilities. This includes a commitment to attend team training sessions and scheduled games throughout the season.

As a minimum, player attendance at one team training session per week is expected. If a player is unable to attend the team's scheduled training on a regular basis, then the Age Coordinator (in conjunction with team coaches) may authorise the player's transfer to an alternative team with a training time they can accommodate.

Some team coaches may organise or recommend additional training sessions or activities for the benefit of individual players. Whilst these activities are never compulsory, all players will recognise that their rate of improvement will correlate strongly with their commitment to training activities.

The Club understands that players will sometimes need to manage occasional clashes with other commitments and we ask that you provide adequate advance notice to your coach and manager when this occurs in order for alternative arrangements to be made for the team.

If players intend to participate in school sport, a second winter/non-school associated club sport, or other activity that may regularly clash with Friday night / Saturday morning Club hockey matches, we expect that the Club hockey commitment will be prioritised as a courtesy to their team mates. If a player (or their parents) has concerns about their regular availability for team training or games during the season, then they should discuss with the relevant Team Manager and/or Age Coordinator in the first instance.

Club Duty

Teams will be rostered on for Club Duty. Parents will be advised of their Club Duty commitments (on behalf of their child) well in advance by their Team Manager. As a community sporting organisation reliant on volunteers, each team's proper performance of their Club Duty makes a significant contribution to the weekly operation of the Club.

Club members and junior parents rostered on for Club Duty must regard their attendance and proper performance of that Duty in the same way players approach attendance and performance at games. Acceptance of a junior player's request for registration requires that parents acknowledge they will meet their obligations under the team's Club Duty requirement. Non-attendance at a rostered Club Duty is unfair on our volunteers, including other Club members and junior parents who do the right thing.



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Team Selections

Objectives:

To ensure a fair and equitable selection process within the Club, such that all junior players are provided fair opportunity to be assessed for selection into teams representing the Club.

Ensure that players and parents understand the Club's selection processes and the criteria applied for selection of teams, and parents and players understand the appropriate contact points for questions related to selections.

Selection Process:

Selection trials for teams will take place at the end of February each year for U11, U13, U15, and U17 age groups. All of the Club's junior teams are open to boys and girls in accordance with the rules of the competitions in which those teams are entered – with the exception of teams entered in girls-only competitions.

Selection trials for each age group will be organised and managed by the relevant Age Group Coordinator, who will be the primary contact point for players and parents for information on selection trials and selection outcomes.

Selection trials may take place on afternoons during the week or on the weekend, based on the availability of selectors.

A selection panel will be appointed by the Club for each age group, and consist of age group coaches and other senior members of the Club with the appropriate qualifications, skills and hockey experience to select teams. It is recognised that some selectors or coaches in a given age group may have children eligible for selection in that age group. In these circumstances, a selector may not comment on the performance or capability of their child.

Players must have completed all registration requirements, including payment of fees, in order to participate in selection trials. Players must participate in selection trials to be properly and fairly considered alongside their peers for team selection. Players who are unable to participate in any selection trial must advise the Age Coordinator in writing the reasons for their absence and/or inability to trial.

Selection trials will consist of a mixture of drills and games to assess a player's skill level and performance in game situations. During the selection trials, the Selection panel will be assessing physical attributes such as speed, strength, agility, endurance, power and flexibility, as well as technique and proficiency in specific skill executions, along with game skills including positional and tactical awareness, team play, and overall performance in game situations.

Teams will typically be selected with 13-14 players, but no more than 14 players. The intention in selecting 13-14 players is that teams are able to accommodate the occasional



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injuries or player absences that will inevitably occur, and players will also become familiar with substitutions and team rotations that are very much part of modern hockey at all levels.

Team selections will be announced on the Club website and/or by email within 48 hours of the final selection trial for each age group. Any questions or issues from players or parents with team selections must be raised with the relevant Age Coordinator within 48 hours of team announcements being made.

All team selections announced for the start of the season are subject to review by the Club up until the completion of the 3rd round of competition. This enables selectors and team coaches to make any essential adjustments to the benefit of individual players and teams, and taking account of the commitment, attitude and performance of players in those initial weeks of competition and training.

