



TEAM/PLAYER SELECTION POLICY

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Note - Document will be reviewed annually and may be updated at that time. Changes will be marked in RED text.

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1 INTRODUCTION

This selection policy and the selection processes that support it have been developed by **Southern Lions RUFC (SLRUFC)** to manage the interests of individuals and promote harmony within the Club.

The selection policy and processes are built on the principles of fairness and transparency.

The Selection Policy aims to ensure that:

- players meet basic requirements to be eligible for selection
- players have an equal opportunity to earn their place in a team
- players have the opportunity to achieve their potential
- There is a level of Club cohesion which provides the platform for achieving the best possible results.

2 SOUTHERN LIONS RUFC - CONTACTS

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Note – The Committee Executive means the Club President, Vice President Juniors, Vice President Seniors and the Club Secretary.

3 WHOLE OF CLUB SELECTION ELIGIBILITY CRITERIA

Satisfaction of these requirements renders players eligible for selection but does not guarantee selection.

Selection remains at the selection panel / coach's discretion subject to individual factors such as, but not limited to, players' performance, behaviour, attitude, discipline and standing with the Club.

1. Players must be registered to play for Southern Lions RUFC.
2. Players must be financial before **each** game or have entered into a time to pay arrangement and payments must be current. Time to pay arrangements must be negotiated with the club's Senior or Junior Registrar (as the case may be) and approved by the Club President, Vice President **Seniors** or Vice President **Juniors**.
3. Players subject to any disciplinary sanction imposed by either RugbyWA (or any other union) or Southern Lions RUFC (including suspension pending investigation of breaches of Southern Lions RUFC's Code of Conduct) are ineligible for selection.
4. Unless absent with reasonable excuse, players that train are to be given selection preference to starting positions over players that do not.
5. Players are to advise their team coach or manager of their availability for selection each week by no later than Tuesday of that week. Players that do not will be assumed to be unavailable.

4 JUNIOR SPECIFIC SELECTION ELIGIBILITY CRITERIA

[In addition to the Whole of Club criteria]

1. Players must provide acceptable proof of age to play in their correct eligible age group or proof of current dispensation from RugbyWA to play outside their eligible age groups.
2. Players selected for the tight five must have sufficient skill for the positions selected for from under 10 upwards, including an the ability to demonstrate an understanding of the "Mayday" neck safety protocols.
3. No junior player shall be selected for junior games contrary to prevailing competition rules regarding maximum playing time per weekend.
4. No junior player may take the field without a mouthguard or suitable enclosed footwear.

5 SENIOR TEAMS SELECTIONS

(U20's, Womens, Mens Open Grades)

1. Senior team selection will be made by conferral between the Senior Head Coach/Director of Rugby, Team Coach & Assistant Coaches (**the Selection Committee**).
2. The 1st XV will be selected first, and then 2nd XV and so on. Players not selected to start in the 1st XV match day squad are eligible for selection for the 2nd XV starting positions and likewise down the grades.
3. Under 20s player are eligible for senior selection by agreement between the Senior Head Coach and the Under 20s Coach that best suits player development needs. If

selected to play open grade rugby that weekend the player must train with the team they are selected for that week.

4. Teams will be selected and announced to players by no later than the beginning of the final training before the game (subject to late changes and availability).
5. The Selection Committee will make team selections from the eligible players. In making selections the Selection Committee will have regard to the following criteria:
 - a. The Club Selection eligibility criteria (above)
 - b. Players' levels of skill, fitness and knowledge of a position
 - c. Players' performance and attendance at pre-season, training and/or in previous games
 - d. For Men's Open teams below Premier Grade, where more than 1 player is available for selection for a single position, if any of the players are not able/willing to backup for the higher grade, then they shall be selected in the replacements, and a player that is able/willing to backup for the higher grade, shall be selected.
 - e. For U20s and where the players are capable, where more than 1 player is available for selection for a single position, if any of the players are not able/willing to backup for Reserve grade, then they shall be selected in the replacements, and a player that is able/willing to backup for the Reserve grade, shall be selected.
 - f. Demonstrate consistent and effective communications with the team managers and coaches including a player's desire to improve
 - g. Adhere to the team and club values
 - h. Player development opportunities
 - i. Game strategy and team combinations
 - j. Minimisation of risk to player safety
 - k. Any other relevant input from the Selection Committee.
6. The Selection Committee will communicate to players who miss selection why they have not been selected and what the player can do to improve their chance of future selection.
7. The Selection Committee will make every effort to assist players to improve their chance of future selection.

