



## Technical Policy

### PLAYER SELECTION POLICY

#### Preamble

The purpose of this policy is to outline the process for the selection of players/athletes within Sydney Scorpions representative teams.

#### 1. General Provisions

- 1.1. All teams representing Sydney Scorpions shall be selected according to this policy with the aim of ensuring that team selections are objective, are seen to be fair by all, and ensure all aspiring players are given a reasonable opportunity to demonstrate their skills and abilities
- 1.2. The objective of this policy is to select players to represent Sydney Scorpions in various tournaments in which representative teams participate
- 1.3. This policy has been developed in accordance with, and endorses and adheres to, the Equal Opportunity Policy of the Australian Sports Commission
- 1.4 This policy follows the ratification policy and procedure set by NSWTA for squads and final team selections
- 1.5. This policy may be amended or supplemented by Sydney Scorpions at its discretion in order to achieve these objectives and specifically where matters arise which, in the sole discretion of the Sydney Scorpions Executive Committee, have not been provided for in this policy or where the literal application of this policy would not achieve this objective
- 1.6. Code of conduct policies via Sydney Scorpions, NSWTA and TFA are to be read and adhered to at all times. If breached the Executive Committee will deal with any matters deemed necessary. Should additional guidance and/or support be required then NSWTA will be engaged.

#### 2. Ineligibility for Representative Players

- 2.1. A person will be ineligible to represent Sydney Scorpions as a representative player if they;
  - Are deemed unfinancial within NSWTA or TFA
  - Are banned from any competitions run by NSWTA or TFA
  - Breach or fail to observe this policy
  - By reason of illness or injury is unable to perform to the required standard in the opinion of the Executive, Coaches and/or Selectors (after received advice from a medical practitioner)
  - Fail to observe the Sydney Scorpions, NSWTA and TFA Code of Conduct

- Fail to adhere fully to the specified training program

If failing any of these above criteria, the player is ineligible for selection or continued membership of a squad or team as the case may be

### **3. Requirements of Sydney Scorpions in the Selection Process**

3.1. Sydney Scorpions Executive Committee will appoint accredited coaches as per the *Coaching Appointments Policy* and accredited selectors to assist at trials and select squads and teams

3.2. Sydney Scorpions Director of Selectors will provide a Team Leader to manage and oversee the trial operations for each team. This Team Leader may also be involved in more than one team

3.3 For all junior and open divisions there should be a minimum of three accredited selectors per team. This may include the Team Leader (selector) and Head Coach, so long as they are accredited selectors

3.4 For all senior divisions there should be a minimum of two accredited selectors per team. This may include the Team Leader (selector) and Head Coach, so long as they are accredited selectors. Should the two selectors not agree on the team and require a third selector (to act as a casting vote), then the Team Leader will approach the Selectors Director. The Selectors Director will then appoint a third accredited selector or they will assist in reaching a decision and selection of the team

3.5. Sydney Scorpions will notify all players of the closing date for expressions of interest (EOI) and will post the date and related information on its website/social media outlets

3.6. Sydney Scorpions will obtain from all coaches, selectors, and all other persons who come in contact with players under the age of 18 years all appropriate disclosures under child protection policies and regulations

3.7. Sydney Scorpions is to provide proof of player registration if / when required

3.8. Sydney Scorpions may establish their initial squads via EOI which will be advertised accordingly via the Sydney Scorpions website/social media outlets. Players that do not show interest via EOI requests may be excluded and/or removed from teams/squads

3.9. For junior events Sydney Scorpions affiliates are encouraged provide TalentID feedback/endorsement for players they believe are worthy of Scorpions squad and/or final team selection. This TalentID information would be provided by affiliate officials and reviewed via Sydney Scorpions selectors and coaches

3.10. For each event the Sydney Scorpions *Conflict of Interest* register should be updated. The term '*conflict of interest*' refers to a situation in which an individual has competing interests or loyalties. When it comes to sporting clubs, this could be thought as a 'conflict of roles or responsibilities'. The key is declaring any potential or actual conflicts of interests up front, so appropriate action can be taken to remove that conflict. Any person that does not declare their *conflict of interest* may be relieved of their role

As a guide the following are examples which should be included in the *Conflict of Interest* register:

