

**Scottish
Touch
Association**



Selection Policy and Process

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1. INTRODUCTION

The purpose of this document is to describe clearly to players, selectors, coaches and other interested parties how the Scotland National Squad will be selected and subsequently how teams representing Scotland at the 2008 European Touch Championships will be chosen.

As this is the first time that the Selection Policy has been published, this version of the Policy will apply solely to preparations for the 2008 European Touch Championships.

Thereafter, the Policy will be reviewed and may be amended for future selection cycles.

In Section 2, the general conditions and the principles underlying the Selection Policy are identified.

In Section 3, the Selection Process and selection criteria are described.

Section 4 outlines how the National Squad is structured and how players become members of the National Squad and can move within the squad. It also describes how the final teams to compete at the 2008 European Touch Championships will be determined.

The Code of Conduct is detailed in Section 5.

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If you have any comments or questions
about any aspect of selection, please contact:

nsmc@scottishtouch.org.uk

2. SELECTION POLICY

2.1 Selection Arena

The arena for selection for the National Squad will be the 2007 National Touch Championships.

2.2 Eligibility for Selection

Eligibility criteria are described in the separate STA document *Eligibility Criteria for National Selection*. Players vying for selection must participate at the 2007 National Touch Championships. However, consideration **may** be given to players who suffer an injury or illness or who have extenuating circumstances that prevent them from being able to attend the Championships.

2.3 Absence and Injury

If a player vying for selection is unable to attend the Championships, the reason must be put in writing and sent to nsmc@scottishtouch.org.uk marked FAO the Chair of the NSMC as early as possible and no later than five days before the tournament. If the reason for non attendance is considered acceptable by the NSMC, the player will be put forward to the relevant Selection Panel(s) for their consideration.

If a player is due to attend the Championships but is injured shortly before or during the tournament and either cannot start or complete the tournament, he or she must notify the Selection Co-ordinator at Selection HQ before the tournament ends. If the injury is so severe that the player cannot notify the Selection Co-ordinator in person, they may ask a proxy to do it on their behalf.

2.4 Assessment of Absent or Injured Players

If a player cannot be assessed at the Championships but at the discretion of the NSMC and the Selection Co-ordinator is to be considered for selection, every effort will be made to measure the player according to the selection criteria that will be used at the tournament. This will involve input from officials who know the player. In the first instance input will be provided by any of the selectors at the tournament but in addition, officials involved in coaching or co-ordinating the regional representative teams may be consulted.

2.5 Registration for Selection

All players participating at the Championships who are vying for selection must ensure that they provide information to their regional team co-ordinator in good time so that registration documents can be completed on their behalf and submitted electronically to the NSMC no later than 21 September 2007. This registration document must also be signed by the player before the tournament starts to confirm that the details provided by their co-ordinator are correct.

2.6 Team Preference

All players vying for selection must indicate on the registration form **in order of preference** which teams they would like to be considered for. If selected for the National Squad, there is no guarantee that a player's first choice will be granted but it will be considered. Selection Panels will be asked to compare their shortlists in an effort to accommodate player preference, where possible.

2.7 STA's Approach to Equity and Participation

The STA recognises that women and men should have an equal opportunity to participate in Touch at a representative level.

The STA also recognises that promoting maximum participation in international competitions is beneficial to the development of Touch within Scotland and to the international Touch community.

These two factors will contribute towards determining the selection strategy for the National Squad.

2.8 Appointment of Selectors

Regional Touch Managers will be asked to nominate to the NSMC up to three individuals capable of performing the role of selector. Thereafter the NSMC will confirm the regional appointments and will make further appointments of selectors sufficient to make up the required numbers on the Assessment Groups and Selection Panels.

The NSMC will appoint selectors to four Assessment Groups – Mens Open players, Womens Open players, Mens Restricted Age Group players and Womens Restricted Age Group players. The role of these groups will be to view and assess their respective category of players during the competition.

The NSMC will also appoint selectors to five Selection Panels – Mens Open, Womens Open, Mixed Open, Mens Restricted Age Groups and Womens Restricted Age Groups. The role of the Selection Panels will be to determine the players selected for these respective divisions in the National Squad.