6 JUNIOR TEAMS SELECTIONS

1. Junior team selections should be made with regard to the Whole of Club and Junior selection Eligibility criteria (set out above) and the following additional criteria:
 - a. Players are to be given equitable opportunities to compete for starting positions each week. At u/6-u/13 levels this might be done on a rotational basis. Between u/14-u/17's this might be on the basis of equitable opportunities to display their ability to compete for a starting position at training.

- b. Players are to be given equitable game time across the course of a season, preferably with each player playing at least half a game each week, across multiple positions if required.
 - c. Players registered to play u/14 – u/17 are to be given equitable opportunities to compete for their preferred positions. Player preference will be considered when selecting players to positions within a team however the coach retains responsibility to ensure that players are selected to play positions with regard to player welfare, team requirements and player development opportunities.
2. Responsibility for selections resides with the team coach however the team coach must have regard to the views and opinions of the team's assistant coach(es).
3. With regard to player development opportunities the Senior Head Coach / Director of Rugby has the right to participate in u/17 team selection and the team coach must have regard to their views.
4. Team selection for u/14-u/17 teams should be announced to players by no later than the beginning of the final training before the game (subject to late changes and availability).

7 FINALS (WHOLE OF CLUB)

It is difficult to be overly prescriptive in regards to player selection when teams compete in finals. Southern Lions recognise that there will be the natural inclination to pick the best team to secure the team's chance of victory and the Club accepts that teams for finals must be selected on merit.

However, in making selections in regards to merit coaches (and in particular junior coaches) are reminded that:

1. If players have been good enough to contribute throughout the season to a team getting to finals then they are good enough to share equitably in the experience of playing in finals; and
2. At this time selection decisions will be subject to extra scrutiny by players (and parents) and coaches should be able to justify their selections by reference to the relevant eligibility and selection criteria.

8 INJURED PLAYERS (WHOLE OF CLUB)

1. Players must be fit for selection (i.e. not injured).
2. Players suffering concussion will be managed according to RugbyWA / Rugby Australia concussion management guidelines and medical advice. Players suspected of having concussion will not be allowed to play or train or be considered for selection until medically cleared.
3. In any other circumstance, no player will be selected or permitted to continue playing contrary to medical advice received by or provided to Southern Lions RUFC.
4. Where there is more than one team in an age group injured players who have missed more than 2 weeks through injury are to be returned to playing via the lower team (e.g. injured 1st grade player, returns to playing via 2nd grade).
5. Where there is only one team in age group (or no lower grade team) injured players who have missed more than 2 weeks through injury must be returned to play as a **replacement** for at least 1 week, before being eligible to be selected in the starting team.

9 NEW PLAYERS (WHOLE OF CLUB)

1. Subject to player safety considerations and numbers of eligible players available for selection, players who join the club after the playing season commences are eligible to play but must:
 - a. in the case of seniors, progress towards the highest grade they may be selected for via lower grades for at least 1 week; and,
 - b. in the case of juniors, progress towards a starting position via the **replacements** bench for at least 1 week.

10 REPRESENTATIVE DUTIES (WHOLE OF CLUB)

1. If any player is absent from club duties due to any form of rugby union representative duties that player is eligible to be considered for selection in the positions they occupied prior to their representative duties without transitioning back to their team position via a lower team or the **replacements** bench.
2. Subject to numbers of eligible players available for selection, if any player is absent from club duties due to any form of representative sporting duties other than rugby union that player must transition back to their team via a lower team or the **replacements** bench for 1 week.

