



Alberta Rugby Union

11759 Groat Road
Edmonton, AB T5M 3K6

Alberta Rugby Union
Provincial Age-Grade Team Selection Policy
VII & XV

Effective Date: May 1, 2018
Board Approved: June 22, 2018





1. Policy Objective

The purpose of this policy is to outline the criteria and procedures that Rugby Alberta will adhere to and undertake to select Male and Female Age Group Teams to represent Alberta in competitions deemed to contribute to the performance development of each respective team.

2. Policy Statement

It is the policy of Rugby Alberta to:

- Provide transparency to the selection criteria and procedure that each Head Coach will undertake to select an Alberta Provincial Team;
- Provide ample opportunity for all aspiring athletes to be observed in their preferred position by the respective Head Coach or Rugby Alberta staff;
- Appoint a Head Coach to each Male and Female Age Group Team on the basis of holding minimum qualification requirements as outlined in Rugby Alberta's Coaching Pathway and having the skills and experience to oversee a fair and thorough selection procedure, adhering to Rugby Alberta's Selection Criteria.

3. Selection Procedure

The Rugby Alberta Provincial Team Selection Procedure is a two-step process: Talent identification and Team selection.

From a talent identification perspective, Rugby Alberta is committed to providing a staged process for development that provides the correct learning vehicles at the right development moments throughout a player's career. Rugby Alberta also believes that players will only develop into elite performers under the right conditions and that our pathway needs to focus on the needs of the individual before the needs of the team. For Rugby Alberta, we consider the development of players to be a long-term process and will work to identify players that have potential for elite performance.

First, aspiring athletes must be observed by the relevant Head Coach or Rugby Alberta staff. Rugby Alberta's Provincial Regional Championships play a pivotal role in the talent identification & team selection process, though we make available four opportunities for talent identification:

A. Identification Sessions: Rugby Alberta provides multiple Identification Sessions as the primary entry point for athletes wanting to represent Alberta in a Provincial Age Group Team and are open to any eligible athlete who wishes to be considered for selection.





- i. Rugby Alberta provides a Junior Player Development Program that is available for players interested in any of the Provincial Age Group Teams;
- ii. It is strongly recommended that athletes participate in the Junior Player Development Program to ensure Rugby Alberta staff have observed the athlete;
- iii. Player Development Program details will be advertised on rugbyalberta.com and promoted through Rugby Alberta communication channels.

B. Competitive Club Rugby Fixtures: Athletes participating in Rugby Alberta summer youth leagues may be observed.

C. Competitive High School Rugby: Athletes participating in the ASAA High School Rugby Provincial Championships may be observed by Rugby Alberta staff and/or the relevant Head Coach.

D. Rugby Alberta's Regional Championships: Athletes participating in Rugby Alberta's Regional Championships (ARCs) will be observed by the relevant Provincial Team Head Coach and/or Rugby Alberta staff.

- i. It is highly recommended that all aspiring athletes participate in the ARCs;
- ii. If an athlete is unable to participate in the ARCs due to injury or illness, they must inform the relevant Head Coach and/or Rugby Alberta staff.

E. Selection Camps: Selection Camps/Try Outs can be utilized as the final step in the Provincial Team Selection Process and all athletes wishing to be considered for a Provincial Team should attend any scheduled Selection Camp/Try Out.

- i. If an athlete cannot attend a Selection Camp due to a legitimate reason (e.g. injury, illness, exam), the athlete or the athlete's parent/guardian must notify the relevant Head Coach or Rugby Alberta staff of the reason for absence, ideally in advance of the relevant Selection Camp;
- ii. In the case of an athlete being unable to attend any Selection Camps, the relevant Head Coach will consult with Rugby Alberta staff.

4. Game Day Selection

When playing at competitions and any other competition deemed to contribute to the high-performance development of each respective team, the Provincial Team Head Coach will name a starting squad and reserves prior to each game in line with the rules of the relevant competition.

After naming a starting squad and reserves, the Head Coach may make changes as required.





All Game Day Provincial Team selections are final and are not subject to appeal.

Regardless of competition, each member of a Provincial team will be named to the starting squad for at least one game.

5. Selection Criteria

The Head Coach, supported by Rugby Alberta staff, will make the Provincial Team selection based on the listed criteria, which will also be a consideration for the nomination of the selection camp squads.

A. Player Eligibility: To be eligible for selection, an aspiring athlete must meet the following pre-requisites:

- Be a resident of Alberta; and
- Be a member of Rugby Alberta in good standing; and
- Be without any outstanding disciplinary suspensions at the time of Squad nomination and Team selection.