Selectors will be asked to fulfil roles both as assessors and selectors, as required by the NSMC. A selector may be required to sit on a Selection Panel for a division that they were not involved in assessing.

Each Assessment Group and each Selection Panel will comprise between three and five members.

Each Assessment Group and each Selection Panel will, where possible, contain representatives from more than one of the touch regions competing at the 2007 National Touch Championships.

Selectors will not move between Selection Panels, but may provide information on injured or absent players as described in 2.4.

2.9 Selection Strategy for Open

Selection for all Open teams will be entirely on merit. When forming their decisions Selection Panels will be directed to consider the requirements of the national selection strategy as well as team preferences expressed by players.

2.10 Selection Strategy for Seniors, Masters and Veterans

Players will initially be selected from those participating at the 2007 National Touch Championships. Players not participating at the Championships but who would like to be considered for Seniors, Masters or Veterans teams are invited to contact the NSMC mailbox – nsmc@scottishtouch.org.uk.

It should be noted that the following restricted age divisions were available at the last European Championships: Mens 30s, Womens 30s, Mixed 30s, Mens 35s and Mens 40s.

The STA would like to send Mens 30s, Womens 30s, Mixed 30s and Mens 35s teams to the 2008 European Touch Championships if player numbers allow. If there are insufficient players, teams will be created in the following order. Mens and Womens 30s followed by Mixed 30s followed by Mens 35s. (It is assumed that the 2008 Tournament Organisers will not make Divisions available for Womens or Mixed 35s or 40s but if they do, the priority described above for 30s will apply to 35s and then 40s.)

2.11 The Selection Process

Selectors will view players vying for selection and will complete a Player Assessment Form. Ratings will be recorded on a summary sheet and at the conclusion of the tournament the Selection Panel will convene to select a final squad.

Player selection will be decided through informed discussion, taking into consideration performance factors relating to individual and team skills, vision, communication and ability to handle pressure.

Communication between the team coach (where appointed) and Selectors is vital and integral to the selection process. Appointed coaches must make themselves available for the selection process.

2.12 Number of Players in the National Squad

The Selection Panels will select 20 players for each of the Mens, Womens and Mixed Open squads. In the case of the Mixed squad, the composition will be 11 men and 9 women.

The Restricted Age Groups Selection Panels will select up to 46 men and 46 women if player numbers allow.

2.13 Replacement Players

When determining players for the National Squad each Selection Panel will also be asked to rank five unselected players as replacement players, who may be asked at a later date to take up a position in the squad if any players are dismissed, withdraw or are injured.

If unselected players have been identified as potential replacement players, they will be notified in writing and asked if they would be prepared to be a replacement player, should the need arise.

3. THE SELECTION PROCESS

Objectives

To identify athletes with the skills/ attributes to be excellent international touch players e.g. speed, power, agility and flexibility.

Process

Players will be assessed using the STA Player Assessment Form (see overleaf).

Assessment is based on six main areas: Fitness, Individual Skills, Team Skills, Vision, Communication and Pressure. These factors are rated by the selection panel according to the standards displayed by players at the 2007 National Touch Championships.

An explanation of the factors the selectors shall use to assess players can be found below.

Players unavailable to participate in the 2007 National Touch Championships shall be assessed using the same criteria.

The Selection Co-ordinator shall convene a meeting of the Selection Panels immediately following the 2007 National Touch Championships, at which point the National Squad shall be agreed, based on informed discussion noting the Assessment Forms completed by the selectors.

The NSMC shall announce the National Squad by 15 October 2007.



Player Assessment Form

PLAYERS NAME:

TEAM:

DATE OF BIRTH:

POSITION:

SELECTOR:

FACTORS TO RATE Poor Good Excellent

FITNESS	1	2	3	4	5
INDIVIDUAL SKILLS	1	2	3	4	5
TEAM SKILLS	1	2	3	4	5
VISION	1	2	3	4	5
COMMUNICATION	1	2	3	4	5
PRESSURE	1	2	3	4	5

General Comments (include strengths and weaknesses):

Discuss Attack Qualities:

Discuss Defence Qualities:

EXPLANATION of FACTORS CONTRIBUTING TO ASSESSMENT

FITNESS

Aerobic Endurance- ability to maintain physical and mental performance over a whole game/tournament with minimal fatigue: often the difference between elite and other players.

