



Player Selection Policy 2020

Tauranga Water Polo Club **mission is to see** children and others benefit from water polo - through friendship, fun, commitment, discipline, team ethos, health, fitness and winning. TWP aims to:

- Promote, foster and encourage water polo, flippaball and associated aquatic sports and disciplines.
- Foster enjoyment, achievement and satisfaction for all members, competitors, officials, coaches and supporters.
- Recruit and encourage water polo players to participate in water polo as a sporting activity.

Player Selection Policy

The player selection policy helps to ensure every player gets an opportunity to participate in and be fairly considered for the teams they are eligible to play for. The policy provides a clear policy and direction to all Tauranga Water Polo Club stakeholders on team selection. Therefore we want a player selection policy that is:

- applied consistently
- as fair as possible to all players
- consistent with our Club's aims.

The player selection policy addresses:

- Who may be considered for selection in age group team?
- When can players play up an age group?
- The trial selection process ?
- How are selection decisions made?
- What are the selectors looking for?

Who may be considered for selection in an age group team?

Any player who is the correct age for a grade of water polo may be considered for selection.

In line with youth development and sporting research¹²³ TWP committee considers it contrary to the aims of the Club to select a player from a younger age group to play in an older age group grade if they take the place of a player who is the correct age for that grade of water polo.

As a small community/family centred Club, TWP committee does not want to risk losing an older player to the sport when they:

¹ <https://balanceisbetter.org.nz>

² <https://activeforlife.com/keep-kids-playing-sports/>

³ <https://www.newportacademy.com/resources/mental-health/sports-and-mental-health/>

- enjoy playing
- still have the potential to develop
- can contribute in many different ways to the Club aims as coaches, referees or managers, club administrators/committee members.

Therefore:

Players may not opt to play up in an older age group and forsake their true age group.

A player should not be selected to play up in an older age group if there are already sufficient players in that age group. The policy on younger players playing up an age group is set out in full later in this policy document.

When can players play up an age group?

The issue of players playing up a grade (or up more than one grade) often arises and is the source of debate within the membership. The committee considers that on the whole it is contrary to the aims of the Club to select a player from a younger grade to play in an older grade if they take the place of a player who is the correct age for that grade of water polo.

Therefore:

A player should not be selected to play up in an older age group if there are already sufficient players in that age group.

However, where there are insufficient players for an age group, the team coach and/or age group coordinator may write to TWP committee asking permission for an appropriate number of younger players to play up. This will be considered by the committee on a case by case basis. Many things may be taken into consideration and the decision is purely at the discretion of the committee.

Examples of the types of things TWP committee may consider are:

- NZWP and/or competition rules and requirements
- whether there are any true age group players within the club that could be asked to join the team – without severely affecting another team or preventing another team from competing
- the effect of bringing in a younger player on the team and any other teams in the age group
- the time remaining before the competition (e.g. the closer it is to the competition the harder it may be to introduce new players to a team)
- whether the team will not be able to compete unless younger players are selected.

If the committee decides it is appropriate in the circumstances to introduce younger players to a team the following process will be followed:

- All players from the younger (i.e., one age group down only) group will be invited to trial over a minimum of 2 sessions
- There will be at least 2 selectors (which in this particular circumstance may include the coach)
- The selectors will be open minded in their selection and not succumb to preconceived ideas in regards to players
- Players will be named in a timely fashion
- The committee will approve all final selections before they are announced

- Where an age group has insufficient goalies for all of its teams, then, in the committee's discretion, the selection process may be overlooked and the committee may, in its discretion, appoint a goalie from a younger age group.

If a younger player is selected to play in an older age group team, that player must also be available to play for their true age group. A player cannot forsake their true age group to play up an age group.

The trial/selection process?

The committee recognises there needs to be some flexibility in the trial selection process to take account of particular circumstances and age group differences. However, the committee will try to ensure the trial process is generally consistent across age groups.

