

**HOME GROUND**  
COLCHESTER RESERVE  
COLCHESTER ROAD  
BORONIA VIC 3155  
TEL: 0421 154 776



**CORRESPONDENCE**  
EASTERN RAPTORS RLC  
PO BOX 350  
BORONIA VIC 3155  
WWW.EASTERNRAPTORS.COM.AU

# **EASTERN RAPTORS RUGBY LEAGUE CLUB**

## **COACHING, TEAM SELECTION & ROTATION POLICY**

### **Version History**

Version	Date	Authors	Summary of Changes
1.0	26/5/14	R Sharp, M O'Brien	Document Initialisation

### **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	

### **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.



**HOME GROUND**  
COLCHESTER RESERVE  
COLCHESTER ROAD  
BORONIA VIC 3155  
TEL: 0421 154 776



**CORRESPONDENCE**  
EASTERN RAPTORS RLC  
PO BOX 350  
BORONIA VIC 3155  
WWW.EASTERNRAPTORS.COM.AU

**EASTERN RAPTORS**

**RUGBY LEAGUE CLUB**

### **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. Mod/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 coaching coordinator (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 his or hers assessment of any known or potential injuries. In the case of situations where the head trainer has serious concerns over player welfare the head trainers 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 VRL round 4 of the 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 teams 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. It should be stipulated that in the B division of a junior competition the coach should endeavour to ensure that a player (irrespective of ability) play at least one half of the game if all criteria is successfully met.

### **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 coaching coordinator and junior member representative 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.



**HOME GROUND**  
COLCHESTER RESERVE  
COLCHESTER ROAD  
BORONIA VIC 3155  
TEL: 0421 154 776



**CORRESPONDENCE**  
EASTERN RAPTORS RLC  
PO BOX 350  
BORONIA VIC 3155  
WWW.EASTERNRAPTORS.COM.AU

## **EASTERN RAPTORS RUGBY LEAGUE CLUB**

5. ***Physical size and ability of opposition and player past performance*** – A players past performance will be considered in the selection process. Rugby League is a full contact sport and the coach should consider past performance in assessing the teams his/her team will face on any given match day. This may mean that in cases where the Eastern Raptors Rugby League Club are facing a larger more experienced team the Raptors players who are smaller and less experienced are rested whilst the larger more experienced players are given preference. Conversely if the Eastern Raptors Rugby League Club face a smaller, less experienced team preference should be given to the Raptors players who are smaller and less experienced, with the larger more experience players rested.
6. ***Level of physical fitness and aptitude*** – In partnership with the head trainer the level of physical fitness will be assessed. In partnership with the assistant coach the coach will assess each players aptitude based on the most relevant position for the players ability and aptitude.
7. ***Current or potential injury*** – The head trainer at his/her sole discretion will have input into whether a player is eligible for selection or not. The head trainer's decision shall be final and should not be questioned by the player, parents or coaching staff.
8. ***General behaviour, attitude and willingness to contribute and work with the coaching staff and fellow players*** – rugby league is a team sport and players need to respect that to be part of a team means that active contribution to the team (including both coaching staff and players) creates a positive environment for all. In many cases a less able player who shows dedication and a strong work philosophy will be given preference over a talented player who just turns up. The coaching staff will assess the players against the club values of *respect, teamwork, honesty and sportsmanship in particular*.
9. ***Extenuating circumstances (i.e. returning from injury, family holidays/commitments out of the control of the junior player or personal bereavement)*** – Where a player has a legitimate excuse for missing training or game days the coach will take this into consideration.

### **Removal of a player from the team**

In cases where a player has been deemed unfit to play or is required to start as a reserve 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 and international grades in particular must 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 junior member representative and/or coaching coordinator. 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.