B. Player Performance: Players will be evaluated on their in-play performance and their performance of set drills, speed, skill and strength tests as the drills and tests relate to players' preferred positions. A player's game sense (awareness, creativity, and decision making) will form part of this evaluation.

C. Player Teamwork: Players will be evaluated on their ability to cooperate and collaborate with fellow players, and their contribution to a positive, respectful and inclusive team environment.

D. Player Attitude: Players will be evaluated on their positive, considerate and appreciative attitude towards the game, officials, coaches, support staff and teammates. Additionally, players will be evaluated on their willingness to train hard, demonstrate an exceptional work ethic, be motivated, demonstrate their mental toughness, and their coachability.

E. Positional Requirements: Players will be evaluated on the required skill set of their preferred positions and any other position the Head Coach may





recommend. Skill set considerations will include catch, pass, off load, breakdown, and tackle.

F. Player Potential: Players will be evaluated on their overall potential in the game of rugby, which will include assessment of speed, agility, power, and stature.

G. Player Injury or Illness: Players adhering to 'return to play' protocol, with injury or illness can still be considered for selection, depending on the nature of the concussion, illness or injury and recovery time. Throughout the selection process, players and/or their parent/guardian are responsible for informing the relevant Head Coach and/or Rugby Alberta staff of any previous concussions, concussion symptoms, injury or illness that may hamper the player's performance.

6. Athlete Commitment to Provincial Team

It is Rugby Alberta's expectation of each athlete selected to a Provincial Team to make the following commitments:

- Adhere to Rugby Alberta's Code of Conduct at all times;
- Attendance at 75% of the relevant Provincial Team training sessions;
- Attendance at all warm-up games;
- Full attendance for the relevant competition;
- Adhere to the Laws of the Game at all times;
- To immediately inform the relevant Head Coach of any and all suspected concussions, injuries or illnesses – See Appendix for Contact Details of all Head Coaches.

7. Injured/Ill Team Players and Call Up of Reserves

In the event of a Provincial Team player suffering a concussion, becoming injured or ill prior to the relevant competition, the relevant Head Coach will evaluate their likely recovery time relevant to the Provincial Team's game schedule.

If the Head Coach deems the player's recovery time insufficient to allow that player to safely return to the Team with respect to the playing schedule, the Head Coach will inform Rugby Alberta staff of the situation.

The Head Coach will select a non-travelling reserve player as a like-for-like replacement based on the Team's positional requirements. Rugby Alberta will provide written notice to the reserve player selected to join the Team.





In the event of the concussed/injured/ill player having already made payment, Rugby Alberta will refund these fees (minus any costs already incurred, such as training camp costs).

In the event of the positional requirement of the Team not being met through the non-travelling reserves, the Head Coach may select a reserve player from the selection camp squad.

All reserve player call ups will be presented to Rugby Alberta staff for approval.

8. Appeal Process

A player may appeal their non-inclusion to the Selection Camp Squad or their non-inclusion to the Provincial Team under the following terms:

A. Appeal Timing: Players wishing to appeal a decision have 72 hours from the time at which they received notice of the selection decision to submit a written appeal to the Rugby Alberta Executive Director or Rugby Alberta High Performance Director via email.

B. Grounds of Appeal: Sufficient grounds for appeal include providing evidence of one of the following occurrences:

- Selection procedure was not followed by the decision-maker;
- A selection decision was influenced by bias (where bias is defined as a lack of neutrality to such an extent that the decision-maker is unable to consider other views);
- Relevant information was not considered (e.g. injury or illness) or irrelevant information was considered by the decision-maker;
- A decision that was grossly unreasonable was made.

C. Making an Appeal: Rugby Alberta must receive a written appeal via email that details the following information:

- Date the appellant was advised of the decision being appealed;
- Grounds for the appeal;
- Detailed reasons for the appeal;
- All evidence that supports these grounds;
- Requested remedy or remedies.





D. Judgment of the Appeal: The Rugby Alberta Executive Committee will make judgment on the merits of the appeal brought forward and will endeavor to provide a judgment and, if required, the remedy within 5 working days of the appeal being lodged.

9. Supporting Policies

Internal

- Rugby Alberta Code of Conduct
- Rugby Alberta Competition Pathway
- Rugby Alberta Coaching Pathway

External

- Rugby Canada's Participation Development Model
- Rugby Canada's Coaching Pathway
- Rugby Canada LTAD Implementation

