



## Coolbinia AFC Selection Policy 2023 Season

### Part A - Background

1. Throughout the season, selection is one of the most important and contentious issues, both on an individual and Club-wide scale. It is the source of much discussion and, often, argument.
2. In light of this, Coolbinia AFC has decided to adopt and implement a written formal Selection Policy (“the Policy”) in order to make the selection process more transparent and understood by the players. Much of the Policy will not contain anything new, rather, it will be confirmation and clarification of various practices that have occurred since the Club began.
3. The Policy contains guidance on:
  - 3.1. The objectives of selection;
  - 3.2. The factors taken into consideration in selection decisions;
  - 3.3. The communication of selection decisions to players;
  - 3.4. The role of the Chairman of Selectors<sup>1</sup>; and
  - 3.5. Other miscellaneous important matters.

### Part B - Objectives of Selection

4. The objectives of selection are to balance the following needs of the Club:
  - 4.1. To select the strongest 22 for each grade of Senior Football of which the Club fields a team;
  - 4.2. For the Club to have regard for its future success by promoting and developing youth; and
  - 4.3. To be fair and consistent in the treatment of players.
5. It is important to recognise that sometimes these objectives will not be compatible with each other. For example, a very talented player who does not train may not be picked in the senior team in which the player is obviously able to play. This may have the effect of not, in theory, picking the strongest 22, however, it promotes fairness and consistency in selection. Furthermore, it must be recognised that the balancing of these objectives may be different for each level of our senior teams. For example, the emphasis on picking the stronger 22 will be higher in the senior team than the lower levels.

### Part C - Factors in the Selection Process

6. The following are factors to be considered by the selection committee in the selection of their teams and individual players:
  - 6.1. **Ability** – A player’s ability is the most important factor in determining which team the player is selected in. No one benefits by a player playing in a team in which he is either too good or simply not able to contribute to the side.
  - 6.2. **Form and Performance** – It is important to note that form and performance encompasses a player’s performances over a period of matches, and not just a single performance. Also, the selection committee is entitled to consider the quality of opposition in assessing a player’s performance
  - 6.3. **Training** – A player’s attendance at, and attitude during, training are factors to consider in selection. However, this factor should not be applied blindly. For example, if a player cannot train twice a week due to work or family commitments but can train once a week, this may not affect selection. It must be recognised that the Club is not professional. Nevertheless, if

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a player does have an issue regarding their training availability, the player must inform their Coach. It is also expected that the player will take the initiative and under take their own personal training away from the playing group to ensure the required performance standards are maintained.

6.4. **Attitude, Culture & Contribution to the Club** – A player is actively encouraged to share in and celebrate the success of others, compete and demonstrate at all times a commitment to their own performance and that of the team. Players are to act in a positive fashion at all times. Consistently attending training, being punctual on match days, appearance and presentation at these games and contribution to club events is expected from all club members. These factors will always be considered when a selection decision is made and in particular, if it is a line ball decision between players, the benefit will go with the player who has delivered the greatest in attitude, culture or contribution to the club on and off the field.

6.5 **Future development/potential** – there will be a small number of highly talented younger players who have the potential to play senior football they 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 similar claims to promotion or similar arguments for demotion, preference should be given to the development of highly talented younger players. However, this development needs to be properly managed and players who have been with the team for the year should not be cast aside to bring in a talented younger player unless it is at the Senior Team level and based on ability and form.

6.6. **Team balance** – A coach is entitled to have team balance to ensure the most competitive outcomes are achieved. It is recognised a particular opposition can move the 'best' 22 to the right 22 (and hence best) to achieve an objective for a game.

6.7. **Absence** – If a player is unavailable to play because of an absence during the season, then this will be a factor counting against the player in determining where the player is selected upon their immediate return. The reason for the absence may, however, be a relevant consideration (i.e. an absence due to injury, work or family commitments will be treated more favourably than personal choices.)

#### **Part D - Communication of Selection Decisions**

7. A player is entitled to be individually notified of the fact that the player has been promoted or demoted and the reason for that decision prior to general team announcements
8. The notification of a player's promotion or demotion and the reason for the decision is to take place after training on a Thursday night. Under no circumstances is a player's promotion or demotion to be communicated to anyone outside of the Selection Committee before this time. The message should ideally be face to face however if not possible then a call should be made. Text message being a last resort method and should be followed with a face to face at the earliest possible time.
9. The communication of a player's promotion should be conveyed to the player by the coach of the team into which the player has been promoted. The communication of a player's demotion should be conveyed to the player by the coach of the team from which the player has been demoted from. It should be conducted in an appropriate manner and location (face to face/phone call/text message) prior to the selection of the team is announced.

#### **Part E - Other Miscellaneous Matters**

10. It is the responsibility of the player to communicate with their coach about their unavailability for selection for a particular game as early as practically possible.
11. A player who has not paid fees cannot be selected in circumstances where another player, who has paid fees and is otherwise available, would miss out on selection.
12. Selection in Coolbinia AFC Senior teams shall be earned on merit and not given as a privilege.

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13. Selection during Finals is a difficult selection time for both coaches and players alike. The winning of finals is our ultimate objective however that does not mean we drop our core values:

14. Players who work to get the team to the finals or Grand Final should be always be given strong consideration for selection

### **Part G - Selection Panel**

The Men's coaches can liaise with captains, leadership group, other assistant coaches not included in the selection committee, player/coach development manager and fitness staff on selection matters, but none of the aforementioned can vote on selection matters.

#### **Make up of Coolbinia AFC Senior/Reserves Selection Committee:**

- Football Operations Manager
- League Coach
- Reserves Coach
- Colts Coach
- Assistant Coaches as necessary

The selection committee will be responsible for selecting all men's teams.

*Ratified by the Coolbinia AFC Committee  
January 2023*

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