Playing-up in Higher Age Groups

Players are expected and encouraged to trial in the age group corresponding to their birth date. However the Club recognises that in exceptional circumstances there may be justification and benefit in a particular individual trialling for selection in an older age group competition. Players wishing to apply for selection in an older age group (in preference to their age group by birth date) must do so in writing to the Junior Convenor prior to the selection trials, providing justification for their request. The application will be considered by an independent Selection Panel appointed by the Committee.

In assessing an application for a player to be selected in a higher age group division, the Selection Panel will consider a range of factors to assess the player's suitability and the benefits they could be expected to derive from moving to the higher age group. These factors would include, but not be limited to:

- Expected capability to perform in the higher age group: demonstrated level of skill, physical capability, attitude and maturity, game knowledge and match performance
- Anticipated player development benefit from participating in the higher age group competition over and above their own age group competition
- Club and team benefits of the player participating in the higher age group competition

Separate from the above process for a player to nominate for permanent selection in a higher age group team and competition, the Club also supports players nominating as occasional or casual substitutes in higher age group teams to cover absence of regular players eg through injury. In this situation the player's commitment to their regular team must always have priority over their availability as a casual substitute to another team.



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Match Day & Team Interchange Policy

- A team of 13-14 registered players are all entitled to equivalent game time over the course of the season (assuming they are all available for all games).
- Coaches and managers will endeavour to ensure that over the season all players will spend approximately equal time on the interchange bench, subject only to a player's commitment to attending training and games.
- Unless varied by agreement with the team coach and manager, each player should arrive 30 minutes before the start of their game to ensure the coach can properly prepare the team for their game
- At the conclusion of the game, the team coach will normally spend a few minutes talking with the team about the game
- All available players are to take their turn on the interchange bench during each game if more than 11 regular players are available and present for the game.
- A team may, at the coach's discretion, make use of eligible substitute players from other Club teams but only in the event of regular players being unavailable.
- Managers will record the names of players who are interchanged for each game, and will assist the coach in identifying players who need to return to the field.
- Players may be interchanged during a game more than once.
- Players who turn up late to matches without prior agreement with the coach (meaning after the arrival time the coach has set for players to be at the ground) must understand this is very disruptive and will negatively impact the team's preparation for the game. These players may, at the coach's discretion, spend additional time on the interchange bench and/or not be part of the starting line-up.
- For Semi-finals, Finals and Grand Finals every child will play, but time spent on the field will be at the discretion of the coach.
- In the situation where the team has a regular goalkeeper, this will result in a goalkeeper having a higher than average game time over the course of the season.
- This policy applies equally to all teams.



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Player Code of Conduct

- Play by the rules.
- Never argue with an official. If you disagree, have your captain, coach or manager approach the official during a break or after the competition.
- Control your temper. Verbal abuse of officials, sledging other players or deliberately distracting or provoking an opponent are not acceptable or permitted behaviours in any sport.
- Work equally hard for yourself and/or your team. Your team's performance will benefit and so will you.
- Be a good sport. Applaud all good plays whether they are made by your team or the opposition.
- Treat all participants in your sport as you like to be treated. Do not bully or take unfair advantage of another competitor.
- Cooperate with your coach, team-mates and opponents. Without them, there would be no competition.
- Participate for your own enjoyment and benefit, not just to please your parents and coaches.
- Respect the rights, dignity and worth of all participants regardless of their gender, ability, cultural background or religion.
- Ensure you thank the umpires and officials at the end of every game.

Parent/Guardian Code of Conduct

- Remember that children participate in sport for their enjoyment, not yours.
- Encourage children to participate, do not force them.
- Focus on your child's efforts and performance rather than whether they win or lose.
- Encourage children to play according to the rules and to settle disagreements without resorting to hostility or violence.
- Never ridicule or yell at a child for making a mistake or losing a competition.
- Remember that children learn best by example. Appreciate good performance and skilful plays by all participants.
- Support all efforts to remove verbal and physical abuse from sporting activities.
- Respect officials' decisions and teach children to do likewise.
- Show appreciation for volunteer coaches, officials and administrators. Without them, your child could not participate.
- Respect the rights, dignity and worth of every young person regardless of their gender, ability, cultural background or religion.