



THE PENNANT HILLS AUSTRALIAN FOOTBALL CLUB
SELECTION POLICY

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BACKGROUND

1. Selection is an important and heavily debated issue for all sporting clubs. In light of this fact this policy has been developed to ensure the Pennant Hills Senior AFL Club's selection principles, philosophies and processes are transparent and understood.
2. The policy aims include to confirm selection principles and philosophies that have been approved by the Club Committee and to formalise various processes that have evolved informally over time.
3. At the heart of this policy are the notions that every player aspires to play at the highest standard that their ability allows and that every player is to be treated reasonably and with respect.
5. The policy was prepared after consultation with past and present coaches, and various senior members of the club and has been endorsed by the Senior Club Committee.
6. The policy contains guidance on the following matters:
 - Selection Committee – Composition, Authorities, Roles and Responsibilities
 - Role of Chairman of Selectors – Authorities, Roles and Responsibilities
 - Selection objectives
 - Selection criteria
 - Communication of selection decisions to players
 - Miscellaneous other important selection matters

SELECTION COMMITTEE - AUTHORITIES, ROLES AND RESPONSIBILITIES

7. The Selection Committee will comprise the Chairman of Selectors and all team Coaches. All Selection Committee members (or the Coaches' designated representatives) are required to attend selection meetings where reasonably possible and when they are available. In the event of the appointment of a captain/coach that member shall have one vote.

8. Subject to the scheduling of training sessions selection meetings will generally be held after training on the Thursday of selection weeks. Preferably coaches will have agreed preliminary teams on Tuesday nights, with only minor changes expected for final selection and announcement on Thursday nights.

9. Selection committee members must:

9.1. Consider and apply the principles and philosophies as outlined in this policy;

9.2. Work collaboratively in coming to mutually agreed decisions;

9.3. Accept final decisions in good faith; and

9.4. Maintaining confidences.

10. The Chairman of Selectors will have the final say where consensus is not reached in relation to selection decisions and issues.

11. When the Chairman and the Senior Coach deem it appropriate, they have the authority to direct the other Coaches to give priority opportunities to players who have been demoted, promoted or who are considered to have real potential to advance their careers.

CHAIRMAN OF SELECTORS - AUTHORITIES, ROLES AND RESPONSIBILITIES

12. The Chairman of Selectors reports directly to the Director Football Operations as a member of the Club Committee.

13. The role of the Chairman of Selectors includes the following:

13.1. Chairing selection meetings.

13.2. Mediate between Selection Committee members where agreements cannot be reached.

13.3. Have final say where consensus is not reached in relation to selection decisions and issues.

13.4. Ensure that the Selection Committee implements this policy.

13.5. Assist in the communication of selection decisions to relevant players as set out in this policy.

13.6. Liaise with the Club Committee regarding any selection issue that may arise.

OBJECTIVES OF SELECTION FUNCTION

14. The objectives of the selection function include the following:

14.1. Recognise and balance as best as possible in all the circumstances any competing objectives, principles and philosophies that are set out in this policy in the pursuit of the purposes and strategic objectives of the club.

14.2. Select the strongest and balanced team for each /division grade of which the club fields a team.

14.3. Have regard to the club's future success by promoting and developing youth.

14.4. Be fair and reasonable in the treatment of players.

SELECTION CRITERIA

15. The following are factors to be considered by the Selection Committee in the selection of teams and players:

15.1. As a club that looks to be competitive and win titles we are looking to name the strongest team in each grade week in and week out. The definition of strongest team is determined by each team coach. It is however club policy that a player who is unavailable to play in his normal team due to timing will be selected in the next lower grade team to play if timing suits and AFL Sydney bylaws are not being broken, and subject to considerations below.

15.2. **Attitude** – A player's attitude to the team, the club, doing their role, leading and competing is the most important factor in determining where they deserve to play. The player must have an attitude that is aligned with the objectives of the team, the coach and the club.

15.3. **Ability** – A player's ability is the obviously a very important factor in determining which team he is selected in. No one benefits by a player playing in a team in which he is either too good, or not able to contribute to the side.

15.4. **Form and Performance** – It is important to note that form and performance encompasses a player's performances over a period of games, and not just in a single match. The selection committee is also entitled to consider the quality of opposition in which players have competed in assessing their relative performance.

15.5. The coach from the higher grade is to request the best player for a position being sought to be filled. Selection on this basis will ensure that the coach of the lower grade team is able to reward the effort of his players. Selection is not to be based upon name or favourites based on objective reasoning.

15.6. PROMOTIONS MAY FALL INTO TWO CATEGORIES:

15.6.1. **Form** – where the player should be given an opportunity over a few games to provide enough exposed form to allow selectors to make a decision on suitability at that level or further development required, if being dropped back.

15.6.2. **Fill-In** – where the player is clearly told that this promotion is for fill-in purposes.

15.7. RELEGATION

15.7.1. It is also anticipated that a player dropped on performance from a higher grade will be selected in the next grade down. The final call is the Chairman of Selectors, if the Coaches cannot agree. Coaches will select players who deserve it - those players who give the coach and the team 100%. If a player is being dropped due to attitude or not giving the coach/team Club 100% then this will be communicated to them and does not justify selection in a lower grade. The coach of a team also has the a voice on whether a player being dropped from a higher grade will be selected in their team as they must consider:

- Balance across the team and field;
- Maintaining the ability to reward current team list;
- Strengths and weaknesses of own squad.

