



CLUB SELECTION POLICY

GOAL

To have successful grades throughout the club. We want our players to be motivated, happy and proud to wear our jersey.

POLICY PURPOSE

The purpose of the Player Selection Policy is to provide a set of principles to guide the selection process.

POLICY PRINCIPLES

1. The success of all teams will require team coaches and managers to work together in partnership for the benefit of both the Club and player.
2. Every player is to receive a reasonable amount of game time to ensure they are provided every opportunity to play rugby, wear the jumper/represent the club and improve their game.
3. The Premier grade team and each ascending team coach's wishes, with respect to player selection, take precedent over that of the teams below.
4. Eligible U18s and Colts players will play for these teams unless selected in the Premier grade starting team or unless agreed by both Head Coaches. Where agreement is not reached the matter can be referred to the Director of Rugby (DOR) who will consider relevant factors including a player's preference, team needs and outcomes supporting the greater good of the Club.
5. Players must be registered, financial and be of good standing to be eligible for selection.
6. The effective governance and administration of rugby requires adherence to a wide range of codes, policies and guidelines. Therefore, all club activities and matches shall be conducted in accordance with all Rugby Australia codes and policies.



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OUR COMMITMENTS

1. Every player has the opportunity to play at the highest level that their ability allows.
2. Every player will be given appropriate game time in their preferred position to prove their value and improve their potential.
3. Every player will be given open, honest and timely communication regarding team selections.
4. Commitments made by coaches to players in respect to game time or playing in certain positions will be honoured, at all times, unless there are extenuating circumstances.

OUR EXPECTATIONS

1. All players are registered and financial – have paid their registrations in full.
2. Attend all trainings and meetings as required by team management. If they are unable to do so, they will communicate this with adequate notice.
3. Attend after match functions and team presentations each Saturday in the clubrooms and support club events.
4. All Players have the right to raise selection concerns/issues but must do so in a respectful way. Players are encouraged to direct queries onto their Head Coach or Assistant Coach in the first instance. If a player is unhappy with the outcome, they can discuss this with the Club Captain or refer to the DOR. The Club Captain will notify the DOR of any issues of concern to ensure these can be handled effectively and resolved in a timely manner.



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APPLICATION

1. Initial team lists for Premier, Reserve and Colt's grade teams should be prepared and communicated to all coaches by 6pm Thursday. Final team lists will be confirmed prior to the start of Thursday's training. The Head Coach from each team will announce the starting team lists before training commences.
2. The management and movement of players between teams (promotion or demotion) and the communication to the player/s impacted is the responsibility of the Head Coach of each team. In the absence of the Head Coach or as agreed this may be undertaken by an Assistant Coach.
3. Effective communication with players is essential and needs to be relevant and timely (preferably before Tuesday's training session). Where appropriate discussions with a player relating to demotion should involve a third person such as another team coach.
4. Coaches need to monitor the playing time of all players to ensure every player is receiving a reasonable amount of game time each week.
5. Players will not be selected on the bench as a 'fresh' reserve and be excluded from participating in a lower grade match unless agreed by the player.
6. A coach can make a request to select a player(s) as fresh reserves and this will be assessed by the coaches impacted. This will consider the interests of all parties and in particular the wishes of the player. The assessment will consider:
 - Effect on the lower grade team
 - Game time proposed for "fresh reserve"
 - Depth of squad available
 - Positions to be covered
 - The opposition each team is playing



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- Additional players required from lower grade to standby; and
 - Players' fitness and injury status. This excludes situations where a player has benched for a lower grade team but not taken the field as a replacement or substitute and is then selected as a reserve for a higher-grade team.
7. Players are permitted to play a reduced number of minutes in a lower grade team and then bench for the higher-grade team (by mutual agreement between the Head Coaches) however the player must play a minimum half a game in the lower grade before they can bench for the higher grade. This is to assist coaches in building effective combinations/team structure, supporting player development, enjoyment and maintaining team morale.
8. New players joining the Club in-season must have played a minimum of one game in Reserve or Colts grade before being selected for Premier grade - unless directed otherwise by RugbyWA.
9. Coaches will consider a variety of factors when deciding the selection of players including but not limited to fitness, skill, attitude, leadership qualities, performance levels, ability to execute game plans, injury etc. Coaches will be permitted, in certain circumstances, to select available players on the basis of team needs only including players with specialist skills i.e. front rowers or goal kickers.
10. No player will be promoted or dropped more than one grade unless there are extraordinary circumstances that will be sanctioned by the DOR. When this occurs, the player will be consulted by the DOR and provided clear feedback on the reasons for the promotion/demotion. This does not apply in situations where an aged grade player (Colts or U18s) is dropped from Premier grade and returns to their respective Colts or U18 team. In these cases, communication will be as normal and come from a Premier grade coach.



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FIFO & SHIFT WORKERS

1. The Club recognises that some members who are capable and committed rugby players may have employment that regularly requires them to work away from home or for extended hours and shiftwork. This prevents them from attending all training sessions and games.
2. Players who are FIFO or shift workers, who work regular rosters but are fully committed to playing at the highest level possible will not be penalised or excluded from selection. This does not afford these players any special privileges rather it will not automatically disqualify them from selection.
3. Players will only be considered for selection at the level they last played or higher if:
 - They attend every training session when at home or not rostered to work;
 - They maintain their fitness levels whilst working away or absent due to work commitments;
 - They fulfil their team responsibilities including reviewing match footage and participate (remotely) in team meetings/briefings;
 - Their playing performance meets the standards expected from coaches within a specified grade;
 - Their selection will form the strongest possible team from the players available; and
 - They are free of injury and fit to play.
4. Players that do not work FIFO or shiftwork and who are occasionally affected by work commitments are to notify team managers and/or coaches of their circumstances as per normal team rules.



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DISPUTE RESOLUTION

1. The Club acknowledges selection is a subjective process that can result in coaches and players assessing the needs of the team and player value rather differently.
2. Any concerns or issues should initially be referred onto the relevant team coaches for consideration and response.
3. Where appropriate or if necessary, players may refer a matter directly onto the DOR who will arrange to meet and speak with relevant players / coaches and resolve.
4. In the event a coach or player remains aggrieved, for any reason, with a decision they can ask the Director of Rugby (DOR) and/or Club Captain for a review of the selection decision. This process will be conducted as soon as practicable, and the player/coach will be notified of the outcome. If the DOR is unavailable, then the CMRP will be the backup.