



Armidale Rugby Club



Player/Team Selection Policy

1. Aim

- 1.1 The Armidale Rugby Union Football Club ("ARC") has a diverse player base that caters for players from representative level to novices. Players that train regardless of skill level and experience will be given priority to positions within club teams
- 1.2 All rugby players whether they be old or new are welcome and openly encouraged to play for the ARC and it is this unity in diversity that characterizes the club
- 1.3 The aim of this policy is to ensure, and assure players at all levels, that selections are based on objective criteria. The application of this policy will ensure that ARC remains a Club that strives for fairness and equity in all coach and player management.
- 1.5 The overriding principle is for a selection committee to select the best team possible for ARC given consideration of the principles of selection equity outlined below.

2. Objective

- 2.1 To select the best possible teams to represent ARC every week.

3. Selection Panel

- 3.1 The Selection Panel for each team will comprise of the following:
 - Head Coach
 - Players Representative (Club Captain); and
 - Coach (or designate) of each Senior Team in the Club.
- 3.2 Appropriately qualified and experienced selectors can be appointed by the group above and may be added in the absence of any of the above.

4. Process of Selection for Team

- 4.1 All players wishing to be considered for selection must have shown their commitment towards being a registered and financial player and eligible to participate in NERU or Affiliated Body competitions and be a fully paid Club member by week 8 of the competition.
- 4.2 Players will be selected into grades in descending order from 1st Grade and Colts to represent ARC and, in principle will make themselves available to play at the highest grade to assist the club. (*Players can, in discussion with the coach/selectors, nominate the highest grade in which they are comfortable to play*).
- 4.3 The selection of players for each subsequent team to compete in each game will be made by the Head Coach for that team in conjunction and consultation with other Coaches.
- 4.4 Selection decisions will be open and coaches will communicate any changes in selection to the players detailing the reasons behind the decision (at the earliest opportunity, usually by the end of training on the Thursday prior to games).
- 4.5 Players will be returned to the club through the lower grades for longer absences, however coaches and players need to be mindful of peak periods such as:

- ❖ school and university holidays;
- ❖ end of financial year and other typically buy periods; and
- ❖ the representative season.

4.6 During the above peak periods grades will need to be filled from 1st Grade to Colts based on skill level, fitness & experience and will be filled regardless of length of absence. Due consideration will be given to those who have trained and played regularly.

5. Selection Criteria

- 5.1 Selections should be seen as fair and all players should have an expectation of being told a reason for their selection, so they have the opportunity to work on such advice. Good communication between coaches and players is seen as essential.
- 5.2 Subject to the overriding factors described in the paragraph below, team players will be selected according to the following:
- a) Form and individual performances in club or trial matches viewed during the selection period;
 - b) Adherence to training schedules and programs applicable to the individual team;
 - c) Level of fitness – size, speed, strength, power and capacity to fill the position in a grade;
 - d) Core and Position specific skills;
 - e) Ability to work in a team environment;
 - f) The balance of players and positions required to enable the development of a team that matches the desired playing approach and strategies;
 - g) Player Safety; and
 - h) Medical Staff Assessment.
 - i) Player attitude and commitment to the well-being of the team and Club.

The selectors will apply their experience and discretion to weigh each of the above factors in selecting players.

5.3 Additionally, subject to safety provisions, and availability of physically able players in key positions (ie front row), further provisions shall apply.

6. Younger age Selection Criteria

6.1 If a younger aged player is developed enough for the rigours of more senior grade rugby and it is in the interest of the player to play other grades, a discussion of selection must occur between the Coaches to this effect. All IRB & ARU guidelines will apply.

7. Replacements/Reserves

- 7.1 Unless under extreme circumstances as envisaged by the head coach; players who are to replace or reserve for higher grades should come from the preceding grades, this process is as follows:
- 2nd Grade players to reserve for 1st Grade;
 - Selected Colts to reserve for other Grades.

NB. This is to be followed if playing times and locations permit.

8. New Players

- 8.1 Under normal circumstances, players who arrive new to the Club during a season should have to display competence in lower grades before winning promotion to 1st Grade.
- 8.2 If a player arrives during the pre-season, they will be graded as per pre-season game form.
- 8.3 If a proven, high-quality player arrives after pre-season, they should expect to start in 2nd grade. They may start on the reserve bench for 1st grade.
- 8.4 If the player arrives without previous form, selection will be based according to paragraphs 5.2 and 5.3.

9. Missed Games

- 9.1 Players must train to play in grades and players must inform either Head Coach, Club Captain, team Coach or team Manager if unavailable for training or games with reasonable notice eg **2 hours** before training and **24 hours** before a game.
- 9.2 If a player **misses up to 2 games** with a valid excuse through either sickness/ exams/ holidays/ work/ injury/ etc then they may return to the same grade in which they last played.
- 9.3 If a player **misses 3 or more games** they will be selected in the grade below (as per above).
- 9.4 If a player **misses a game without cause**, he will be dropped to a lower grade under consultation with the selection panel.

10 Representative Selection

- 10.1 ARC players selected to participate in representatives fixtures and competitions will be encouraged to satisfy the selection. Players returning from representative duties will be returned to the Grade from which they left.

11 Form

- 11.1 If a player is dropped due to poor form, under normal circumstances the elevated player will get **2 games** to display their competence, provided in the selection panel's view, it does not compromise the team's performance.

12 Overriding Factors

- 12.1 Selectors are able to give weight to extenuating circumstances that may have affected the performance of a player during the selection period. Players will be required to provide written documentation to the Head Coach and the respective coach before the commencement of selection period of any extenuating circumstance.
- 12.2 The selection panel may, in its absolute discretion, add players to teams at any stage subject to those players satisfying the relevant selection policy.
- 12.3 Players may be removed from a Team through:
- a) Breach of the Club Charter;

- b) Injury or illness; and
- c) Breaches of the Armidale Rugby Club and/or ARU Code of Conduct.

13 Appeals

- 13.1 All appeals relating to selection must be made within 48 hours.
- 13.2 Any appeal is to be addressed to the Club President and/or Secretary.
- 13.3 Such appeal will be heard by the Selection Panel and a Member of the Executive Committee as soon as possible.

14 Game Day Apparel

- 14.1 Players are to wear at a minimum the ARC shirt or Blue shirt with jeans or dress pants to fixtures. ARC track suit tops or polar fleece jackets are also encouraged as the days get shorter and cooler.

15 After-match Presentations

- 15.1 All 1st Grade players are to remain behind after home and away fixtures for after-match presentations unless legitimate reasons to not be present have been communicated to the 1st grade management prior to the game.
- 15.2 All lower grade players are encouraged to remain behind after all home fixtures for after-match presentations and social activities that the club is hosting.