

SELECTION FRAMEWORK

SCOTTISH MASTERS

2021-2022

Selection Framework

After a comprehensive consultation process, the Scottish Masters Hockey Working Group are pleased to circulate the Selection Framework for Scottish Masters teams for season 2021/2022.

We would wish to acknowledge the contribution of Masters players in the shaping this document.

The Working Group are very aware that this document has to cover at least 15 squads of men and women across a wide range of age groups with differing requirements and expectations.

As a result, the Working Group understand that some groups may wish to have some flexibility in how the Selection Framework is applied to their squad.

In a situation where an age group management wish to alter how they apply the Framework, the Working Group strongly advise that:-

- 1) Any changes should in the first instance be discussed and agreed with the relevant 'International Committee' to ensure that they are in line with the spirit of the Framework and
- 2) The changes must be communicated with ALL players involved in the selection process PRIOR to the start of the selection programme.

The Working Group would point out that there is NO flexibility with regard to the Eligibility criteria.



Objective

To select players, eligible to play for Scotland, with the ability, commitment and work ethic to maximise their hockey potential and produce high level performances in major tournaments for Scotland.

Eligibility

To be eligible to play Masters Hockey for Scotland, you must meet criteria 1,2 and one from section 3 below.

1. Be an affiliated member of Scottish Hockey.
2. Meet the FIH or WMH regulations for the competition.
3. Meet one of the requirements of a), b), c) or d) below:
 - a) Been born in Scotland.
 - b) Have one parent or grandparent who was born in Scotland.
 - c) Are married to or in a civil partnership with a Scot as defined in (a) or (b).
 - d) Have a 5 year continuous residency period in Scotland

In addition to the above criteria, to be eligible a player must also –

- have not played for another international team in a Masters' competition during the last one year.

Any player can make themselves 'available for selection' for a younger age group. If they do so but are unsuccessful in gaining selection for that squad and the final squad for their actual age group has not been selected, they may subsequently put themselves forward for selection for their actual age group. However, if the final squad for their actual age group has already been selected, they will not be considered for selection for that group.

Where trials exist, players must participate in at least one trial before being selected for training squads

Framework for Selection from Training Squads

1. Selection will primarily be based on selecting players who consistently display behaviours as set out in the player characteristics.
2. Selection will also be based on players committed to the training programme as set by the squad Head Coach*. (**Normally** attendance of 50%+1 at sessions would be expected unless the Head Coach* states otherwise at the start of the training programme.)
3. All players are subject to fitness monitoring throughout the programme, and must work towards reaching standards as set by the head coach* of the respective squad.
4. It is the player's responsibility to present to the Head Coach* valid reasons why normal attendance at training sessions may not be possible.
5. It is recognised that in selecting a team account must be taken of an individual's ability to contribute to the goals of the team and therefore be prepared to embrace challenges such as position change.
6. Players putting themselves forward for international selection will normally be expected to be playing hockey regularly.

1 Player Characteristics

1.1 Players must demonstrate the following behaviours:

- 1.1.1 An approach to the development process based on learning and hard work;
 - 1.1.2 A desire to learn;
 - 1.1.3 Seeing setbacks as an opportunity to learn;
 - 1.1.4 Endeavour to understand and embrace challenges;
 - 1.1.5 Persist in their efforts;
 - 1.1.6 Work hard at all aspects of their hockey programme;
 - 1.1.7 Learn from feedback;
 - 1.1.8 Learn from the success of others; and
 - 1.1.9 Always strive to reach higher levels of achievement
- 2. Players must demonstrate a level of all-round physical suitability **appropriate to their age** and to the demands of international hockey, and work towards developing that physical potential.
 - 3. Have a sound understanding and delivery of basic techniques in international hockey.
 - 4. Work to understand and deliver core tactical concepts.
 - 5. Work to execute skills in new and challenging environments.
 - 6. Take ownership of their own development, the targets of the team and of Scottish Masters Hockey

2 Selection and De-selection Process

- 2.1 The training and competition programme should be made available to all players in advance and after the appropriate selection point. Account must be taken of the fact that programmes can evolve and change over the year so a degree of flexibility is required.
- 2.2 The Head Coach* is responsible for the selection of all final squad members. Where a player makes themselves available for more than one age group there should be regular communication between the Head Coaches.
- 2.3 The Head Coach* will be available to discuss selections with any affected player.
- 2.4 Any de-selected player should be provided with a plan of action by the Head Coach* that will aid their development and future selection.
- 2.5 Any deselected player will have the opportunity for a meeting with the Head Coach* and a member of the relevant International Committee will attend if requested to do so by either the Head Coach* or the player.

3 Injury and Illness

- 3.1 It is the responsibility of all players to inform the Head Coach* (and physio should the squad have one) immediately with regard to any injury sustained or illness along with any diagnosis and treatment they are receiving.
- 3.2 Any player ill or injured prior to competing in any tournament will undergo assessments to determine their ability to compete.
- 3.3 The assessments will undertaken by either the Head Coach* or the physiotherapist (should the squad have one) and will include physical tests.
- 3.4 The tests will be agreed with the player and will include: sprints; acceleration and deceleration; turning; and if required an aerobic component.
- 3.5 The final decision to compete will rest with the Head Coach* in consultation with the squad physiotherapist (should the squad have one)

4 Fitness Standards

The Head Coach* may make available appropriate fitness standards prior to the start of the programme. Players must demonstrate a willingness to work to these standards and demonstrate improvements.

5 Behaviour

All players and management teams are deemed to be representing Scotland and Scottish Hockey at all official events including training, travel to and from and competing in events and are expected to conduct themselves at all times in line with Scottish Hockey's [Ethics Manual and Discipline Code](#)..

*Where no Head Coach is appointed the responsibilities fall to a 'management group' minimum of 3 players to include player/coach, captain and one senior player. If there is no player/coach then captain and 2 senior players would make up the group.

A squad may decide to appoint a Management Group to support the Head Coach especially where there is not an appointed Manager to share necessary administrative duties. 'Senior' players are normally nominated by the squad with respect to their experience and knowledge in respect of the required role.