11 SPECIAL EVENTS (JUNIORS)

Junior players are occasionally invited to participate in special events such as playing at **Global Rapid Rugby**/NRC games at half time or act as Wallabies mascot at test matches, and so on.

1. Participation in all special events shall be at the Club's discretion.
2. Player participation in events the Club elects to participate in shall be determined by lottery where there are more players than places available for participation in the special event.
3. Participation in the lottery shall be by player/parent nomination.
4. All players eligible to participate in a special event must be advised of the event and the process by which players will be chosen for that event.
5. Notification will be by email to the players (or their parents) email address registered to the club and by the team Facebook **group**.
6. A reasonable period in the circumstances must be allowed for players to nominate for the lottery, such nomination to be given to the team manager/coach by email or personally.
7. A lottery will be conducted of all players who have nominated by the cut-off date to be included in the lottery.
8. Where the event is a **team** event the **children of the Team Head coach, the Assistant Coach(s) and the Team Manager are exempt from the lottery, and their children will be granted a place in that team. The Team Head Coach, Assistant Coach(s) and Team Manager must attend the event, or their child(ren) will be entered in the lottery.**
9. Subject to (6) above, the lottery for the special event shall be conducted by **the Junior Liaison Officer (for the age group) or the Vice President Juniors** at the club house by the

drawing of names from a hat. All players who nominated for the lottery must be drawn and recorded in order so the order of players and replacements can be determined.

10. Players who cannot or do not want to participate in the special event shall be replaced by the first placed reserve and so on until all reserves have been exhausted.
11. Where there are fewer nominations than places, the **Vice President Juniors (or Club President in their absence) in consultation with the Team Coach has** the right to invite players from other teams to participate in the lottery for the special event.
12. Where all players have been exhausted and positions remain open in the special event, the **Vice President Juniors (or Club President in their absence) in consultation with the Team Coach has** the right to select persons to fill the positions that remain open.
13. Where no nominations for participation in a lottery have been received by the closing date the Club may decline to participate in the special event. **The Vice President Juniors (or Club President in their absence) shall advise the event organisers.**
14. The **Vice President Juniors or Club President** may delegate **their** rights under this policy to **a Committee Member.**

12 TOUR SELECTION POLICY

(Beyond Perth Metropolitan club area as delineated by Bunbury, North Coast, Cottesloe, Midland clubs).

Teams from Southern Lions occasionally tour. These are usually beyond the scope of the formal rugby season. Tours are subject to the Club's Code of Conduct and any rules and conditions specific to that tour.

1. In respect of pre-season or off-season tours, all registered and financial players from the preceding season and those players intending on playing in the next season shall be invited to express interest in touring with a team.
2. In respect of in-season tours, all registered and financial players from the current playing season shall be invited to express interest in touring with a team.
3. As touring is a significant personal financial commitment all players who are paid up and financial for that tour and otherwise meet the club's eligibility and medical requirements are eligible for match selection whilst on tour.
4. Match day selections should be made with general regard to the relevant selection criteria for seniors and juniors (as the case may be) with regard to the fact that touring players have made a significant personal financial commitment to attend the tour and should reasonably expect equitable game time.

13 OUT OF SEASON COMPETITIONS (JUNIORS)

Teams from Southern Lions often compete in rugby competitions beyond the regular domestic 15's competitions (i.e. 7's and 10's). These are beyond the scope of the formal rugby season. Participation in such events are subject to the Club's Code of Conduct and any rules and conditions specific to that event.

