

International Masters' Team: Management Appointments, Player Eligibility and Selection Policy

| | |
|---------------|--|
| Document Name | <i>International Masters' Team : Management Appointments, Player Eligibility and Selection Policy</i> |
| Version | 2 |
| Reviewed | September 2025 |
| Department | International Masters |
| Next review | August 2027 |

England Hockey (EH) is the National Governing Body for the sport of Hockey and is responsible for the management and development of the sport from grassroots to elite activities. EH's vision is to become a 'Nation where Hockey Matters' through "providing inspirational leadership for all to fulfil their potential".

1. INTRODUCTION

Masters' Hockey aims to provide opportunities for the continued development of individuals in all facets of the game including playing over the age of 35, coaching, team management or officiating.

When implementing these opportunities individuals should be aware that they are representing their Country and England Hockey and at all times are bound by EH's policies and regulations (including but not limited to misconduct, safeguarding, and anti-doping). They should comply with the requirements of the Spirit of Hockey and should have regard to the spirit of Masters' Hockey.

EH currently has England Masters' representative teams at the following Age Groups, including some B teams.

- Men Over 35 / 40 / 45 / 50 / 55 / 60 / 65 / 70 / 75 / 80
- Women Over 35 / 40 / 45 / 50 / 55 / 60 / 65 / 70

2. MASTERS' TEAM MANAGEMENT APPOINTMENT PANEL

- 2.1** EH shall establish and approve a Masters' Team Management Appointment Panel reporting to the EH National Game Panel (NGP) who will select a Chair for that Panel. The Masters' Team Management Appointment Panel will be responsible for organising and coordinating the open application and recruitment of the Masters' Age Group Team Management, for all Age Groups.



- 2.2** The Masters' Team Management Appointment Panel shall consist of a minimum of three (3) persons, including at least one male and one female, with relevant past selecting, playing, coaching or Team management experience within International Masters Hockey, and one "independent" person with appropriate experience of identifying the skills required for selecting International Sports Teams. The independent panel member should not be involved with any Masters' squad management.
- 2.3** The Masters' Team Management Appointment Panel will:
- 2.3.1** Adopt an open and fair appointment process that gives all interested individuals an opportunity to apply.
- 2.3.2** Make appointments for a two-year cycle and, should the need arise, reconvene to undertake the recruitment and appointment of a replacement member, until the end of that two-year cycle or sooner if a temporary appointment is required.
- 2.3.3** Appoint a Team Management for each Age Group who will:
- assume responsibility for the general organisation and selection of that Age Group Squad;
 - work within the England Hockey International Masters' Teams Selection Policy; and
 - support EH Masters' Teams to achieve within the spirit of Masters' Hockey the best possible results at international matches and other events.

3. AGE GROUP TEAM MANAGEMENT APPOINTMENT FRAMEWORK

- 3.1** The appointment of an Age Group Team Management requires consideration of the appropriate skills and experience required to fulfil these roles.
- 3.2** Age Group Team Management members cannot be appointed for an Age Group that they are eligible for and looking to be considered for selection as a player, whether this be for England or another nation. In exceptional circumstances, any amendment to this must be cleared with the EH Masters' Programme Manager.
- 3.3** Each Age Group Team Management will consist of a minimum of three members, EH appointed Lead, Head Coach, and Manager.
- 3.4** Other than the Head Coach, an Age Group Team Management member may be appointed to more than one Age Group, but not more than three.
- 3.5** The Lead may take on the Head Coach or Manager role for an Age Group. If that is the case, EH will appoint a third member of the Age Group Team Management to effect selection responsibilities.
- 3.6** In the absence of a Manager, EH will appoint a third member of the Age Group Team Management to effect selection responsibilities.
- 3.7** Where an EH appointed Lead considers that the Manager is not suitably experienced to be involved with the selection of the players for that Age Group Squad, EH will appoint an additional member of the Age Group Team Management to effect selection responsibilities. However, it will remain the responsibility of the Lead to ensure an appropriate Manager is involved at any International Tournaments.



- 3.8** Each Age Group Team Management will ensure that the appropriate additional management, coaching, and medical personnel are appointed to work with their Team. All such appointments must be approved by EH.
- 3.9** The selection of players for each Age Group Squad is the responsibility of the relevant Age Group Team Management. Selection for the Age Group Squad will be led by the Head Coach who will have the casting vote on any player selection. The Head Coach may wish to discuss selection with any Assistant Coach who has been approved by EH.
- 3.10** No Trials are to be organised for any Age Group until a Head Coach has been appointed by EH.

4. REQUIRED KNOWLEDGE & EXPERIENCE FOR APPOINTMENT TO AGE GROUP TEAM MANAGEMENT

The following attributes are desirable for those involved in Age Group Team Management:

- Team Management experience at a county, area or national level at any Age Group, not necessarily Masters.
- Understanding of the current requirements for Masters players to compete at a national level.
- Playing experience at a county, area or national level.
- Ability to understand and apply the principles of selection as laid down in this document.
- Experience of providing positive leadership to a group within a selection environment.
- Availability to attend all relevant activity for the Age Group concerned – including but not exclusively – trials, training sessions, practice matches, International Tournaments, Area Masters' Tournaments.
- Ability to work collaboratively within a Team environment.

