



Junior Sports Club

Policy Name: Team and Player Selection
Policy Authorisation and Date: Association Committee 13 December 2018

Team and Player Selection Policy

Purpose:

To clarify the team selection process and to ensure that it remains in line with the Kensington Flemington Junior Sports Club ("the Club") values and objectives as outlined in the Club's Statement of Purpose and is consistent with other Club Policies

Key Relevant Club Objectives:

To develop player self-esteem.

That the club is accessible to players of all abilities.

To encourage the development of player sporting, personal and social skills to their fullest potential.

Team Selection Criteria:

The following criteria, as applicable to each sport, will be taken into consideration in the selection of two or more teams within a graded age level:

Primary

- Player Skills & Confidence (sporting);
- Player Motivation Level;
- Player Level of Fearlessness;
- Team balance and competitiveness for all teams within the age level;
- Sufficient adult helpers for all teams as required by League or Associations for the effective operation of the team.

Secondary

- Player Age;
- Player Size;
- Player Skills & Confidence (social / leadership);
- Player Development / Extension;
- Provide each player opportunity to experience some success during the season;
- Existing friendships and opportunities to extend friendship circle.

Note 1: Existing friendships will only be a prime consideration in the selection of teams within an ungraded age level/competition.

Note 2: The Club believes that the development of individual players is best served in a sporting sense and socially by playing in their correct age group. To play above that age group players must apply for special permission from the applicable operations committee.

Player Selection Criteria:

The Club authorises the coaches and team managers at each age level in conjunction with their Operations Committee for each sport to select the teams in accordance with the above criteria.

Selection Process:

Each sport has a maximum number of players that may be selected in a team each week. If a team list extends beyond that designated number, some players will be required to be rostered off during the progress of the season. The rostering process should be equitable in that all players that have satisfied the requirements specified by coaches in the team rules, and should be rostered off for an equal number of games. It is recognised that player injury, and behaviour and/or disciplinary reasons may be a factor in the selection process. In higher age groups the team leadership group may be exempt from this process. An accurate record of player selection to show matches played and rostered off will be kept to demonstrate equity of selection.

Player Rotation Between Different Grades:

Coaches may also rotate players between differently graded teams in line with the above criteria for the purpose of player sporting and or social development and also team balance and competitiveness. However, it must be done in a way that recognises the importance in team games of maintaining team stability.

Special Needs:

The Club appreciates that there may be extenuating circumstances where two players may wish to play in the same team. Such requests should be made through the Coaches and Team Managers of that sporting team and then, in the event that difficulties arise accommodating the request, referred to the Operations Committee.

Finals Selection:

It is generally acknowledged that finals in each sport are different from home and away games throughout the season. To that end, selection for finals games may result in some difficult decision-making. The process and selection for finals teams will follow the guiding principles:

- The club will provide an opportunity for as many players as possible to experience finals competition;
- Coaches will ensure that playing time and player selection is managed as equitably as possible. (See Player Rotation Policy).

Finals Selection Criteria:

- Player Skills & Confidence (sporting);
- Player Motivation Level and Commitment
- Player Level of Importance to Team Structure
- The Player is a regular player in that team

The selection process for teams at under 14 and above will follow the guidelines as outlined and the Coach will have some further discretion available to guide the amount of playing time for individual players and use of the interchange process. This may be related to player injury and/or disciplinary reasons. In sports where an interchange bench is employed, the coach may, after consulting the coaching panel, determine the number of interchange players to be selected for finals games.

In the case where there are two or more teams in an age group and not all teams are playing finals – in selecting players for a particular team, eligible players from other teams can only be considered after all regular players in that team have been selected.

Authority:

The Club authorises the coaches and team managers at each age level to select the teams in accordance with the above criteria.

Explanations:

The Club believes that its values and objectives are more likely to be achieved if the above range of criteria in the selection of teams within a graded age level rather than the simplistic selection of all the ‘best’ players in the higher graded team.

In particular the Club recognises that in graded age level competitions player self-esteem is less likely to be positively developed if they are playing in a grade significantly above their current sporting or social abilities. Conversely a player’s sporting and social development will be less likely to be enhanced if they are playing at level, which is well below their sporting or social abilities.

The Club understands the importance of friendships as a key motivating factor for all people, especially the very young, to participate in sport as well as the need for this to be balanced within the context of the above, the aim of creating competitive teams (refer ‘Team Grading’ Policy) and the role team sport can play in extending young people’s social networks. In finals matches the club believes that the team being as competitive as possible is a higher priority than in fixture games. This may mean that some players may get less game time and others may not be selected. However, in finals selection, the club will endeavor to balance team competitiveness with offering as many players as possible the opportunity to take part in the finals series and to therefore share in the success of the team

Grievance Process:

In the case of dispute/grievance/disciplinary issue, the matter must be referred to the relevant Operations Committee, provided that with the exception of the Committee Chairperson, any parent of player in that age group takes no part in the decision. Matters referred to the Operations Committee will be heard within 7 days. The respective Operations Committee shall determine the appropriate resolution and / or penalty for policy contravention. Should the parties not reach a resolution, the dispute may be escalated to the Association Committee for consideration and resolution. This committee will hear and determine any appeal within 7 days for receipt of referral.