1. The team coach and assistant coach(es) **will be invited by the Vice President Juniors and the Junior Coaching Coordinator as to** whether they, together or separately, will form or would like to coach their team for an out of season competition.
2. In the absence or unwillingness of the team coach or assistant coach(es) (whether together or separately) to form or coach an out of season team, parents will be invited **by the Vice President Juniors and the Junior Coaching Coordinator** to coach any team formed.
3. Parent coaches must satisfy the Club's minimum standards of coaching. See the Club's Coaching Selection Policy.
4. Where there is more than one nomination from parents to coach an out of season team the Vice President Juniors (or in their absence - the Club President), **Junior Liaison Officer (for that age group)** and the **Junior Coaching Coordinator** shall endeavour to resolve the matter by agreement with the parents concerned with regard to the future coaching requirements of the team and the Club.
5. Where the selection of a parent coach cannot be resolved by agreement the **Vice President Juniors (or in their absence - the Club President), Junior Liaison Officer (for that age group) and the Junior Coaching Coordinator** shall appoint a coach to a team for an out of season competition and advise the interested parties the reasons for the appointment.
6. **Out** of season teams will be made up of players from a single age group team **and** those players eligible to play in that age group and selected in general accordance with the nomination and lottery provisions applicable to special events (i.e. general call for nomination, nomination, lottery. See above).
7. If there are sufficient nominations to fill two teams for an out of season competition from one age group then the division of those teams must be done so as to result in two evenly matched teams, rather than an "A" and a "B" team.
8. Where players nominate for but do not secure a place via the lottery the **Team Head Coach or Assistant Coach(es)**, or in their absence, the **Vice President Juniors and Junior Coaching Coordinator**, must use their best endeavours to form a mixed age group composite team made up of players who have nominated but not been selected by lottery for their age group teams. **In this eventuality, parents will again be invited to coach.**
9. A composite team formed to allow excess players not selected in their age group's initial team via the nomination and lottery process may be selected on a first past the post basis.
 - a. Players eligible for the composite team must be informed of the prospect of playing in a composite team and invited by email or facebook to nominate for that team.
 - b. Playing spots will be filled by order of nomination.

- c. Where after a reasonable time (usually 1 week) has passed there are fewer nominations than spots available, the Vice President Juniors may invite players to play in that composite team to fill the remaining spots.
10. The exception to the selection by lottery or selection by nomination provisions are that any child of the person coaching the out of season team eligible for that team (i.e. age appropriate) is an automatic selection. All remaining places for the out of season team will be determined by lottery or in order of nomination as the case may be.
11. Players not selected for an out of season team must be allowed to continue to train with their age group team in relation to an out of season competition if they wish to, whether they have nominated for that team or not.

14 SELECTION GRIEVANCES (SENIORS)

1. Queries about senior selection should be addressed in the first instance to the team manager, who will raise the issue with the team coach.
2. If a player is not comfortable raising the matter directly with the team manager then any grievance should be directed to the team captain or the Club Captain outside of training time.
3. Seniors players are encouraged before escalating a selection grievance to discuss the reasons for their selection (or non-selection, as the case may be) with the team coach if they have not already been provided reasons for their selection (see above).
4. Grievances that cannot be resolved by discussion with the team manager and coach, team captain or Club Captain are to be escalated to the Vice President Seniors.
5. In addressing any selection grievance escalated to his attention the Vice President Seniors shall have regard to the views of the Director of Rugby and Club President.

15 SELECTION GRIEVANCES (JUNIORS)

1. Queries about any junior selection should be addressed in the first instance to the team manager by the aggrieved player or the player's parent. The team manager will discuss with the team coach and advise of the selection reasons.
2. If a player or parent is not comfortable raising the matter directly with the team manager, then any grievance should be directed to the Junior Liaison Officer (for that age group), or in their absence the Vice President Juniors. The Junior Liaison Officer (for that age group) will discuss with the team coach and advise of the selection reasons.
3. Grievances that cannot be resolved by discussion with team manager or, Junior Liaison Officer (for that age group) are to be escalated to the Vice President Juniors, or in their absence, the Club President.
4. In addressing any selection grievance escalated to their attention, the Vice President Juniors shall have regard to the views of the Junior Liaison Officer (for that age group), the Junior Coaching Coordinator and Club President.
5. After initial contact with the team manager or Junior Liaison Officer (for that age group), the team coach may be involved directly in the conversations with the aggrieved player or the player's parent. This may occur at the request of any of the parties. This shall take place outside of team training times.