



2025 Junior World Cup Selection Policy and Procedures

1.0	Objectives 1.1. To select a team of athletes (and reserves) to achieve the best possible results at the 2025 Men's & Women's FIH Junior World Cups while optimising the opportunity for the highest potential English athletes to develop and gain international tournament experiences 1.2. To employ an open and transparent selection process that gives all athletes a chance to challenge for selection.
2.0	Eligibility To be eligible for selection to the Team all athletes must: 2.1 Hold a British passport which is valid for six months after the events. 2.2 Not have played for another senior international team in an FIH competition in the previous three years and abide by the International Hockey Federation (FIH) by law 5.2 – A (Appendix 1). 2.3 Comply with the behavioural expectations outlined in the GB Elite Development programme or England Under-21 player agreements and the UK Sport Athlete Agreement (where relevant). 2.4 Comply with any eligibility criteria required by the FIH including (but not limited to) in respect of anti-doping and / or nationality issues. 2.5 Be available for all preparation activity (including training camps and competitions activity from 1 st July 2025 unless agreed otherwise by the Head Coach). 2.6 US based athletes wishing to be considered for the women's team who have not been available for England Under-21 activity during Jan-April 2025 must be available for all activity from mid-May 2025 except for the June optional training days 2.7 Sign and comply with participation agreements where relevant.

3.0	Selection Framework 3.1 The selection criteria set out below are those identified by the Head of Elite Talent Development and Head Coaches as fundamental to selection to the Team. 3.2 In developing this framework, it is acknowledged that hockey is a team sport and whilst athletes can do a great deal to develop / perform as an individual, ultimately the athlete must be able to realise their potential and perform within a team. Acknowledgement is made that in selecting for a team sport, factors such as the combination of athletes and the balance of a squad shall be always considered by the selectors in determining selection to the Team. 3.3 England Hockey is responsible for developing and preparing players and teams for Senior International success both now and in the future. As such, selection may not select the best performing athletes at the time of selection and will consider both current performance and future Senior international potential. 3.4 The ability of athletes to play in more than one position is also considered alongside individual skill level. 3.5 Valid and robust selection in a multi-faceted team sport is most effectively achieved through the combination of expert decision making, the consideration of multiple appraisal/perspectives (coaches), objective and subjective information, and effectively drawing together a player's performance history. It is the combination of these factors that contributes to effective and impactful individual and team selection. All selection decisions will be taken based on relevant information and will be taken fairly and equitably. Any objective data used in selection decision making processes will be available to athletes on request (own data only, data from other athletes under consideration will not be shared). 3.6 The selection policy will be available on the England Hockey website and all eligible athletes who are in, or joining, the GB Elite Development Programme / England under21 activity from July 2025 will be sent a copy of this policy. If an athlete from outside these programmes is being considered for selection they will also be supplied with a copy of this policy and behavioural expectations outlined in the England Hockey under-21 player agreement
4.0	Selection Criteria 4.1 The Selection Panel will consider a combination of the following factors when determining the selection of teams in their reasonable discretion:

	Hockey ability & potential (Game understanding and highly skilled actions) • Proven ability to understand the game and apply highly skilled actions under the intensity / pressure of the game. • Ability to learn, understand and implement options within identified systems of play and tactical principles, whilst demonstrates the ability / potential to execute good options effectively and consistently. • Proven ability to apply highly skilled actions when in possession (e.g., receiving, passing, carrying, leading and goalscoring), in transition (e.g., reading of the game, positioning and movement) and when out of possession (e.g., marking, intercepting, closing down space and tackling). • Set pieces and special skills: The ability to score and defend 'set-pieces', bringing individual skills of the highest quality including Penalty Corner Attack, Penalty Corner Defence and Penalty Strokes. • (Goalkeepers) Proven ability to apply highly skilled actions e.g., shot stopping, blocking, clearances, stick skills, second phase play and 1v1 Mental skills • Evidence of developing psychological skills that aid elite performance, supporting a player's progression, performance and wellbeing • Evidence of developing mental skills that aid progression: ambition, commitment, and open mindedness and a desire / ability to learn • Evidence of developing mental skills that aid performance: confidence, emotional regulation, and ability to focus / re-focus • Evidence of developing mental skills that aid health and wellbeing • (Goal keepers) Evidence of developing psychological skills that aid elite goalkeeper performance whilst providing the leadership skills (proven or potential) to positively impact the team, particularly in areas of set-piece play Teamship skills • Evidence of developing psychological skills that help a player thrive in the team environment working effectively with others and making the team better through their impact on others (conflict resolution, communication, emotional intelligence and leadership skills. Physical capabilities and tournament fitness • Current or potential ability to deliver repeated high intensity performances over the length of a tournament in various climatic conditions and without accruing significant injuries.
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5.0	Selection & De-Selection Processes 5.1 The Selection panel will comprise of the Head Coach, the Performance Director and the Head of Elite Talent Development/Interim Business Projects & Talent Director in consultation with assistant coaches and other programme staff where relevant. 5.2 If, to help with selection decisions, confidential information is required from members of staff (e.g., medical information), athlete agreement must be given in advance for this information to be released to the selection panel. 5.3 Any conflicts of interest must be declared at the start of the selection meetings and the person or people with the conflict may be asked to leave the meeting while relevant players are discussed by the panel. 5.4 The Head of Elite Talent Development/ Interim Business Projects & Talent Director will Chair the selection meetings. 5.5 The selection meetings are planned for Tuesday 21st October 2025 5.6 Athletes will be notified of their selection or non-selection on a date, and in a manner, that has been previously communicated by the Head coach to the team. Athletes acknowledge and agree that they shall not be permitted to announce any selection decisions or information prior to authorisation to do so from England Hockey. 5.7 The Head Coach will be available to discuss the selection outcome with affected athletes if requested. 5.8 Prior to the last point at which changes can be made to the team for an event, the Selection Panel retains the right to deselect or not to nominate an athlete on any

	grounds so long as it is in accordance with the selection criteria set out in this policy and / or injury / illness / fitness to compete or if the athlete is subject to an EH/International Federation disciplinary procedure or anti-doping violation. 5.9 In the event of there being a query over the ability of an athlete to be able to compete to the best of his/her ability due to an injury or illness, pre- or post-selection, the following procedure will be followed: (i) The England Hockey Pathway Medical Officer (CMO) can require an athlete to undergo a medical examination to determine his / her fitness to participate. This examination will be carried out by the CMO or another Doctor / medical personnel delegated by the CMO. If the athlete fails the medical examination, he/she will be withdrawn from the team and if appropriate, the Head Coach will select a replacement athlete. (ii) If the athlete passes the medical examination carried out in accordance with (i) above but the coaching and / or support staff still have concerns over whether or not the athlete is able to compete to the best of his / her ability due to the underlying injury or illness, the England Hockey CMO can require the athlete to undergo a set of sports specific performance tests where the results will be compared to the athlete's previous relevant test results. The tests can be repeated more than once and within a short timeframe if required and will be carried out by either the team's physiotherapist and/or strength and conditioning coach plus Head or Assistant Coach. If, because of the injury, the athlete does not meet the required test levels, he / she will be withdrawn from the Team on medical grounds and, if appropriate, a replacement will be nominated by the Head Coach. If the athlete reaches the required test levels but concerns remain in relation to a player's ability to perform (e.g., in a tournament environment) a final selection decision will be made by the Head of Elite Talent Development.
6.0	Appeals 6.1 Athletes may appeal, by way of the England Hockey Appeals Policy, a selection/de-selection decision in accordance with 5.0 above.