



SURBITON TALENT ACADEMY

Selection Policy



Introduction

As Surbiton HC embark on the Talent Academy journey, we will strive to provide a fair and impartial selection process within an environment which will be an improvement on past systems.

Initial Selection Process

Lead coaches at trials and assessments will be impartial and not associated with Surbiton HC.

Selection decisions will be made as a group of coaches to limit bias where ever possible.

Players will be given a numbered bib (or equivalent), and this will be used as their ID during selection

Players will be instructed to wear unbranded (no school/club/pathway) kit at trials.

Notification of selection and de-selection will be done via email with appropriate individual feedback.

Conflict of Interest

Any coach involved in any selection is required, at the time, to make a "Declaration of Interest" to the selection committee if they are related to, are at the same club or school as, or have any other interest in, a player in the squad under selection.

Those people with conflict will not be part of the final selection decision of the player in question.

Right of Appeal

Players have a right to appeal against non-selection and the in case of any queries, initial contact should be with the TA administration and TA Lead.

If after discussion with the Talent Academy, a player (or their parent/guardian if under 18) is not satisfied with the rationale regarding non-selection they should contact the England Hockey Talent Partnership Manager to discuss these concerns.

Please visit this page for the TA Player Selection Review Process:

<https://surbitonhc.com/media/pmmnfqsr/talent-academy-player-selection-appeals-policy.pdf>

Selection Process for existing TA members

To help the annual transition to be as transparent as possible to our existing TA players, at the end of each TA cycle, the coaches will categorise the existing TA players as below:

1. Player progresses through to the next season

Policy date: April 2023



2. Player retrials at the start of September with the external players that have been nominated

3. Player is not taken through to next season and returns to county/club/school hockey

Decisions will be communicated before the end of July each year.