15.7.2. Coaches will have to justify why a player dropped from a higher division is not being selected in their team to the coaching group and head of selection. Where coaches cannot agree the Head of selectors will make the final decision.

15.7.3. A player being dropped from a team for performance will have the reasons why communicated to them by the coach dropping them PRIOR to the weekend teams being named. If they are not selected in the next division team down then the reason for this is to be communicated PRIOR to team naming also.

15.8. RETURN FROM INJURY/ABSENCE

15.8.1. Coaches must consider the appropriateness of selection of players coming back from extended injury and unavailability through absenteeism. Again, objective reasoning is to be the main criteria taking into consideration:

- Period of absence
- Training levels reached
- Most suitable team to regain touch
- Qualification needs

15.9. FINALS QUALIFICATION

15.9.1. Coaches are to work together to manage players so as they are qualified to play finals in the team that they will most likely play. As such Coaches are to make themselves familiar with the AFL Sydney bylaws with respect to:

- Seniority grading of divisions, especially as it applies to under 19's;
- Player qualification to play finals with respect to both minimum number of games required to be played in a division; and
- Games played in a higher division that will disqualify a player from playing finals in a lower division.

The bylaws can be found at the follow web link:

- <http://sydneyafl.com.au/resources/by-laws-regulations-and-policies/>

15.9.2. Communications with players being managed under qualification guidelines is critical so as there are no surprises come finals time.

15.10. TRAINING

15.10.1. A player's attendance at and attitude during training are factors to consider in selection however work, school, study or family commitments but can train once a week, this may not affect selection. Nevertheless, a player must inform his Coach if he is unable to attend training.

15.11. FUTURE DEVELOPMENT/POTENTIAL

15.11.1. Younger players who have the potential to play in higher teams should be given preference in selection. This doesn't mean however, that older players will automatically make way for younger players regardless of performance. Nevertheless, where two players have a similar claim for promotion or similar argument for demotion, then preference may be given to the development of younger players.

15.11.2. As under 19's is the only "true age" competition the club accommodates, promotion of under 19's, into open age teams, is not to occur where the numbers remaining in under 19's is not sufficient for them to field a full team.

16. COMMUNICATION OF SELECTION DECISIONS

16. The following principles and processes are to apply in the communication of selection decisions:

16.1. A player is entitled to be individually notified of the fact that he has been promoted or demoted and the reason for that decision.

16.2. Where possible players are to be advised of their promotion or demotion and the reason for that decision at training on a Thursday night or earlier if feasible.

16.3. Under no circumstances is a player's promotion or demotion to be communicated to any other person (outside selection committee/coaches) prior to the relevant player being informed.

16.4. Reading out of the teams is to be carried out by the team Coaches, by 9pm on a Thursday night after training.

16.5. Where possible the communication of a player's promotion should be conveyed to him by the Coach of the team into which the player is to be promoted.

16.6. Where possible the communication of a player's demotion should be conveyed to him by the Coach of the team from which the player is to be demoted.

16.7. Where possible the Chairman of Selectors and/or Senior Coach is/are to attend the above discussions with relevant players.

16.8. In the event that the respective Coach is unavailable, the Chairman of Selectors and/or Senior Coach is to inform players of relevant selection decisions.

17. MISCELLANEOUS SELECTION MATTERS

17.1. Unless unforeseen circumstances arise, players are to communicate their availability for selection to their relevant Coach by 5pm on the Monday of each selection week. The Club's Team App page is also acceptable methods of advising availability for both training and game selection. If unavailability is consistently advised late or not at all and thereby placing the entire selection process in jeopardy, then the relevant player may not be selected for future games.

17.2. Any player suspended by the club or association will not be available for selection.

17.3. Unless there are special circumstances such as work, school, study or family commitments a player may not unreasonably make himself unavailable for selection in a particular grade, or on a particular day (i.e., Sunday).

17.4. Players have until prior to round 1 of the season to pay their registration fees. A player who fails to pay their subscriptions (or, as an exception, enter a plan for payment with the registrations manager) at the start of round 1 selection will not be selected to play.

17.5. All teams will be posted for viewing on the Clubs official Team App page by 12 Noon Friday.

18. GRIEVANCES

18.1. Selection is a difficult and challenging task, and it is accepted that the Selection Committee will not always be able to please all players.

18.2. If a member has a grievance with a selection decision relating to them, they should seek further clarification/explanation directly with the Chairman of Selectors.

18.3. If the player still feels they have been unfairly treated, then their grievance must be addressed in writing to the Club head of Football Operations who will establish an independent subcommittee to consider the grievance.

18.4. The player and the selection committee will be afforded natural justice and procedural fairness.

18.5. The independent subcommittee will report to the Selection Committee on its decision.

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		Review Date:	
		Version No:	1
President:	Sign:	Name: Todd Williams	
V President:	Sign:	Name: Ian Parker	