**Policy Objectives**

These selection guidelines aim to clarify the basis of selection for any team within the club and to set a clear framework for both the players and selection committee to work to. Selection considerations include players’ aspirations, individual team objectives and the overall club development strategy. The policy covers both the principles and the mechanism for implementing them.

**Selection Principles**

The following are considered by the Selection Committee when making both the initial squad selection and weekly team selection.

* Only fully paid members will be selected after the membership deadline. Exceptions are New Members or an agreed arrangement with the Treasurer. At the lowest team level an occasional player can be played to get a full team (not at the expense of a paid member).
* Ability
* Availability and commitment to playing; regularity of availability bigger consideration in higher teams/squads
* Attendance and performance at team training
* Fitness levels
* Player discipline
* Squad/Team balance with appropriate players for each position in the team
* Teamwork; how player adapts/fits in to how the team plays
* Player development and potential to play at the level of the team
* Club/team objectives
* Player’s ambitions
* Making sure every team gets a full team out with the right balance of numbers of players per team across the club, noting the increased requirements for substitutions in the higher teams

**Notes on Squads**

Players are members of the club and availability is considered on this basis. To keep consistency, meet league rules and build effective teams players are put into squads but movement within the teams should become an accepted part of selection and players should not expect to be guaranteed a place in a particular team. This should be borne in mind when players return from injury or other lengthy absences.

Any movement of players from one squad to another especially mid-season should be discussed with the player in advance of final decision; to allow player to have input to the decision and opportunity to change the selection committee’s minds. Be open and honest in this discussion; involve other members of the selection committee where appropriate.

**Selection Committees**

Squad Selection is completed during pre-season (prior to league registration) and then regularly reviewed. There will be a minimum of one formal review at the end of the first half of the season.

Quorum is made up of all Captains plus Club Captain (Men only). Additional input provided from Coaches and Vice-Captains. This will be at a meeting to allow full discussion on squads

Previous season performance, training and selection game performance will be considered. Players are expected to provide their likely availability and personal ambitions.

New players to the club should start at an appropriate level decided by the selection committee.

The Selection Committee will endeavour to be as fair and reasonable as possible, without compromising what it considers to be best for the club and the teams. It is important that members recognise that if they are asked to move up or down a squad it is intended to be in the best interest of the club.

Any movement of players from one squad to another especially mid-season will be discussed by the Captain with the player in advance of final decision; to allow player to have input to the decision and opportunity to change the selection committee’s minds. Be open and honest in this discussion; involve other members of the selection committee where appropriate.

Players asked to join a lower squad in a permanent capacity will not again be moved to a lower team for at least 3 matches (note this does not apply during friendly or pre-season matches).

**Weekly Selection**

Weekly selection is completed every week with a game. The selection committee quorum is made up of all Captains with games that week (or Vice-Captain if Captain not available) additional input can be provided by Men’s club captain, other Captains, Coaches and Vice-Captains. Note the quorum may be achieved through electronic means

Players are expected to provide their availability (with any restriction of times) to their Captain by the 6pm on the Tuesday before the game at the latest. Any player not providing availability by this point will not be guaranteed a game. Talk to your captain if there is a reason why you can’t make your availability known at this point. Availabilities will be provided by squad/Captain agreed method – post match sheet/text/email/Whats App/Facebook etc.. Captains must make sure they have asked all their squad for their availability.

If players are unavailable for particular matches due to the timing of the game then where possible for them to play in another team. League rules and the requirements of the other teams should be considered.

The Selection Committee will endeavour to be as fair and reasonable as possible, without compromising what it considers to be best for the club and the teams. It is important that members recognise that if they are asked to move up or down a squad it is intended to be in the best interest of the club.

Outfield players will normally move up or down by no more than one team in any given week in accordance with the League rules.

Players ‘dropped’ from a team will receive feedback from the captain of the ‘higher’ team

Players are expected to continue to be available to play when selected for a team other than their regular team or position when required to, assuming adequate notice has been given. Failure to do so will be taken as the player making themselves unavailable for any team both that week and the following week.

Players will be informed on selection by the Wednesday of the game wherever possible; there will be times when late change happens due to illness or other unforeseen circumstances.

**Issues arising from selection**

Though we don't want problems to arise they will happen; some will be resolved very quickly between the members involved others may need support to come to a good resolution. Ideally any player’s issues should be raised with your captain and be dealt with appropriately. In a situation where either the captain needs support or the player wants an independent input then it can be raised with the Chair or Men’s Club Captain (Men’s section). They will arrange for someone to lead/facilitate the problem resolution from the committee in most cases from within the appropriate section. The following will apply if this is needed:

Facilitator Role

* Help facilitate the communication between those involved
* Arrange and facilitate face to face meetings
* Follow up communication with all involved including agreeing timescales
* Have an independent view point but still representing the club
* Help those involved identify a solution
* Know when to bring to the wider committee
* Someone all those involved feel comfortable with

Everybody involved

* Be honest but still respectful of others
* Be prepared to listen
* Be clear on your concerns
* Be prepared to explain your view
* Listen
* Compromises are likely to be needed; be clear about what are your sticking points
* Admit mistakes/look for opportunities for improvement