



COACHING, TEAM SELECTION & ROTATION POLICY

Version History

Version	Date	Authors	Summary of Changes
1.0	26/5/14	R J Sharp, M O'Brien	Document Initialisation
1.1	28/7/22	As above, Lynne Simpson	

Acceptance

Position	Approval Date	Version	Name	Next Review
President	26/6/14	1.0	Richard Sharp	9/2014
Secretary	26/6/14	1.0	Rebecca Marnock	9/2014
President	23/01/23	1.1	Michael Simpson	2/2024
Secretary	23/01/23	1.1	Lynne Simpson	2/2024

Purpose:

The purpose of this policy is to provide ***certainty and consistency*** in the team selection process for coaching staff, players, and parents.

Inconsistency with the Constitution:

If there is any inconsistency between the terms of this Policy and the Constitution, then (to the extent permitted by law) the Constitution will override this policy, and will apply, to the extent of that inconsistency.

Natural Justice

Throughout this policy reference is made to the notion of 'Fairness'. In law this is called 'Natural Justice.' Whenever selectors/coaches consider a selection decision or an appeal is heard, the most important consideration is the requirement that natural justice has been applied.

What Is Natural Justice?

Essentially, Natural Justice in selection requires the following three elements.

1. The player must be aware of the selection criteria
2. The player must be given an opportunity to put their case to an appeal or review tribunal
3. The selectors/coaches must make their selection without bias. Or in other words "act in good faith"

Transparency





Fundamental to the notion of fairness in selection procedure is the entire process be transparent and accountable. That is, there should be full and frank disclosure of all the elements of the selection process to those involved.

Transparency may be defined as the means by which players understand the selection process and are satisfied that the process will be followed in every instance. If the process attempts to:

- Hide matters from the player
- Change the rules midstream
- Apply inappropriate criteria
- Do anything beyond the scope of the printed selection policy
- Do anything else outside the reasonable expectation of the athlete

Then the notion of transparency has been betrayed.

How will selection work?

The specifics of selection and rotation only apply to teams who are playing for competition points or who are in the international rules grades. All other grades (i.e. mini and mod grades who are not playing for competition points) will have a primary focus on equal participation with a priority on club values of fun, family, teamwork, and sportsmanship.

Therefore the application of fairness holds two meanings:

1. Mini/Mod (i.e. non competition grades) - Fairness is derived through equal participation and non-bias to players who have a more natural ability.
2. International (competition grades) - Fairness is derived through the application of the selection criteria as illustrated below whilst being considerate that players of lesser ability require support to develop their skills.

Who is responsible for the selection?

The coach (and where applicable the assistant coach) in consultation with the Director of Coaching (if the need arises) will hold final say in the selection and rotation of physically able players. The head trainer will have input into selection based upon their assessment of any known or potential injuries. In the case of situations where the head trainer has serious concerns over player welfare, the head trainer's decision will be final.

When does selection occur?

In cases where the Eastern Raptors Rugby League Club has enough players to field two teams in international age group grades a trial process will occur to grade the players ability prior to the beginning of the season but no later than round 4 of the NRL Victoria season. Selection for the run-on team occurs on the training night prior to the weekend game.

How is rotation managed?

Rotation is managed based on the coaching team's assessment of the eligibility criteria whilst keeping in mind that a rotation schedule that allows for players to develop their skills, whilst minimising on field players potential for injury or fatigue is equally important.

It will be to the coach's discretion whether this rotation will be based on an agreed time frame or whether the player has the ability to safely perform the role in specific positions etc.



The eligibility criteria and how they will be applied?

1. Financial – the player must be financial. In cases where a player is not financial then preference will be given to those who are financial. This applies to mini, mod and international grades. It should be noted the application of the rules in the Schedule of Fees overrides this policy to the extent of applicable law.

2. Training attendance and active participation – rugby league is a team sport and attendance is incredibly important to the building of an effective team. Those players who regularly attend training sessions and actively participate will be given preference over those who do not.

3. Responsiveness to coaching instruction – Those players who respond to coaching instruction and attempt to apply what the coach has instructed will be given preference to those who do not. It should be noted that the coach should not instruct the player to perform acts that may put the player into situations to which they have not been adequately prepared. This is an area of subjectivity that may require consultation with the Director of Coaching to ensure that the coaches experienced assessment is not subjected to pressure to place a player into inadequately prepared situations.

4. Game day attendance (both home and away) – Those players who regularly attend both home and away games, irrespective of whether they are in the run on side or not, will be given preference to those who have not.

5. Physical size and ability of opposition and player past performance – A player's past performance will be considered in the selection process. Rugby League is a full contact sport, and the coach should consider past performance, strength, and ability when assessing the teams they will face on any given match day. This may mean that in cases where the Eastern Raptors Rugby League Club is facing a stronger or more experienced team, the Raptors players who are less experienced or physically developed are rested whilst stronger, more experienced players are given preference.

Conversely if the Eastern Raptors Rugby League Club face a less experienced or less physically developed team, preference should be given to the Raptors players who are less experienced and physically developed, with the stronger, more experienced players rested.

6. Level of physical fitness and aptitude – In partnership with the head trainer, each player's level of physical fitness will be assessed. The coach and assistant coach will assess each player's aptitude, physical ability, and strength to determine the most relevant position for the player.

7. Current or potential injury – The head trainer has the authority to override selection based on an injury assessment, or available medical data. The head trainer will make these decisions in the best interest of the player's welfare, and in accordance with NRL Victoria rules and regulations or any other rules and regulations applicable to the Eastern Raptors Rugby League Club.



The head trainer will provide clear reasons for any decision and will advise the player (or the players parents) on what is required for the player to safely engage in further on field or off field activity.

8. General behaviour, attitude, teamwork and respect.–Rugby league is a team sport. Players need to display behaviours and attitudes that show respect to club staff, coaching staff, and teammates. Players acknowledge that to be part of a team means making an active contribution to the team, following reasonable instructions, contributing to team activities, and operating in an environment that is safe, fair, and equitable.

The coaching staff will assess the players against the club values of *respect, teamwork, honesty and sportsmanship* and can preference a player who demonstrates a team first mentality over a more talented or experienced player who does not.

9. Extenuating circumstances

Where a player has a legitimate reason for missing training or game days, the coach will take this into consideration. Examples include.

- Returning from injury
- Family or work commitments
- Unforeseen personal circumstances

Non-Selection of a player

In cases where a player has been deemed unfit to play or is not selected in the game day squad, the coach and head trainer may be required to demonstrate the application of these rules to ensure fairness is applied. Therefore all coaching staff in competition grades in particular should keep detailed notes on players and the application of these criteria.

Who to contact about issues?

A player or parent who has concerns about selection or rotation should first approach the coach to address their concerns. If this is not possible then the player or parent should approach the Director of Coaching. Alternatively, if the player or parent would like to gain some advice as to their options they can approach the MPIO (Member Protection Information Officer).

Appeals rights and processes.

In the event that a player or parent wishes to appeal selection or rotation of a player through the bench during game time, the player, parents and coaching staff should work together following the procedures in Division 3 of the Constitution. A particular focus needs to be placed by all parties on section 26 "Parties must attempt to resolve the dispute." The principle of what is best for the team and club should always be held as the first priority.