



Hills Hornets Touch Association
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Representative Team Selection Policy

1. Preamble

- 1.1 This policy covers selection of all Hills Hornets Touch Representative and Development Squads, and Final Teams.
- 1.2 The aim of this policy is to ensure that all Hills Hornets team selections are objective, are seen to be fair by all, and all aspiring players are given a reasonable opportunity to demonstrate their skills and abilities.
- 1.3 This policy has been developed with consideration to Touch Football Australia's Talent Identification and Selection Framework, and the Australian Sports Commission's Inclusive Sport Framework.

2. General Provisions

- 2.1 Representative team selection trials aim to ensure Hills Hornets Touch teams have a balanced group of players in specialist and generalist positions that will enable development of a team that matches the desired playing approaches and strategies of the club, and coaching staff.
- 2.2 This policy may be amended or supplemented by Hills Hornets Touch at its discretion in order to achieve its objective, specifically where matters arise which, at the sole discretion of the Hills Hornets Touch Selection Committee or Executive, have not been provided for in this policy.
- 2.3 To be eligible for Hills Hornets Touch representative selection, individuals must be a registered financial member of Hills Hornets Touch, and have played the minimum amount of local competition games as specified by the relevant NSW Touch Association (NSWTA) tournament conditions of entry.
- 2.4 If selected to represent Hills Hornets Touch, all players are to wear the official club attire when required or requested.
- 2.5 Players successfully selected into a Hills Hornets Touch representative team/squad must comply with the club's code of conduct at all times. A breach, as determined by the Hills Hornets Executive, may result in removal from the team/squad and/or club suspension.



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3. Ineligibility for Representative Selection

3.1 A player will be ineligible to represent Hills Hornets Touch if they:

- i. are not a registered player of Hills Hornets Touch Touch Football
- ii. fail to play the minimum amount of local competition games as specified by the relevant NSWTA tournament conditions of entry
- iii. are deemed by Hills Hornets Touch, NSWTA or Touch Football Australia (TFA) as being un-financial
- iv. are currently serving suspension from any NSWTA or TFA affiliated competition*
- v. have not attended at least one representative selection trial, or if absent from trial, provided a letter to Hills Hornets Touch with reasons for their absence at the representative selection trial.
- vi. are unable to perform to the required standard due to illness or injury, following consideration of medical advice by the Hills Hornets Coaching Director and Executive
- vii. fail to observe the Hills Hornets Touch and/or NSWTA Code of Conduct
- viii. breach or fail to observe this policy.

**Any players serving a suspension from the Hills Hornets Touch local competition at the time of team/squad selections will be assessed on a case-by-case basis by the Hills Hornets Touch Executive to determine their eligibility to represent Hills Hornets Touch.*

4. Player Transfers

4.1 Players from other representative clubs seeking selection into a Hills Hornets Touch representative team must meet all eligibility requirements as specified by NSW Touch in respective tournament conditions of entry.

4.2 Parents/guardians of junior players seeking transfer to Hills Hornets Touch Representative Teams will be advised at the time of trialling, both the number of transfer positions available within the club, and the number of potential transfer players trialling across all teams.

4.3 Where the number of player transfers recommended for team selection exceed the number of positions (or points) available to the club, the Head Coach will be required to submit in writing to the Coaching Director and Hills Executive their case for player selection in the team.

4.4 All player transfers will be subject to review and endorsement by the Coaching Director and Hills Hornets Touch Executive prior to final team announcement, taking into consideration Head Coach written submissions (if applicable) and the needs of all teams across the club to ensure they are viable and competitive.

5. Requirements of Hills Hornets Touch in the Selection Process

5.1 Hills Hornets Touch will:

- i. appoint a Selection Committee which includes all team Head Coaches
- ii. ensure all coaches, selectors and other individuals involved with players under the age of 18 years have provided Working with Children Check information to the club



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- iii. nominate a coordinator to manage the trial operations so as to allow Selectors to focus on assessing players
- iv. invite all eligible members of the club to trial for selection
- v. advertise all representative selection trials via the club website and across all appropriate social media platforms
- vi. provide means for players to express interest in selection prior to the representative selection trial in order for team selectors and coaches to perform Talent ID (TID) on interested players at local competition games, prior to representative selection trial, where able to do so
- vii. provide standardised assessment sheets for all TID at representative trials
- viii. inform triallists (incl. parents/guardians of players <18yrs) of the standards of behaviour and expectations of players in relation to matters including but not limited to training attendance and payment of representative costs by due dates, as well as the consequences of failing to comply with such expectations.
- ix. ensure triallists (incl. parents/guardians of players <18yrs) are made aware of this policy.

In cases where the number of players trialing is less than the number of players required then a selector may not be assigned.