Speed/Endurance- maintains speed over longer distances, able to repeat bouts without loss of speed; ability and commitment to chase in defence.

Work Rate- ability to continue producing high level of output in individual games and throughout the tournament; recovers quickly; consistently error free; contributes to all facets of game; seems to be everywhere.

TEAM SKILLS

Positional Awareness- being in the right position at the right time in attack and defence then taking advantage of it; awareness of the position of team-mates and opponents; gets back into position without disrupting others; rarely caught in the wrong spot.

Team Skills- ability to interact with others in team; follows directions, unselfish, positive attitude to referees/officials; encourages others; knowledge of rules, patterns, policies and game plan; maximises strengths and minimises weaknesses; cohesive; adapts to different roles and patterns.

Defence Skills- knowledge and application of defence policies; commitment; pressure situations; communication; interaction; applies pressure; can read play; does not panic; in control.

Response to Instructions- ability to carry out the game plan; responds to instructions from coach/captain/team mates.

INDIVIDUAL SKILLS

Speed/Power- speed off the mark; acceleration.

Agility/Balance- ability to change direction without losing speed or balance; applies both to attack and defence.

Attack skills- ball skills (scoop, pass, catch); evasion (sidestep, swerve); can apply pressure; adapts quickly; sets up support; takes right options; communicates; initiates attack.

VISION

Vision- peripheral- team mates/opposition using side vision; field- ability to see what is happening in the whole game – the “big picture”; sees things early; reacts quickly; good understanding of opposition strengths and weaknesses; can assist team-mates.

Decision Making Capacity- ability to select the right option both in attack and defence that will benefit the team; decisive and reacts quickly; confident in taking options; takes responsibility; does not rely unduly on others for direction.

COMMUNICATION

Communication- (often first thing noticed) ability to talk positively and effectively for the benefit of the team e.g. calls wraps/switches, talks in defence; vocal but not distracting; assists others to see problems and opportunities; reinforces; controls game.

PRESSURE

Copes with Stress/Pressure- ability to perform tasks while under various psychological stresses.

4. THE NATIONAL SQUAD

4.1 Structure

The National Squad to prepare for the 2008 European Championships will comprise the following squads and player numbers:

Mens Open Squad (max 20; min 17)

Womens Open Squad (max 20; min 17)

Mixed Open Squad (max 11 men and 9 women; min 10 men and 8 women)

Mens Over 30s Squad (max 18; min 16)

Womens Over 30s Squad (max 18; min 16)

and if numbers permit, the following squads in order

Mixed 30s Squad (max 10 men and 8 women; min 9 men and 7 women)

Mens 35s Squad (max 18; min 16) & Womens 35s Squad (max 18; min 16)

The squads may be allowed to drop below the minimum after final teams have been announced.

4.2 Registration as a National Squad Member

All successfully selected players at the 2007 National Championships will be invited to join the National Squad as a member of one of the above divisions. Players will be asked to complete a Form of Acceptance and a Personal Information Form.

4.3 Payment Schedule

When taking up a position in the National Squad, players will be provided with a payment schedule and will be asked to pay an initial deposit. The payment schedule will include an estimated breakdown of costs but the costs cannot be guaranteed.

4.4 Return of Deposit and Other Payments

If a player withdraws from the National Squad all costs incurred by the STA will be deducted from any payment(s) made by the player and the remainder will be returned. If a deficit arises, the player will be asked to pay this amount. Documentary evidence of costs incurred shall be provided if requested.

4.5 Training Sessions

Attendance at training sessions is compulsory and absence for any reason will be noted. A record of absence will be maintained by the NSMC. If a player is unable to make a training session for any reason, they must inform their team manager in writing prior to the training session. At the discretion of the NSMC, the player may be given an exemption from attendance if the circumstances warrant it.

4.6 Conduct of National Squad Players.

All National Squad players are expected to agree to a Code of Conduct (see section 5).

A points system will operate if a player:

fails to meet an administrative or financial deadline without prior permission.

fails to display acceptable behaviour on or off the field and at training sessions.

misses two training sessions unless exempted.

Each of the above will carry a one point penalty. If two points are accumulated, the player's position in the National Squad will be under review.

