BAY OF ISLANDS SENIOR REPRESENTATIVE TEAMS

Selection & Management Framework

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1. Purpose

This framework establishes a consistent approach to selecting and managing Bay of Islands Hockey Association (BOI Hockey) men's and women's teams competing in the regular Whangārei Hockey Competition.

Its priority is to field the strongest available teams while providing suitable opportunities for emerging players to experience higher-level hockey.

It sets out fair appointment and selection processes, clear responsibilities, and expectations for performance, development and conduct.

2. Scope

This framework applies to coaches, assistant coaches, managers, selectors, captains, vice-captains, and senior and eligible junior players involved in BOI Hockey teams entered in the regular Whangārei Hockey Competition.

It does not apply to separate representative fixtures or tournaments, including the Powell Cup and Hika Trophy, which have their own Hockey Northland eligibility requirements, including restrictions on junior participation.

Selection for a Whangārei competition team does not establish eligibility or guarantee selection for those events.

3. Guiding Principles

Fair opportunity: Eligible people may express interest and are assessed against communicated criteria; prior involvement does not guarantee appointment or selection.

Competitive merit: Teams are selected for ability, positional balance, teamwork, attitude, commitment and overall performance.

Development: Capable, ready junior players may be considered alongside adults, subject to eligibility and safeguarding requirements.

Respect and integrity: Participants communicate constructively, disclose conflicts and contribute to a positive team culture.

Local representation: Eligible BOI players receive priority; external players are considered only for genuine squad or positional needs and require prior Committee approval.

4. Roles and Responsibilities

4.1 Bay of Islands Hockey Association Committee

The Committee owns this framework, advertises and approves appointments, establishes trials and selection panels, confirms competition entry and financial arrangements, oversees eligibility and safeguarding, and addresses escalated concerns.

It verifies that selection procedures have been followed but does not ordinarily interfere with tactics, playing time or selectors' sporting judgement.

4.2 Coaches and Assistant Coaches

Coaches lead training, tactics, match-day decisions, player performance and development, set team expectations, promote positive culture, and raise unresolved matters with the Committee.

Assistant coaches support delegated duties.

Where junior or emerging players are selected, coaches should provide meaningful playing and development opportunities wherever reasonably practical; equal playing time is not guaranteed.

4.3 Team Managers

Managers coordinate team communications, contacts, registrations, fixtures, uniforms, travel and other administration, including appropriate caregiver communication.

They escalate matters requiring Committee attention and do not control selection or tactics unless separately appointed to an authorised role.

4.4 Selection Panel

Panels assess trials against the approved criteria, record recommendations, maintain confidentiality, manage conflicts and offer constructive feedback when requested.

Detailed panel arrangements are in Section 7.

4.5 Captains and Vice-Captains

Team leaders model commitment, sportsmanship and respectful communication, support teammates and the coach, and raise player concerns appropriately.

The vice-captain acts when the captain is absent. Appointments are separate from coaching roles (Section 8).

4.6 Players

Players are expected to meet agreed commitments, communicate availability, respect teammates, coaches and officials, accept constructive feedback, uphold competition rules and raise concerns appropriately.

They acknowledge that selection and playing time are performance-based.

5. Coaching and Management Appointments

5.1 Expressions of Interest and Selection

Before each season, the Committee will openly call for expressions of interest for coaches, assistant coaches and managers.

It will assess applicants for hockey knowledge, relevant experience, leadership, communication, commitment and alignment with Association expectations.

Interviews or discussions may be held. A sole applicant is not automatically appointed; the Committee may reopen applications or make other appropriate arrangements if no suitable applicant is identified.

5.2 Terms and Multiple Roles

Appointments ordinarily last one season and must be sought again in subsequent seasons.

Playing coaches may be appointed with Committee approval, but coaching appointment does not guarantee player selection; other selectors must assess the coach's playing selection.

Holding one role does not automatically confer another, and conflicts must be managed.

5.3 Accountability

Appointees must comply with this framework, relevant policies and safeguarding requirements.

The Committee may review, suspend or end appointments for performance, conduct or commitment concerns through a fair process consistent with applicable policies.

Vacancies may be filled through a further EOI or another Committee-approved process.

6. Player Registration and Eligibility

6.1 Player Registrations and Local Priority

The Committee will advertise player registrations, trials and expected commitments before each season.

Returning players must register; registration does not guarantee selection. Late registrations may be considered by the Committee.

Eligible local players receive priority. For this framework, a local player has an established BOI Hockey connection through current or previous participation, club affiliation or other recognised involvement, as determined by the Committee.

Local priority does not guarantee selection where a player does not meet the competitive requirements.

6.2 External Players

External players may be considered only where there is a genuine need, such as insufficient numbers, missing specialist positions, withdrawals, injuries or reasonable team depth.

Recruitment or offers of a position require prior Committee approval; no coach, manager or representative may independently promise a place.

External players must meet the same eligibility, selection and conduct standards and must not unnecessarily displace eligible local players.

External recruitment must not be undertaken solely to replace an available and suitably capable local player with a higher-performing player from outside the Association.