5. RESPONSIBILITIES OF AGE GROUP TEAM MANAGEMENT

- 5.1** The EH appointed Lead will be responsible for the general management of the Age Group and, together with the Manager and Head Coach, for the liaison between the Age Group Team Management and EH Masters' Programme Manager so as to:

5.1.1 Provide the EH Masters' Programme Manager by the deadlines requested with:

- a programme of activity, including date(s) of Trials for inclusion in the EH website.
- details of the Squad selected for inclusion in the EH website.
- details of the Squad selected for each Tournament and any individual match.
- results and appropriate reports from all Tournaments and individual matches as required.
- any other information as required.

5.1.2 Appoint, with the approval of EH, the appropriate additional management, coaching and medical personnel to work with their Team.

5.1.3 Ensure an open process for the selection of their Squad, and:

- communicate the date(s) of Trial(s) to a wide population believed to qualify for the respective Age Group, including former England and Area Masters' players.
- provide information on selection criteria to all trialists prior to the first trial.
- communicate the selected Squad to all who attended Trials.



- provide feedback to any players who request it following final selection of the Squad.

5.1.4 Arrange for a representative of their Age Group Team Management to attend the relevant Area Masters' Tournaments.

5.1.5 Attend, or send a deputy to, any International Masters' Age Group meetings convened by EH. These will be usually twice-yearly.

5.1.6 Follow the EH policy regarding use of the Masters' Teams' logo.

5.1.7 Conduct any financial arrangements with players and other organisations in a transparent, accountable, and detailed manner.

5.1.8 Maintain detailed records of all Income and Expenditure in connection with the activities of the Age Group.

5.1.9 Appoint a publicity officer for the Age Group who will report on Squad activity as required by the EH Masters' Programme Manager.

5.2 The Head Coach of each Age Group, with the support of the other two members, will:

- Plan and implement a coaching/selection process that is fair, open, and transparent.
- Lead the Management Team in selecting the Age Group Squad.
- Appoint the Captain from the Squad players selected. The captain may be included in further selection decisions, as required by the Head Coach.

6. PLAYER ELIGIBILITY & INFORMATION

6.1 To be eligible for selection for an England Hockey International Masters Team, a player must hold, or be eligible to hold, a British Passport and must be eligible under current World Masters Hockey regulations and not have played for another senior International Team in a FIH competition in the previous year.

This reflects WMH regulations but noting that this permits players moving easily between England and other Four Nations' teams. Players who wish to move between nations more than once may not be considered. Squads are expected to be cognisant of players who have not chosen to play elsewhere in periods of non-selection for England teams.

6.2 With the exception of the Teams in the oldest Age Groups for both genders, currently Over 80 Men and Over 70 Women, where there shall be no upper age limit, the players selected must be within the five-year age range in which their age shall be deemed to fall. All players shall be deemed to have attained a particular age on the 1st of January immediately prior to their actually attaining that age (unless their birthday falls on a 1st of January in which case their actual date of birth shall apply).

6.3 Hockey is a team sport and therefore whilst a player can develop their individual game, it must be recognised that players need to be able to realise their potential within a team environment. Therefore, the blend of the team which combines the individual abilities of the players together with other factors such as players being able to play in more than one position, availability, commitment, attitude, and the ability to implement tactical requirements are as important as the players' individual skill levels.

6.4 It is EH policy that Masters' Hockey should be self-financing, whilst we aim for this to not discriminate against any player this may not always be possible. Players may apply to EH for financial support in order to be able to compete in the Masters' Hockey programme.



7. SELECTION POLICY STATEMENT

- 7.1** To be considered for Masters selection, Players, Coaches, Team Officials and Leads must not be serving an EH sanction for on or off-field misconduct, safeguarding, anti-doping or anti-corruption offences. They must demonstrate professionalism and a positive attitude, support teammates and coaches, comply fully with England Hockey's Spirit of Hockey - Code of Conduct and disciplinary rules, and act as ambassadors for the game without bringing the sport into disrepute.
- 7.2** EH also reserves the right to refuse or withdraw selection where a person is under investigation, or where it becomes aware of relevant conduct or sanctions (whether current or served), whether from EH, another National Governing Body, or any other relevant authority, that may reasonably call into question that individual's suitability to represent EH. Any rulings may be appealed via the England Hockey Appeal Panel – regulations available on request.
- 7.3** All costs associated with Masters participation, including travel, accommodation, and competition fees, are undertaken entirely at the individual's own risk. England Hockey accepts no responsibility for any such costs incurred, including in cases where selection is refused or withdrawn on disciplinary, safeguarding, or conduct-related grounds.