



## **Old Bedians Senior Rugby Selection Policy**

### **Selection Committee**

- Team Captains
  - 1<sup>st</sup> Team – Tom Kitching
  - 2<sup>nd</sup> Team – James Hennigan
  - 3<sup>rd</sup> Team – Chris Storer
- Consultation with
  - Director of Rugby - Mike Gallagher
  - Club Coach - Alan Jack

### **Purpose**

The aim of our selection policy is to ensure a consistent and transparent club wide selection process is fairly applied over the three senior teams that will result in:

- A successful and well-structured 1st XV on which the club's ultimate league status and top end recruitment is dependant
- A thriving and successful club culture that provides all players with a fair and equal opportunity to play, progress and enjoy their rugby
- A greater consistency in availability enabling all teams to fulfil their fixtures to the best of our ability
- Players playing at a standard reflective of their ability
- Continued development of players to reach the level of play they aspire

### **The policy**

While the club will always endeavour to manage selection to the following rules, there may be rare times when it is not possible due to an exceptional circumstance. As an overview, our club's selection policy will be based on:

1. The players' skill, ability, experience and attitude
2. Attendance at training
3. Regular availability for Saturday fixtures
4. Commitment to the Club (in this instance, a player who cannot train on Tuesday night/play regularly because of other commitments can instead demonstrate a willingness to support the club in other areas such as Committee/Kremlin)

In addition to the above, and in the best interests of the club, the following is set out as a further guide to selection rationale and clarification on how selection is informed:

- In order to be better able to fulfil three Saturday fixtures, we ask that players inform their respective Captain of their availability for the following weeks on the Saturday prior or at the latest by the following Monday, otherwise that player will be considered as unavailable/doubtful. Players are encouraged to respond to texts that they are 'unsure' if they cannot confirm however, all availability needs to be confirmed by Wednesday 7pm when selection will take place
- Players are asked to let their captain know of any upcoming weeks of unavailability such as work/family/holiday or social arrangements as soon as possible
- Any player that desires to play for the 1st XV should attend training on Tuesday night ready to train from 7.30pm to 9.00pm to be considered. Although exceptions can be made (see point 4 above), there must be a clear regular commitment made in this area
- Each week the efforts and performances of individual players will be considered along with points 1-4 when team selection is made
- Preference in selection will always be given to those players that attend club training sessions
- No player will move up or down by more than one team at a time
- The starting point for a player in selection spreadsheet is the team for which he played the week before and not the team that he ultimately might play for that week
- Any players who are selected for a lower side than they played the previous week will be given an explanation by the captain of his previous team before the teams are published
- To encourage continued development and participation, a player will not be selected on the bench for the 1<sup>st</sup> XV for more than one week at a time unless exceptional circumstances apply
- A player who fails to play when selected without notifying a member of the selection committee will not be considered for selection in any club team until a reasonable explanation has been received and accepted by the selection committee

### **Redress**

Any player who believes that they have not been given either fair treatment or consideration in selection should raise their concerns with the Director of Rugby Mike Gallagher in the first instance.