6.3 Junior Player Eligibility

Junior players may be considered where they meet competition age and eligibility rules, demonstrate suitable ability, physical and developmental readiness, maturity and commitment, and have required caregiver consent.

Junior players and caregivers must understand the competitive expectations, travel and training commitments, and that equal playing time is not guaranteed.

Appropriate support and safeguarding arrangements must be maintained.

6.4 Player Availability and Verification

Registrants must disclose significant availability constraints and understand training, fixtures, travel, fees and conduct requirements.

The Committee or its delegate verifies eligibility, registration and required consent before competition participation.

Trial non-attendance is addressed in Section 7.

No player may participate in competition fixtures until all applicable registration, eligibility and consent requirements have been satisfied.

7. Trials and Team Selection

7.1 Trials and Selection Panel

The Association Committee will establish and advertise trial arrangements with reasonable notice and, where practical, provide a minimum of two trial opportunities.

Prior to trials, the Committee will appoint a selection panel for each team, preferably consisting of three individuals, including the appointed head coach and two additional selectors.

The Committee may invite expressions of interest or identify suitable individuals with appropriate hockey knowledge, experience and the ability to assess players fairly and objectively.

Coaches may recommend potential selectors; however, all appointments must be approved by the Committee.

All actual, potential or perceived conflicts of interest must be declared and appropriately managed before selection decisions are made.

Where a selector is also trialling for the team, they must not participate in decisions relating to their own selection. Where practical, at least two panel members should not be trialling for the team.

The Committee may approve alternative panel arrangements where necessary, provided appropriate safeguards are maintained.

All appointed selectors will be provided with the approved selection criteria and assessment requirements prior to trials.

7.2 Selection Criteria

Selectors assess technical skill, tactical awareness, physical readiness, teamwork and coachability, commitment and availability, and positional balance.

Decisions reflect the overall requirements of a competitive team, rather than any single factor.

7.3 Absences and Alternative Assessment

Players should attend trials wherever reasonably possible.

Those unable to attend for a legitimate reason must notify the Association in advance; selectors may consider prior performance, observation or another assessment.

Unexplained non-attendance may be considered when assessing commitment.

7.4 Team Confirmation and Communication

The panel documents and recommends selections.

The Committee confirms that the approved process was followed, rather than replacing the panel's sporting judgement. It may refer procedural or eligibility concerns back for reconsideration.

Squad numbers are set with the coach, considering viability and positional cover.

Reserves or development players may be named where their status and opportunities are clearly explained.

Players are advised privately before public announcements, offered feedback on request, and asked to confirm acceptance and commitment.

7.5 Selection Reviews

Concerns about fairness, eligibility or conflicts may be referred to the Committee under Section 10.

Reviews assess whether the approved process was applied, not whether a different selector might prefer another player.

Material procedural failures may require impartial reconsideration.

8. Captain and Vice-Captain Appointments

Following team selection, each team will appoint a captain and vice-captain.

The coach will seek player input and recommend candidates to the Committee for approval, considering communication, composure, integrity, commitment, teamwork and leadership; playing ability is not the sole factor.

No person may appoint themselves or gain captaincy automatically through another role.

Where a playing coach is a candidate, the Committee will manage the conflict and determine an impartial process.

Appointments ordinarily last one season and may be reviewed or changed fairly by the Committee.

9. Team Expectations and Conduct

Players and officials must maintain respectful communication, sportsmanship and reasonable commitment at training, matches, travel and team activities.

Work, education and family commitments will be considered reasonably where communicated.

Bullying, intimidation, retaliation and conduct bringing the Association into disrepute are unacceptable.

Participants must follow applicable Association policies, competition rules and codes of conduct.

Team social activities must be responsible, particularly where juniors attend. Alcohol-related conduct must comply with law, venue rules and Association policies; adults must maintain appropriate boundaries and safeguarding arrangements.

Minor concerns may be addressed constructively at team level; serious or repeated issues must be escalated under Section 10.

10. Concerns, Complaints and Disputes

Minor concerns may be raised with the coach or manager.

A person may approach the Committee directly if the concern involves team leadership, is serious or sensitive, or cannot reasonably be resolved within the team.

Junior players may seek support from a caregiver or trusted adult.

Concerns must be handled promptly, fairly, confidentially where practicable, and without retaliation.

The Committee will follow applicable Association complaints, disciplinary and safeguarding processes, give affected people a reasonable opportunity to respond unless immediate protection is needed, and exclude conflicted decision-makers.

Serious misconduct or safety concerns must be referred through appropriate safeguarding processes and to external authorities where required.

Outcomes will be communicated appropriately, respecting privacy.

Serious misconduct or safeguarding concerns must not be managed solely as informal team disputes and must be referred through the appropriate Association processes.

11. Review and Amendments

The Committee will review this framework every two years, or earlier if requirements or circumstances change.

Each preseason it will check operational arrangements, including appointments, trials, eligibility and squad numbers; these may be adjusted without formally amending the framework.

Formal amendments require Committee approval and updated document control, with relevant changes communicated to participants.

Applicable law, mandatory competition rules and the Association Constitution take precedence over any inconsistent provision in this framework.