



<b>Policy Name:</b>	<b>Domestic Junior Teams Organisation/Selection Principles</b>
Approved BY:	General Committee
Responsible:	Domestic Committee
Effective Date;	October 2020
Review Cycle:	1 Year

## **Purpose**

The purpose of this document to represent the Clubs position on the processes and priorities given in the selection of its Junior Domestic teams

## **Scope**

This Policy covers all parties involved in the selection of Junior Domestic Teams, including convenors, coaches, playing members and families.

### **1. Authority in meetings**

- 1.1. Authority in matters relating to enrolment /coaching and player selection – notification and review is vested in meetings and discussions between those concerned with that aspect of the program, in an organizational capacity including relevant staff, and members of the Junior Domestic Committee who shall review procedures after each selection period.
- 1.2. The Overall Convenor/s shall be responsible to the Junior Domestic Committee for administering the policy determined but through the specific portfolios allocated to particular people such as the Age Group Convenors.
- 1.3. Age Group Convenors shall be the first point of contact for all team reviews and problems and will consult with people such as the Overall Convenor, Director of Coaching or Lead Domestic Coach on the Junior Domestic Committee and any Selection Advisor when policy issues are involved in the review of selections. Where any decision about selection is contested, there shall be joint responsibility for the final decision.
- 1.4. Age Group Convenors shall be responsible for maintaining accurate team lists with the assistance of any relevant permanent or temporary staff and communicating changes to all the relevant people. During the season, this responsibility will fall with the Overall Convenor in consultation with the Age Group Convenor.

### **2. Processes of selection**

- 2.1.** It is acknowledged that there will be a variety of processes by which teams are selected, ranging from nomination of teams by coaches in agreement with relevant families, nomination of friendship groups by mutual nomination on enrolment, formation of development teams by the Club, ongoing discussions between coaches and Age Group Convenors, meetings with coaches to assist selections and allocation to teams by Age Group Convenors in consultation with any Selection Advisor and Domestic Lead Coach or Director of Coaching.
- 2.2. The following principles shall be observed (in no particular order)**
- 2.2.1.** Reciprocated selection choices generally shall be honoured
- 2.2.2.** The Club reserves the right to invite players to join specific teams even in the case of breaking friendship choices, but the decision will then rest with the family concerned.
- 2.2.3.** No coach shall be forced to take a player provided that stipulation is made known at a reasonable time before selections are announced. Coaches who do their own 'recruiting' of players, have no guarantee of that player being selected in their team if the club feels it is not in the best interest of the individual/s.
- 2.2.4.** Coaches who offer their assistance in selections will have the opportunity to be involved in the process of selecting their team but should understand their requests may be contrary to other considerations.
- 2.2.5.** Once teams are posted, no player can be required to move to another team except in the case of a clerical error, but with due consultation an alternative team allocation can be broached by the Age Group Convenor.
- 2.2.6.** Once teams are posted, no changes may be canvassed or negotiated except via the Age Group Convenor.
- 2.2.7.** During the Winter season, Championship coaches may express the wish for those players who normally play for Eltham in the domestic competition to play as a unit. The Club requests that families give such a wish a high priority in their planning. Players who normally support other clubs should be encouraged to continue to do so. No Championship player is permitted to play with another Championship team playing substantially as a team if that team is ranked higher or equal. This exclusion is only relevant when that individuals own Championship team is entering the EDJBA substantially as a team.
- 2.3.** Age Group Convenors, Overall Convenor, Domestic Lead Coach, Director of Coaching and Selection Advisor may consult with players and parents as necessary to obtain information, elicit reactions, and prepare for disappointments, but otherwise selections shall remain confidential unless they are pre-selected or friendship teams.
- 2.4.** Normally teams shall be published online via the Clubs website. In cases where an omission of name has occurred, a request has been overlooked, or a family has a grievance or request in relation to selection, then the families concerned shall contact

only the Age Group Convenor as soon as possible. The Age Group Convenor shall record details of errors and complaints, consult as appropriate and communicate decisions to the families involved. Coaches shall be consulted/notified where and when required.

- 2.5.** Age Group Convenors shall keep lists of vacancies and players waiting to be placed. They shall consult appropriately with selectors to place late enrollees and fill gaps.

### **3. Criteria of selection**

**In the selection of teams, selectors shall take into account the following considerations.**

- 3.1.** Time requests
  - 3.2.** Preference for playing with friends. Especially for new or very young players and those under 14 & above.
  - 3.3.** Transport and geographical considerations
  - 3.4.** The preferences of the Championship programme especially when the Championship coaches or their assistant/s are involved as Saturday coaches themselves and developmental groups. Championship coaches requesting particular selections are required to consult the relevant convenor before selections commence.
  - 3.5.** The wishes of coaches, particularly those who have given extended service or have taken difficult groups in the past.
  - 3.6.** The possibility of a two or three season programme with particular players or sets of players.
  - 3.7.** The requirements of EDJBA grading
  - 3.8.** The expressed wishes of players regarding coaches, practice times and grade where appropriate
  - 3.9.** A coach wishing to take two compatible groups for practice purposes.
  - 3.10.** Acknowledgement of improving players, assessment of ability and commitment, balancing experience of stretching ability and a chance to play a major role in a team.
  - 3.11.** Team balance
  - 3.12.** Compatibility of style and aspirations between various players and between coach and players
  - 3.13.** Particular requirements in special cases for adult coaches, discipline and other special needs.
  - 3.14.** Families must understand that if players in a friendship cluster vary greatly in ability, the cluster will be allocated in a team based on the players of the lower skill level
- 4.** No one of these considerations shall have absolute priority, but selectors shall negotiate so that a broad range of considerations are assessed when selections are made, especially in the case of disagreements
- 5.** After the registration cut-off, the later a person enrolls, the less likely the Club will be able to meet their requests
- 6.** Those involved in the selection process must ensure that they obtain from coaches or relevant team facilitators, available times for training and any game time requests.

Coaches and teams shall be encouraged to be as flexible as possible regarding training times and venues and must provide at least five available times for games.

7. As with all aspects of the Club, in regard to team selection there is a zero-tolerance policy on abuse of all kinds. Individuals must approach all communication in relation to team selection in a reasonable manner, understanding that perfect solutions may not always be possible and that it often takes time to finalise any changes.