6. Requirements of Selectors in the Selection Process

- 6.1 Prior to trial commencement, selectors will provide a brief summary to triallists of how the selection process works, the trial format, what the selectors will be looking for and any other information that may relate to the trial process.
- 6.2 Selectors are to ensure that all individuals are given a fair opportunity to showcase their skills within the given trial period.
- 6.3 In the case of a player being available for selection via an approved letter, that player will not be denied selection on the basis that any one member of the selection team is not sufficiently familiar with the player's ability. If members of the selection team and/or coach/es can attest to the player's ability, in comparison to others at the trial, then that player is to be added to the squad for further assessment.

7. Illness or Extenuating Circumstances

- 7.1 Prior to trial commencement, players unable to compete at trials must advise the Selection Committee in writing via email to info@hillshornetstouch.com indicating their reason for non-participation.
- 7.2 In the case of illness or injury, players may be requested to provide a doctor's certificate or physiotherapy letter to advise of expected timeframe for recovery and return to play.
- 7.3 In the case of bereavement, equipment failure, travel delays or other extenuating circumstance, a decision will be made by the selection committee on an individual basis.
- 7.4 Should any player be unavailable to attend at least one representative selection trial, that player will only be considered if a letter is submitted prior to the date of the last representative selection trial, explaining the extenuating circumstances of their inability to attend.



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8. Team / Squad Selection & Ratification

- 8.1 As a guide all players will be selected giving consideration to the following:
- Speed and Agility
 - Ball Skills
 - General and touch-specific fitness
 - Ability to follow instruction and game plan
 - Teamwork and Encouragement
 - Communication
 - Attitude and Commitment
- 8.2 Team coaches are encouraged to have discussions during the trial with selectors to discuss their ideal team structure (number of players in each position, rotations and desired strengths for players in different positions).
- 8.3 All players selected will be subject to ratification / endorsement by the Hills Hornets Executive and Coaching Director, and the team members will be informed of selection via the Hills Hornets Touch website (www.hillshornetstouch.com) and facebook page (www.facebook.com/hillstouch)
- 8.4 Inclusion in a squad does not guarantee a position in the final team.
- 8.5 All requests for trial feedback must be made via email to: info@hillshornetstouch.com, and will be responded to following consultation with the Selection Committee.
- 8.6 Under no circumstances are players or parents/guardians to actively approach the team selectors and/or coaches to make selection enquiries. Direct discussion may take place should team selectors engage the player or parent/guardian in discussion.
- 8.7 Contact made directly to coaches and/or the Selection Committee that is deemed to be inappropriate or threatening in nature, will be referred directly to the Hills Executive to determine if a breach of the club's code of conduct has occurred.
- 8.8 Should a player withdraw from a final team at any stage during the tournament campaign, the Head Coach is to notify both the Coaching Director and Hills Executive within 48 hours of team withdrawal, indicating reason given for the withdrawal and whether a shadow or other eligible player will be filling the vacant team position.

9. Shadow Players

- 9.1 Shadow players will be named in addition to the final team and are strongly encouraged to attend team training sessions.
- 9.2 In the event of player unavailability for any tournament (including galas) due to absence, illness or injury, the coaching staff must use shadow players in the first instance, as a substitute for that tournament only.
- 9.3 Where there are no shadow players available to use, the coaching staff may add a player from the Development Squad or original trial list to the team, as a substitute for that tournament only.



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- 9.4 In the event that a player's performance is not meeting the needs of the team (whether due to perceived attitude, training commitment, fitness or skill acquisition), this matter must be raised by the Head Coach to the Coaching Director in the first instance. Specific concerns will be reviewed on a case-by-case basis however this will not automatically permit coaching staff to remove a player from the team and/or replace them with a shadow (or other) player unless endorsed by the Coaching Director and Hills Executive.
- 9.5 Hills Hornets Touch will convene a hearing as soon as possible after the submission of the grounds of appeal. Hills Hornets Touch is not bound by rules of evidence but must observe the principles of procedural fairness.
- 9.6 No legal representation is permitted for the appellant in relation to the conduct of the appeal.

10. Representative Teams / Squads Training

- 10.1 Players selected in a Representative team or squad must make every effort to attend all scheduled training sessions, and adhere fully to the specified training program.
- 10.2 A training schedule (including planned Gala Days) will be communicated by the team coaching staff within 2 weeks of final team announcement.
- 10.3 Failure to adhere fully to the specified training program and minimum 80% attendance requirements established by the club may impact a player's position in the team (subject to requirements in 9.4), or future representative selection for Hills Hornets Touch.
- 10.4 Additional training sessions may be added at the discretion of the team Head Coach.
- 10.5 Additional costs may incur (per representative player) for the use of external training facilities, participation in gala events, or for payment of referees engaged.

11. Appeals

- 11.1 The Hills Hornets Touch Executive and Coaching Director will hear all appeals.
- 11.2 The sole grounds for any appeal are that this policy was not properly followed and/or implemented. There is no right of appeal against a decision made by the selection panel.
- 11.3 All notices of appeals are to be made in writing within 48 hours of announcement of the team / squad and be addressed to the Hills Hornets Touch Executive.

Endorsed by Hills Hornets Touch Executive Committee

Review date: August 2021

Next Review due: August 2024



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