- Any player that is a close relative to the person of influence involved in the same team, this could be perceived as a family interest. Example, a coaches daughter or son trialling for the same team in which they are a Head Coach, Assistant Coach, selector, etc.
- Any player that pays or receives a fee for personal touch training/coaching to or from the person of influence involved in the same team or vice versa
  - Example 1, a player trialling for a team pays the Head Coach and/or Assistant Coach for personal touch training, therefore it could be perceived that the official has a *conflict of interest* in relation to that player making the final team
  - Example 2, a player may be paid by the person of influence to assist with their coaching academy or similar service, therefore it could be perceived that the official has a *conflict of interest* in relation to that player making the final team

#### **4. Requirements of Selectors in the Selection Process**

4.1. To ensure the team has a balanced group of players in specialist and generalist playing positions, enabling development of a team which matches with the desired playing approaches and strategies of the coaching staff

4.2. In conjunction with the coaches inform individuals that are trialling, what is required and expected of them during the trials

4.3. Where applicable provide a brief summary of how the selection process works, the trial format, what the selectors will be looking for and any other information that may relate to the trial process

4.4. To ensure that all individuals are given a fair opportunity to showcase their skills within the given trial period

4.5. To not show any bias against or favouritism towards any affiliate, including their own affiliate where applicable

#### **5. Squad & Team Selection & Ratification**

5.1. As a guide all players will be selected giving consideration to the following attributes: Speed, Evasion / Agility, Ball Skills, Commitment, Pressure, Fitness, Teamwork, Involvement and Knowledge, Attitude and Communication

5.2. For junior events, if a player is playing in the same division as the previous year and they were in the final team (shadows not included) they are automatically included in the next year final squad (and invited to the initial trial). Example, Girls 14's player from 2022 final team is automatically in the 2023 Girls 14's squad. If the Girls 14's player from 2022 final team plays Girls 16's in 2023, she is not automatically included in the 2023 squad. The final team for the previous calendar year includes selection in Junior Regionals and/or National Youth Championships

5.3. For junior events such as Junior Regionals and National Youth Championships, players should be selected and play in their age defined division, e.g. a male eligible for Boys 14's should play in that division not up a division such as Boy's 16's. Where a division does not exist the player may play in a different division. For example, a player that plays Junior State Cup U10's may be considered for Junior Regionals and/or National Youth Championships in the U12's division should the player adhere to all requirements including the event conditions of entry.

Any appeals against this should be requested via the Executive Committee along with reasoning for review

5.4. Players are to play in the team for which they were selected by Sydney Scorpions. For example, if a player is selected in Men's or Women's Open they cannot then withdraw and play Mixed Open without Sydney Scorpions approval. Likewise if a player is selected in a 'A' or 'B' team (e.g. NTL Blue or Green), they should play for the team for which they were selected via the selection process. Any appeals against this should be requested via the Executive Committee along with reasoning for review

5.5. The Team Leader needs to ensure all players selected meet the criteria and are eligible for selection

5.6. The Team Leader needs to present the squad/team to the Selectors Director for review. The Selectors Director will in-turn liaise with the Coaching Director and Technical Director

5.7. The Team Leader must present on the correct selection form (paper form or electronically) the selected squad/team. This needs to include, name, affiliate, shirt number and position

5.8. Prior to presenting the squad/team list, the form must be signed off on by the Team Leader, Head Coach and selectors

5.9. The squad/team then needs to be ratified by a designated Executive Committee member

5.10. In the ratification meeting the following questions need to be answered;

- a) Was the squad selected as per the player selection policy?
- b) Was any player selected via an *unavailable to trial* letter - if yes an explanation needs to be provided as to the reasons the Selectors Panel accepted the letter
- c) Was any player not selected for any reason other than form – if yes an explanation needs to be provided
- d) Were any incumbents left out of the squad/team and if so for what reason?
- e) Did the selection team agree on the listed squad/team? – if no then the question is to be asked if consensus was reached
- f) Then any specific questions about the squad and or players can be asked

5.11. Once ratified the squad/team can be published via the Sydney Scorpions website/social media outlets

5.12. In a case whereby the Head Coach and the selectors do not reach agreement on a player, the arguments for inclusion of each case is to be put before the Selectors Director and the Coaching Director who will determine whether the player is to be included. Should the Selectors Director and Coaching Director not be able to come to agreement, they will place the arguments before the Technical Director. Should a decision still not be reached the Executive Committee can be included in order to reach a resolution

5.13. Shadow players may or may not be named (silent shadows) or listed in the final team – this may be decided on a case by case basis. For example, shadows are usually not named on public social media outlets, however they are named on the team closed social media group. All players in final squads who miss final team selection are automatic shadow players and it is up to the discretion of the coaching team whether players are invited to train with the team.

