



Hornsby Rugby Club

Rugby Selection Policy

1. Mission

To win the NSW Suburban Rugby Union 3rd Division Club Championship with not only a view towards promotion to 2nd Division but performing both competitively and successfully within said division.

To ensure everyone who wants a game gets a game.

To have a good time doing it.

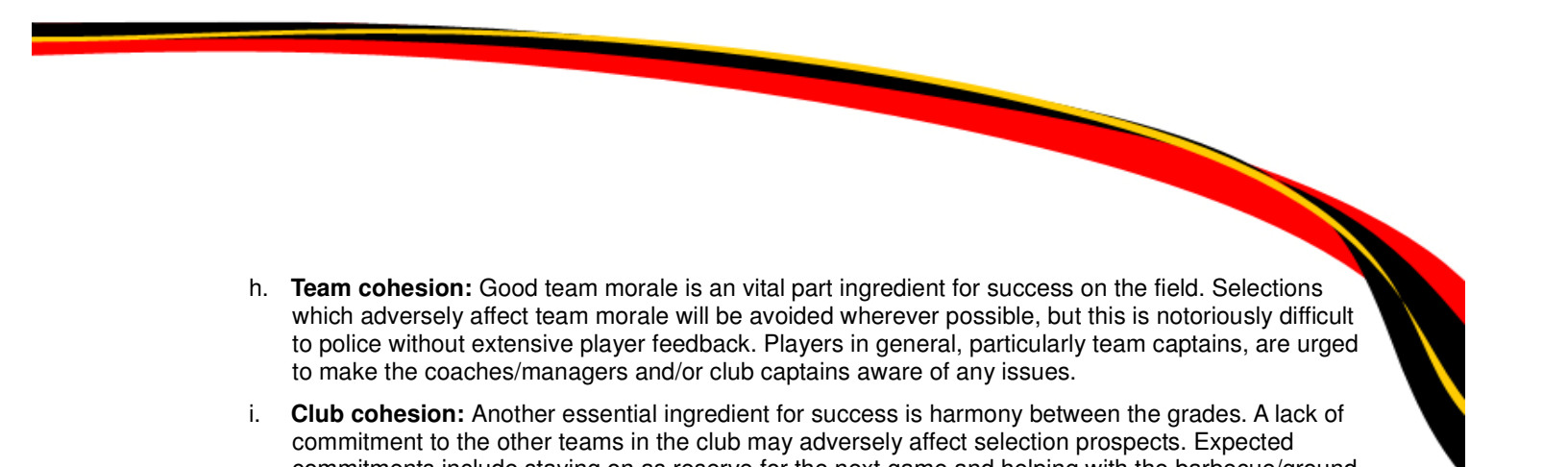
2. Selection Policy - All Senior Grades

Senior teams will be selected each week in the order 1st through to 4th Grade according to the following criteria (in no particular order).

- a. **Willingness to play in the selected grade:** Players are expected to play in whatever grade they are picked; team coaches will wherever possible attempt to make relevant players aware of re-grading (promotions or demotions) prior to the teams being named at training.
- b. **Basic skills and fitness:** Players should show a basic ability to cope with the demands of the grade in which they are selected. Players returning from injury may be expected to work their way back through the lower grades.
- c. **Specialised skills:** Some positions on the rugby field are highly specialised (eg. Scrummaging, goal kicking etc.) and require special skills or training to play. Players will be selected on the basis of these skills or training.
- d. **Combinations:** Players may be selected on the basis of their combination with other players within the team or to achieve a particular playing style for the team.
- e. **Willingness to play in the selected position:** The club recognises that some players wish to play in positions which coaches do not consider to be their best. While this will be accommodated where possible, players must accept that in some cases it may result in selection in the lower grades.
- f. **Reliability:** Players who don't show up or who continuously show up unacceptably late on game days without a reasonable excuse may be dropped at the coach's discretion. A history of unreliability (reasonable or not) may adversely affect future selections. It is the player's responsibility to inform the manager or coach if they will be unable to play on a said weekend no later than the week preceding the match. More advance notice will benefit the club as it will enable team selections to be finalised at training.
- g. **Commitment:** While it is hoped that all players can attend all training sessions it is realistic to understand that this might not always be possible, however a reasonable level of attendance and commitment to a team is expected. Players with reasonable excuses for not attending training (work, business commitments, funerals etc) will not be penalised, although they must realise that players who do attend training on a regular basis will have an advantage.

This will increase as the season progresses. Coaches will also be encouraged to consider the effects of selecting non-training players on the performance of their whole team. Players who fail to train without reasonable excuse may be dropped at the coach's discretion. It is the player's responsibility to inform the manager or coach if they will be unable to attend training prior to the start of that training session.

A team contact list with the manager and coaches contact details will be given out at the beginning of the season.

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- h. **Team cohesion:** Good team morale is an vital part ingredient for success on the field. Selections which adversely affect team morale will be avoided wherever possible, but this is notoriously difficult to police without extensive player feedback. Players in general, particularly team captains, are urged to make the coaches/managers and/or club captains aware of any issues.
 - i. **Club cohesion:** Another essential ingredient for success is harmony between the grades. A lack of commitment to the other teams in the club may adversely affect selection prospects. Expected commitments include staying on as reserve for the next game and helping with the barbecue/ground management/running water/etc.
 - j. **Payment of subs:** The club is unable to function effectively without adequate funding. Payment of your subs early in the season greatly assists in this matter. Players who have not paid their subs will not be permitted to play in finals series. Please refer to fee structure on website for 2012 fees.

4. Selection Policy – Colts/U85kg

The Colts and U85. If enough players are interested in 2012 we are intending on entering a team into the mid week Under 85 kg competition.

Teams will be selected from the pool of eligible players, and these selections will be entirely at the discretion of the coaches. Note:

- In the event that more Colts are available than required, excess players may make themselves available for the senior grades.
- In the event that insufficient Colts are available, eligible players will not be allowed to participate in senior grades without first playing Colts.
- If a player is strong enough to play 1st grade the club coach in conjunction with the other coaches may make a decision to promote (only if it does not jeopardise the player's ability to cope with the rigours of the grade);

5. Implementation

The responsibility for team selections lies with the coaches of the relevant grades, who will do their best to abide by the above policy. The club coach will not interfere with the team selection process unless it is felt that the selection policy has been breached. The final authority and decision on selection policy is the Club Coach.

6. Grievances

Players who feel that they have been unfairly treated should take the matter up with their coach, manager, team captain or club captains as appropriate. While the club undertakes to try and keep everybody happy, players are urged to be patient and reasonable in their expectations