



Fair Selection Policy – Teenage (Under 13 – 17) *Operational Guidelines*

Appointment of coaches, assistant coaches and managers to representative teams

Procedure

Representative coaches will be appointed by the High Performance Rugby Committee (HPR). The HPR will call for expressions of interest from individuals to be considered for selection as representative coaches or team managers. The HPR may invite individuals to be considered as candidates for selection.

Nominations are to include details on experience, qualifications and two coaching references. It should also include information on what the coaching philosophy is and general idea of coaching program. Coaches should also confirm that they are willing to carry out the role regardless of any team selection outcomes. (For example, should the coach not agree with the decisions of the selectors, or if a player they have a connection to is not selected). Coaches should demonstrate a commitment to the strategic aims and values of Downs Rugby.

The HPR will compile a short list of preferred coaches who will then be interviewed by the HPR. Coaches, assistant coaches and Managers will be then appointed.

The selected coaches will be offered positions and after acceptance by the coaches the appointments will be confirmed by the HPR under delegated authority from Downs Rugby.

The decision of the HPR will be final. Any individuals who are not satisfied with the appointment decisions may seek feedback from the HPR on how they could improve their likelihood of selection in the future.

Appointment criteria

In the interest of player progression, a coach may only be appointed to coach the same “group” for a maximum of two sequential years in all junior grades.

Wherever possible a coach or assistant coach will not be appointed to an age group in which they have a child who is a registered player however if such an appointment is made the respective coach or assistant coach will have no involvement in the team selection process.

1. The HPR will appoint independent Selection Panels (typically consisting of 4 members with one member to be appointed as the chair) which will be assigned to one or more age groups. (If the coach or assistant coach has no connection with any players in the age group they may be appointed as part of the selection panel for their age group).
2. Prior to or at the season start, respective club coaches will be asked to provide a list of recommended players on the basis players are available for selection for the representative programme, are duly registered and of the right age. Players contact details and preferred positions are to be provided.
3. These recommendations will be used as a guide only and will not preclude any other players from being considered.
4. The first step in the selection process is for the selected coaching group (Coach, assistant Coach, Manager) for each age group to view club games and prepare a list of up to 40 players for a selection day. This gives two teams plus at least 5 reserves per team.
5. The Coaching group advise respective coaches who advise their club players.
6. A selection day is arranged. The respective Selection Panels (Selectors) address the players and parents and explain the proceedings. For the junior age groups, it is suggested that the day starts with a series of drills aimed at the fundamental skills of passing, evasion skills, ruck and maul and tackling. Selectors can run these stations. Player performance will be recorded.
7. Two teams are then formed. The teams are pre arranged with the probable forward pack combining with the possible backline and the possible forward pack combining with the probable backline. In this way the game is evened up. Selectors warm the teams up concentrating on set piece organisation and backline moves.
8. All through this the coach and or assistant coach are observers.
9. The game then takes place and is split into quarters. After the first quarter, the players who will obviously make the team make way for reserves (you want to see these as much as possible). Players can be tried at other positions.
10. This is the general format for the middle two quarters. The aim is to roughly have the probable team selected to play together in the final quarter.
11. The trial matches may be videoed.
12. On completion of the selection day the Selectors may view the video, discuss selections and provide the coach with the team consisting of 23 players plus 5 shadows. The Selectors will list the team as they consider appropriate with the allocation of player numbers. This will allow for playing kit sizing etc early in the process. Once the coach takes charge of the team

they are at liberty to make positional changes within the 23 but players will retain the number originally provided by selectors. Reserves will be selected to cover specific positions and numbering will be as follows;

- 16 Hooker/front row
- 17 Front row
- 18 Lock
- 19 Back row
- 20 Half back
- 21 Inside back
- 22 Outside back
- 23 Lock or Front Row

The shadows are positional selections and will consist of front row, second row, back row, inside back, outside back.

- 13.** If the coach or assistant coach **have some** connection with any of the players they cannot play any part in the selection process, including providing their views or advice, unless invited to do so by the Chair person of the selection panel.

The HPR will ensure that the selection process is confirmed and communicated to coaching staff and clubs prior to commencement of the process.

The Selection Panels should be in a position to justify their decisions to the HPR or players. Wherever possible the HPR should welcome requests for feedback from players who are not selected and provide reasonable advice to the player on how they can improve their performance in the future.

Qualification criteria for Players

1. Absolute minimum of 50% of available games in a particular age group in the Downs Rugby competition elements in the year of selection preceding the QJRU State Championships (or equivalent). This is subject to dispensation due to substantiated injury or in special circumstances at the sole discretion of the HPR Committee.
2. A demonstrated commitment to club rugby will be a factor in determining close selections

Player code of conduct and disciplinary procedures

The HPR will establish a player code of conduct for all representative and development activities, including the QJRU State Championships.

The HPR will establish disciplinary procedures relating to the Code of conduct and ensure that coaching staff enforce the code and use the disciplinary process as appropriate. The level of compliance of players with the code of conduct and the appropriate use of disciplinary action will be included in the HPR's assessment of the coach's performance.