Differing events and circumstances will be taken into consideration with the Selectors Director and Technical Director able to provide additional guidance where required

## **6. Additions to Squads & Teams**

6.1. The coaching staff in conjunction with the selector may request that a player be added to the squad at any stage so that player can train with the team (e.g., for development purposes), subject to that player selected satisfying the requirements of players as stated in this policy. The Selectors Director and Technical Director should review this request and where applicable approve

6.2. The coaching staff in conjunction with the selector may request that a player be added to the team should there be a withdrawal, subject to that player selected satisfying the requirements of players as stated in this policy. The incoming player should be a shadow, however there may be unique circumstances when this player can be included in the final team when not a shadow. The Selectors Director and Technical Director should review this request and where applicable approve

## **7. Over-Riding Factors (Illness or Extenuating Circumstances)**

7.1. In considering the performance of players at trials or other attendances required under this policy, the selectors may, in their discretion, give weight to extenuating factors

7.2. Players unable to compete at trials must advise the Executive Committee via a published EOI form or via email including the reasons, before the commencement of the trials or other attendances required under this policy

7.3. In the case of illness or injury, players may be required to undergo a medical examination by a doctor or provide a doctor's certificate to that effect. This medical examination may be conducted by a Sydney Scorpions preferred medical practitioner

7.4. In the case of bereavement, equipment failure, travel delays and/or other extenuating circumstance, a decision will be made on an individual basis

## **8. Appeals**

8.1. The Sydney Scorpions Executive Committee will hear all appeals and may involve NSWTA for their assistance/guidance where required

8.2. The sole grounds for any appeal is that this policy was not properly followed and/or implemented. There is no right of appeal against a decision made by coaches and/or Selectors

8.3. All notices of appeals are to be made in writing within 48 hours of announcement of the squad/team and be addressed to the Sydney Scorpions Executive Committee

8.4. Sydney Scorpions may convene a hearing after the submission of the grounds of appeal. Sydney Scorpions is not bound by rules of evidence but must observe the principles of procedural fairness

## **9. Representative Squad & Team Training**

9.1. Players selected in a representative squad or team must make every effort to attend all scheduled training sessions and adhere fully to the specified training program. Should a player not adhere to this requirement they can be replaced

9.2. As a general guide representative teams train at least once a week and is to be determined by the coaching team

9.3. Additional training sessions may be included, as required by the coaching team

9.4. Additional costs may incur (per representative player) for the use of external training facilities

## **10. Accepted Behaviour Guidelines**

10.1. Sydney Scorpions adhere to *Play By The Rules* policies. They aim to protect their Coaches, Team Managers, Selectors, Players, Referees and Administrators from disruptive and abusive parental/guardian behaviour

10.2. As such disruptive and abusive parental/guardian behaviour will not be tolerated

10.3. Should any of the *Play By The Rules* or above guidelines be breached then a player of the offending parent/guardian can be removed or excluded from the Sydney Scorpions team/squad

10.4. Additionally Sydney Scorpions have their own *Code of Conduct* which aims to ensure our reputation, club culture, positive behaviours and attitudes are maintained both on and off the playing field whilst those involved understand their legal and ethical rights and responsibilities. This applies to all individuals involved with Sydney Scorpions including Players, Parents / Guardians and Officials

10.5 Before any player or official can represent Sydney Scorpions at any event they need to be familiar with and agree to Sydney Scorpions *Code of Conduct* which is available via Sydney Scorpions website. Unless objection is made to Sydney Scorpions Executive Committee or an official prior to the event, it is assumed the *Code of Conduct* will be adhered

## **11. Feedback Process**

11.1. Formal requests for player feedback can be done via [feedback@sydneycorpions.com](mailto:feedback@sydneycorpions.com) Coaches are encouraged to provide player feedback before, during and post tournament. Additionally, a feedback request form is also provided during each event campaign. All feedback should be a combined response from coaches and Team Leaders (selectors).

11.2. Feedback from Players, Parents / Carers on Sydney Scorpions officials including Coaches, Selectors, Team Managers, etc. should be provided via [feedback@sydneycorpions.com](mailto:feedback@sydneycorpions.com).

11.3. Anonymous feedback is not encouraged and may be ignored since the person/s named within the feedback have no opportunity to respond and the provider is unknown

## **12. Position Review**

12.1. This policy will be reviewed at a minimum bi-annually, to ensure it remains relevant to Sydney Scorpions operations and reflects both community expectations and legal requirements

**Last Review Date:** 24/10/22 via Executive Committee