* <insert club/organisation name here>

**team selection policy –  
open grades**

# Our commitment

Our club supports an open, fair, unbiased, and transparent process for the selection of teams to ensure all players and athletes receive an equal opportunity to be selected in a team. Selection will be based on clear criteria that are communicated with all players and athletes prior to the season commencing by selectors appointed by the committee and the coaches.

# What we will do

## Criteria

While selection decisions will be based mainly on performance, they will also consider:

* Attendance at competition, training and club / team events, fitness of players and athletes (commitment)
* Good sportspersonship (values)
* Abiding by our club’s Code of Behaviour on and off the field (behaviour)

In addition, players or athletes:

* must be financial members of the club
* will be selected on their performance, fitness, commitment, values and behaviour, not their personal characteristics or attributes (e.g. race, gender, sexuality, religion)
* may be precluded from selection if there is a concern about their ability to compete safely or if their participation poses a risk to others.

We will take an equitable and empathetic approach when attendance at training or team events is impacted by any of the following, which are not signs of poor commitment:

* Religious practices
* Parenting responsibilities
* Health and wellbeing.

## Process

* Players and athletes will be informed in writing of the dates, location and criteria for team selection.
* Ensuring the fitness of players and athletes to participate safely at training, and during fixtures and finals.
* Selectors will be appointed by the committee and be responsible for pre-season selection decisions.
* Where possible, there may be more than one selector, especially where parents, partners or other family members are involved.
* As requested, or as necessary, players and athletes will be provided with reasons for non-selection and areas to improve in order to be considered for selection.
* Coaches will be responsible for all decisions about team selection once the season commences.
* Selection criteria will be reiterated during the season so that players and athletes are clear about how teams competing in the finals will be chosen.
* Concerns about team selection should be discussed with selectors/coach in the first instance. A formal written complaint to the club committee should be made within 3 days if these concerns cannot be resolved and the player or athlete believes they have not been treated in accordance with the selection policy. Should the matter still not be resolved, the matter may be escalated to the relevant association committee for final resolution within 7 days of receipt of the referral.
* Complaints that selection decisions are discriminatory can be lodged with Sport Integrity Australia or our sport’s integrity reporting system (update this accordingly).
* All players over 18 must always abide by our Child Safeguarding Code of Behaviour, especially when participating with people under 18.

Juniors playing in open grades

Where under 18s are selected in open grade teams with adults:

* Our Safeguarding Children and Young People policy details the behaviours and practices our club will abide by to keep young people safe.
* We will provide relevant players and athletes under 18 and their parents or guardians information on where to voice concerns or issues.

# What we ask you to do

## Selection committee and coaches

* Ensure players and athletes are informed about, and understand, the selection criteria and processes for fixtures and finals.
* Make fair and unbiased decisions based on the selection criteria.

## Players

* Make yourself familiar with the selection criteria and clarify any concerns with the club prior to trials or fixture and finals games.
* Talk with your coach about any concerns and seek feedback about how to improve your performance.
* In finals, the club believes that a team should be as competitive as possible is a higher priority than in fixture games and that some players or athletes may not be selected, but the club will attempt to offer as many players or athletes the opportunity to take part in the finals as possible.

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| I, <INSERT YOUR NAME> have read and understood the policy and will abide by it as a member of <INSERT YOUR ORGANISATION’S NAME>. |
| Signature: |
| Date: |
| If under 18 years of age, parent/guardian: |
| Signature: |
| Date: |