1. All players making themselves available for team selection must be financial members of Tauranga Water polo Club for the current financial year.
2. All eligible players from the age group will trial for a minimum of 2 sessions. The trial dates will be set in advance, but may be subject to change depending on selector and coach availability, pool space and other relevant factors.
3. Trialling players are expected to attend *all* the trials, or provide a good reason to age group coordinator in advance for their absence from any trial.
4. At the beginning of trials all players will be expected to pay a non-refundable deposit of \$100 towards tournament costs and complete the player commitment form. Generally team selections will be named 10 weeks prior to the tournament. In the situation where age groups will train as a squad, teams will be named at least 4 weeks prior to tournament dates.
5. Team selection is the responsibility of the age group coaches, and chosen selectors. The TWP committee reviews team selections prior to announcement and reserves the right to alter a team selection.
6. Players will be expected to commit and attend all training sessions as scheduled by the age group coaches/TWP committee to ensure continued placement in the selected team.
7. Generally teams will not be reselected between tournaments (e.g. Pan Pacs) and National Championships, however TWP committee reserves the right to retrial and will give reasonable notice of retrial dates.
8. Internal discussions on team selection between team coaches, team management and the TWP Committee will remain confidential.

How are selection decisions made?

The Club's aim when selecting teams is to ensure every eligible player has been individually considered.

Usually, the coaches for the teams being selected and the selectors will meet before the trials to discuss the strategy for team selection and any specific tournament requirements. (Sometimes not all the coaches for an age group have been appointed at trial time. In those circumstances, only the coaches who have been appointed will be able to participate.)

The role of the selectors is to run the trials and assess the players according to the agreed criteria (see below for more details), and begin the selection process. The information obtained by the selectors at the trials will be discussed with the coaches, along with any other relevant factors (see further below). The committee expects the selection process to be robust.

If the selectors and the coaches can agree on the appropriate team for particular players then the selectors will select those players for that team. If the selectors and the coaches cannot agree on the appropriate team for any particular players then those players will be set aside – and a spare place will be left for them in the teams they are being considered for. The coach of the higher team will then be invited to choose which team the disputed player is selected for – and in so doing the coach will have regard to views of the selectors and the information obtained from the trials.

The number of players named in teams may vary depending on the particular tournament, its venue and the particular players being considered. This is a matter for discussion between the coach and the selectors, and there is no hard and fast rule (up to the maximum allowed for the competition).

Selectors and coaches will be open-minded in their selections and will not succumb to preconceived ideas in regards to players. They will act with independence, impartiality and integrity.

If a coach or selector has to consider their own child or sibling for selection, it is expected the selector or coach will temporarily step back from the process and allow others to make the decision in respect of that player.

At all times communication between selectors and coaches must be respectful and inclusive. Once a team is named, the selectors and coaches are expected to publicly support all selections.

What are the selectors looking for?

The methods and measures the selectors choose to use at trials to assess players will be agreed in advance before the trials begin. The selectors will explain the trial process to the players at the beginning of the first trial.

Each player will be allocated a cap number and colour for each trial. It is expected the selectors will use a grid along the following lines to record each player’s performance:

CAP #	NAME	SPEED	ACCURACY	COACHABILITY	SOCIAL INTEGRATION	SET MOVE ABILITY	PROS	CONS
1								
2								
3								
4								
5								
6								
7								
8								
9								
10								
11								

Please use the following grading system to complete the grid:
1:POOR, 2:NEEDS WORK, 3:AVERAGE, 4:GOOD, 5:VERY GOOD, 6:EXCELLENT

Other relevant factors that may be taken into account when considering player selection are things like teams played for previously, fitness training, behaviour, misconduct, past attendance at trainings, injuries, illness and other sports played. Selectors may also seek relevant input from a player’s previous team coaches. Players should never presume automatic selection based on previous teams played for.



PLAYER COMMITMENT FORM

TOURNAMENT NAME:
TOURNAMENT DATE: LOCATION:

NAME:.....

ADDRESS:.....

.....

DATE OF BIRTH:.....

EMAIL:.....

PHONE NUMBERS:.....

THANK YOU FOR TRIALING FOR THE _____ TOURNAMENT

1. Please sign this commitment form and return to our club administrator no later than..... together with a deposit of \$100.
(Cheques payable to Tauranga Water Polo Club or internet banking to account number 123 146 0156968 00)
2. Please confirm you are a current financial member of Tauranga Water Polo Club (ie, you have paid your annual subscription) and your registration form has been completed.
3. Please confirm you are available and committed to playing at this tournament
4. If you withdraw from the team for any reason whatsoever the \$100 deposit will be forfeited and any costs incurred on your behalf that are non-refundable and/or once the tournament budget has been set will be your responsibility.

PLAYER'S SIGNATURE

DATE

PARENT/GUARDIAN'S SIGNATURE

DATE