



Scottish Masters Hockey Ltd
Selection Policy and Procedures

Selection Process for Scotland National Masters Hockey Squads

Policy and Procedures for Fair and Transparent Selection

Introduction

The Scotland National Masters Hockey Squads represent the pinnacle of competitive hockey for players aged 35 and above for both men and women. The selection process for these squads is designed to identify, develop, and support the best players in Scotland who meet age eligibility and performance criteria. This document outlines the rules, procedures, and principles guiding the selection of players to ensure fairness, transparency, and the highest standards of sporting excellence.

Objectives

- To establish a clear and consistent framework for the selection of Scotland National Masters Hockey Squads.
- To ensure all eligible players have an equal opportunity to be considered for selection.
- To promote the values of integrity, respect, and inclusivity within the selection process.
- To select squads capable of representing Scotland at the highest level of international masters hockey competition.

Eligibility Criteria

Age Requirements

- Players must meet the age eligibility criteria as defined by the relevant masters age group on or before 31 December in the year of competition (e.g., Over 35s, Over 40s, Over 45s, etc.). There are two (2) exceptions to this rule.
- If you are bordering the age group, that is, for example, between the ages of 39 or 40 at the time of the squad selection, and you will turn 40 or 41 on or before 31 December in the year of competition, you may trial for both the 35s and the 40s. If you are 41 at the time of trials and turning 42 or older on or before 31 December in the year of competition, you may only trial for the 40s age group. This exception will apply to all age groups.
- Given the nature of specialism required for goal keepers and, the potential lack of numbers for this position, there may be, based on availability and advice from the Chair of Selectors, special arrangements in this position across the squads.

Nationality & Residency

- Players must be eligible to represent Scotland under current Scottish Masters international hockey rules as listed below:

- **Eligibility**
To be eligible to play Masters Hockey for Scotland, you must meet criteria 1,2 and one from section 3 contained on the next page.
- Be an affiliated member of Scottish Hockey.
- Meet the FIH or WMH regulations for the competition.
- 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
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Registration & Good Standing

- Players must be registered members of a recognised Scottish hockey club or Scottish Hockey.
- All players must be in good standing with Scottish Hockey and Scottish Masters Hockey and, not subject to any outstanding disciplinary sanctions.

The Selection Panel

- The selection panel will consist of a Board appointed Chair of Selectors for each group of selections; the age group appointed coaches and, at least one independent selector unaffiliated with the current squad playing or coaching staff.
- The panel will act in accordance with the principles of impartiality, fairness, and confidentiality.
- All selectors must declare any conflicts of interest ahead of selection meetings and, if necessary, recuse themselves from specific decisions.

Selection Process Overview

1. Application & Nomination

- Players interested in selection must submit an application or expression of interest by the published deadline.
- Clubs or individuals may also nominate players for consideration.
- All applications must include proof of eligibility and relevant performance history.

2. Open and Transparent Trials

- Open and transparent trials will be organised and publicised in advance to ensure maximum participation.
- Trials shall be conducted at centralised venues, with consideration for player travel requirements.
- Players will be assessed on a range of criteria including skill, fitness, tactical awareness, and teamwork.

3. Observational Assessment

- Assessment will include on-field performance, fitness, attitude, work ethic, and ability to contribute positively to squad culture.

4. Fitness & Medical Requirements

- All candidates must meet minimum fitness standards appropriate for their age group, as determined by the coaching staff.
- Players may be required to provide medical clearance confirming their fitness to participate in elite competition.

5. Squad Selection & Announcement

- Following trials and assessment, the selection panel will convene to determine the provisional squad.
- Notification of squad selections will be made to the relevant International Committee where this committee will be responsible for approving selection based on age and eligibility criteria
- The relevant International Committee will then refer the selected squad list to the Scottish Masters Hockey Board for ratification. Ratification includes, but is not limited to, Scottish Hockey financial clearance, SMH financial clearance and review of any appeals process in relation to squad selections.
- Selected players will be notified in writing by the SMH Board in conjunction with the International Committees and will be required to accept their place within a specified timeframe.
- An official squad announcement will be made by the SMH Board, subject to final medical and fitness checks if required.

Selection Criteria

- Technical ability: proficiency in core hockey skills appropriate to the age group.
- Tactical understanding: awareness of game strategy, positioning, and decision-making.
- Physical fitness: endurance, agility, and strength commensurate with international masters standards.
- Teamwork and attitude: ability to work cohesively within a squad and demonstrate respect for teammates, coaches, officials, and opponents.
- Commitment: willingness to attend training sessions, matches, and tournaments as required.
- Potential for development: openness to coaching and capacity for further improvement.

Appeals and Feedback Process

- Players not selected have the right to seek feedback from the selection panel within 14 days of the squad announcement.
- An appeals process shall be available for players who believe the selection procedure was not properly followed.
- Appeals must be submitted in writing, stating the grounds for appeal, and will be reviewed by the Board with independence provided by Scottish Hockey.
- Decisions of appeals are final.

Code of Conduct

- All players, coaches, selectors, and officials involved in the selection process must sign and adhere to the Scottish Masters Hockey Ltd Code of Conduct.
- Discriminatory or abusive behaviour of any kind will not be tolerated and may result in exclusion from the process.

Confidentiality and Data Protection

- All information provided by applicants and discussed during the selection process will be treated as confidential.
- Personal data will be managed in accordance with data protection laws and Scottish Hockey's privacy policy.

Commitment and Availability

- Selected players are expected to commit fully to the training and competition schedule outlined for the squad.
- Absence from key training sessions or fixtures must be communicated in advance and may affect ongoing selection.

Injury and Replacement Policy

- If a selected player becomes injured or unavailable, the selection panel reserves the right to replace them with another eligible candidate from the previous trial or assessment pool.
- A transparent replacement process will be followed, and the player being replaced will be informed of the decision and the reasoning.

Review and Amendments

- The rules and procedures outlined in this document will be reviewed annually to ensure their continued relevance and effectiveness.
- Amendments to the selection policy will be communicated to all stakeholders in a timely manner prior to the commencement of any new selection cycle.

Responsibilities of Players, Coaches and Managers

- Players are responsible for maintaining their physical and mental fitness, attending all required sessions, and upholding the values of Scottish Masters Hockey.
- Coaches are responsible for providing constructive feedback, fostering a positive team culture, and supporting player development throughout the selection process.
- Managers are responsible for the overall administration of the squad and, in particular, informing squads and enforcing both rules and behaviours written and expected from the organisation as delivered from the relevant International Committee for and on behalf of the Board
- Failure to adhere to these requirements and, to the Code of Conduct may result in removal from the squad and/or future exclusion.

Conclusion

The Scotland National Masters Hockey Squads selection process aims to balance objectivity, transparency, and the pursuit of excellence. By adhering to these rules and principles, Scottish Masters Hockey endeavours to build competitive, cohesive squads that embody the spirit and standards of Scottish sport, while offering all eligible athletes a fair chance to represent their country.