Failure to attend a training session without prior arrangement or a serious breach of the Code of Conduct will also lead to an immediate review of the player's position.

Any player under review will be notified and asked to explain in writing within 14 days why they should be allowed to remain in the National Squad. The review will be conducted by the team Coach, Manager and the NSMC. The player will be informed of the outcome in writing.

If a player fails to provide the letter for review, he or she will be automatically dismissed.

4.7 Player Fitness

Fitness will be periodically measured during the training programme and players will be advised what level they ought to meet at the next assessment. Fitness will be one of the factors used to determine players chosen for the final teams.

4.8 Number of Players Selected for National Teams

The NSMC and the team coaches will determine the number of players in each team competing at the 2008 European Touch Championships. This will be decided by 31 March 2008.

4.9 Deadline for Selection of Teams to Compete at the 2008 European Touch Championships

The final National Teams chosen to compete in each of the three Open divisions will be announced on or before 1 April 2008.

The final National Teams chosen to compete in each of the Seniors or Masters divisions will be announced on or before 7 April 2008. This is to allow any players not selected to compete in Open to opt to switch to a Senior division or to remain as a shadow player in Open.

4.10 Responsibility for National Team Selection

Each team coach will determine his or her final team. In reaching this decision, he or she will refer to the team manager for information about attendance and conduct. The coach may also take advice from the Head Coach and any other person they consider appropriate.

As soon as the final National Teams are named, team coaches will allocate provisional positions to each player and captains and vice captains will be named.

4.11 Movement of Players Between Squads

Movement of players across divisions and age groups will be allowed at any time at the discretion of the NSMC and all of the interested parties, i.e. the player, both team coaches and both team managers.

4.12 Replacement Players

Replacement players may be brought into the National Squad at any time from the replacements previously ranked by the Selection Panels. This is at the discretion of the NSMC and all of the interested parties, i.e. the player, the coach and the manager.

4.13 Shadow Players

Any players not selected in the final National Teams will remain in their respective squads as shadow players. If the need arises, shadow players may be brought into the final National Team at the discretion of the team coach at any time up to the day before the 2008 European Touch Championships start.

5. CODE OF CONDUCT

All players agree to abide by the following:

Ethics and Policies

- Abide by all policies determined by the STA;
- Work towards achieving my full potential in Touch;
- Abide by both the rules and spirit of the sport;
- Ensure that my contact details (Full name, Postal Address, E-mail address and Telephone Numbers) are current and correct;
- Provide other information as required by the STA.

Training and Competition

- Be available for international competition as directed by the NSMC and my Coach;
- Be available for national training camps as advised by the NSMC and my Coach;
- Be available for fitness and medical assessments as directed by the NSMC and my Coach;
- Travel to Competitions as part of the National Team unless provided with an exemption by the NSMC. The NSMC shall use best endeavours to ensure National Team travel plans are as cost effective as possible.
- Reside with the National Team during the course of the Competition unless provided with an exemption by the NSMC. The NSMC shall use best endeavours to ensure National Team accommodation plans are as cost effective as possible.

Medical

- Inform my Coach and Manager of any personal injury or medical condition;
- Disclose to the NSMC, my Manager and my Coach as soon as I can, full details of any injuries or illnesses which may affect my participation in Touch;

FIT Anti-Doping Policy

- comply with the FIT Anti-Doping Policy;
- be subject to the sanctions provided for in the Anti-Doping Policy: for a refusal to undergo drug testing or if a test detects a prohibited drug or practice;
- undergo a test or provide a sample, in accordance with the provisions of the Anti-Doping Policy;

Public Relations

- behave and dress in a dignified manner when representing the STA both on and off the field;
- wear any official logo on competition and training uniforms as advised by the STA;
- participate, if requested, on behalf of the STA, in public relations activities including public, promotional and media appearances;
- acknowledge the STA and its sponsors as opportunities arise;
- agree to the printing or electronic publication of my photographic or video image, for which the STA holds copyright, in order to promote the STA;
- agree that information of a biographical nature including my name, date of birth, home town, performance results, career highlights, hobbies and interests, may be released to the public and the media;
- abide by any sponsorship agreement negotiated by the STA that relates to the national program;
- inform the STA of any personal sponsorship arrangement prior to signing an agreement.