



## Coolbinia AFC Women's Team Selection Policy 2023 Season

### Part A - Background & Purpose

As the Coolbinia AFC Women's Team continues for a third season, it remains important that the Club, under the guidance of the Female Football Director and Coaching Staff, follow clear and transparent guidelines for team selection each week. These guidelines are designed to provide comfort and security for all players, especially as the demands of the playing group evolve with the growth of the team.

With the team continuing to grow and selections limited to 23 players per match, players will be rotated during the season. Below are some key points to help all understand the purpose of the Selection Policy:

1. Throughout the season, selection is one of the most important and contentious issues, both on an individual and Club-wide scale. It is the source of much discussion and, often, argument.
2. In light of this, Coolbinia AFC has decided to adopt and implement a written formal Selection Policy ("the Policy") in order to make the selection process more transparent and understood by the players.
3. The Policy contains guidance on:
  - 3.1. The objectives of selection;
  - 3.2. The factors taken into consideration in selection decisions;
  - 3.3. The communication of selection decisions to players; and
  - 3.4. Other miscellaneous important matters.

### Part B - Objectives of Selection

4. The objectives of selection are to balance the following needs of the Women's Team:
  - 4.1. To select a competitive team of 23 players for each Home & Away fixture during the season.
  - 4.2. Reward player commitment, development and engagement within the club.
  - 4.3. To be fair and consistent in the treatment of players.
5. It must be recognised that sometimes these objectives are not compatible with each other. For example, a very talented player who does not train or is not financial may not be picked in the Women's team in which the player is obviously able to play. This may have the effect of not, in theory, picking a competitive 23, however, it promotes fairness and consistency in selection.

### Part C - Factors in the Selection Process

6. The following are factors to be considered by the Coaching Staff in the selection of the Women's Team and individual players:
  - 6.1. **Attitude, Culture & Contribution to the Club** – A player is actively encouraged to share in and celebrate the success of others, compete and demonstrate at all times a commitment to their own performance and that of the team. Players are to act in a positive fashion at all times. Consistently attending training (*where their lives allow, understanding that children and work commitments sometimes make consistency difficult*), being punctual on match days, appearance and presentation at these games and contribution to club events is expected from all club members. These factors will always be considered when a selection decision is made

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and in particular, if it is a line ball decision between players, the benefit will go with the player who has delivered the greatest in attitude, culture or contribution to the club on and off the field.

- 6.2. **Team balance** – The coaches will strive to ensure that team balance is not compromised to ensure that a competitive team is selected. It is recognised a particular opposition can move the ‘best’ 23 to the right 23 (and hence best) to achieve an objective for a game.
- 6.2. **Form and Performance** – It is important to note that form and performance encompasses a player’s performances over a period of matches, and not just a single performance. Also, the selection committee is entitled to consider the quality of opposition in assessing a player’s performance.
- 6.3. **Training** – A player’s attendance at, and attitude during, training are factors to consider in selection. However, this factor should not be applied blindly. For example, if a player cannot train twice a week due to work or family commitments but can train once a week, this will not affect selection. It must be recognised that the Club is not professional. Nevertheless, if a player does have an issue regarding their training availability, the player must inform the Coach.

#### **Part D - Communication of Selection Decisions**

7. Every attempt will be made where reasonably possible for a player to be individually notified of the fact that the player has been rotated in/out of the team for that fixture.

#### **Part E - Other Miscellaneous Matters**

8. It is the responsibility of the player to communicate via the weekly Facebook poll about their availability for each match.
9. Any player who is not financial (paid upfront fees) will not be eligible for selection.
10. A player who breaches the Coolbinia AFC Players Code of Conduct may not be eligible for selection pending advice provided by the Club’s Member Protection Officer and/or the Coolbinia AFC Executive Committee.
11. Selection in Coolbinia AFC Women’s Team shall be earned on merit and not given as a privilege.
12. Should a player be available for the majority of matches but not selected in what is deemed a fair number of matches, consideration will be given to the player receiving a partial reimbursement of fees dependent on the context of the situation.
13. Selection during Finals is a difficult selection time for both Coaches and Players alike. The winning of finals is our ultimate objective however that does not mean we drop our core values:
  - 14.1 Players who work to get the team to the finals or Grand Final should always be given strong consideration for selection
  - 14.2 In finals, as long as PFL By-Law requirements are met, as well as club core values, the team will be selected based on the most competitive side.

#### **Part G - Selection Panel**

The Women’s Team Coach(es) may opt to liaise with the leadership group on selection matters should they so wish, but none of the aforementioned can vote on selection matters.

**Make up of Coolbinia AFC Women’s Team Selection Group** - *Senior Coach plus any appointed assistant coaches.*

*Ratified by the Coolbinia AFC Committee  
February 2023*

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