



**DORSET & WILTS. RUGBY FOOTBALL UNION**  
**("Dorset & Wilts.")**

**Update Posted 29 February 2012**

**County Selection**

**SELECTION POLICY**

**General**

1. The selectors shall identify players for selection to the team squads based on ensuring a mixture of talent, with particular regard to a player's demonstrated ability for teamwork and team cohesion, for the overall success of the team.

**Factors to be taken into account in the exercise of discretion**

2. In exercising their discretion, the selectors may consider any factor, or combination of factors that is, in the opinion of the selectors, relevant for consideration when selecting a team to represent Dorset & Wilts. Without in any way limiting the discretion of the selectors as set out in this clause, the selectors may consider the following, amongst other things:

- performances in the selection trials or events
- performances in previous competitive matches
- overall consistency of performance in activities
- individual strengths that may contribute to the performance of the team as a whole
- willingness and ability to fill and/or perform a role that may enhance the team's potential
- the benefit of exposure to representative rugby for any player who, in the opinion of the selectors, has the potential to represent Dorset & Wilts. in the future.

**Conditional selection**

3. The selection committee may make the discretionary selection of any particular player for one team or squad based, in the opinion of the selectors, either on previous representative performances for a Dorset & Wilts. team or subject to the player meeting further conditions.

Those further conditions may include achieving success in a particular test, completing a fitness trial to the satisfaction of the team coach or meeting any other condition that, in the opinion of the selection committee, is reasonable in the circumstances of the particular player.

4. If a particular player's discretionary selection is made subject to the player meeting further conditions, those conditions will be communicated to the player in question prior to the squad being announced. The fact that the player's selection is conditional may be mentioned at the team announcement and if considered appropriate by the selection committee, the additional conditions may also be announced.

**Extenuating circumstances**

5. In considering the performances of players at events, trials, training camps or other attendances required under these criteria, the respective selection committees may, at their discretion, give weight to extenuating circumstances.

6. For the purposes of clause 5 above, extenuating circumstances means an inability to compete, attend selection events, training camps or perform at an optimum level arising from:

- 6.1 injury or illness
- 6.2 travel delays
- 6.3 equipment failure
- 6.4 bereavement or personal misfortune, and/or
- 6.5 any other factors reasonably considered by [the Chairman of Selectors] to constitute extenuating circumstances.

7. Players unable to compete at events, trials, training camps or other attendances required under these criteria must advise the Chairman of Selectors in writing of this fact and the reasons thereof as soon as practicable after the extenuating circumstances arise.

8. In the case of injury or illness, players may be required to undergo a medical examination by a doctor or doctors nominated by the Chairman of Selectors.

9. A decision in each case of extenuating circumstances will be made by the respective selection committee on an individual basis.

### **Eligibility criteria**

10. Only players who have qualified according to the terms of this section will be eligible for selection in the team.

11. A player must meet the RFU's criteria both as to age and otherwise as published from time to time, currently as follows: -

- (a) A player may qualify to play for a County by birth or residence
- (b) No player may play for more than one County in a season
- (c) To qualify by birth a player shall have been born within the Constituent Body area of the County concerned.
- (d) To qualify by residence a player shall:
  - (i) actually be residing within the Constituent Body area of the County concerned when he/she first plays for that County, provided that he/she has resided therein continuously for a period of three calendar months immediately preceding the date of playing, or
  - (ii) be residing when at School or College, either as pupil, student or member of staff, provided that he/she is a bona fide pupil, student or member of staff of the School or College concerned during the full term of three months immediately preceding the date of playing.
- (e) Where a player plays for a County by virtue of a qualification by residence under (d) (i) above such qualification shall hold good until the player qualifies and plays for another County, but qualifications by residence and playing under (d) (ii) above shall terminate in respect of a pupil or a student but not in respect of a member of staff immediately his/her full-time period of instruction at the School or College ends.
- (f) Residence taken up to attend School or College as a pupil or student shall not qualify a player under (d) (i) above.
- (g) A player shall be held to be actually residing in a County only if:
  - (i) His/her own home or ordinary place of residence which comprises premises which he/she ordinarily and regularly uses as his/her home and in which he/she ordinarily and regularly uses a sleeping apartment be within the boundaries of the County concerned or
  - (ii) Having no other home or ordinary place of residence of his own, his/her parents' or guardians' ordinary place of residence is situate within the boundaries of the County concerned or

(iii) Being in one of HM Forces he/she is stationed in the County, his/her station to count as a residence under (d) (i) above.

- (h) Any County which receives an official complaint (whether verbal or otherwise) regarding the qualification of one of its players, must report the facts to the RFU within 48 hours. The complaining County must also within 48 hours of making the complaint report the details on which it is making it to the RFU and to the County against which it is making the complaint. If the County against which the complaint has been made thereafter fields the player in question and the objection is upheld by the RFU the County concerned shall lose the match.
- (i) A player who has played for a County in the County Championship Competition in previous seasons and who so qualified to play for that County under any earlier Regulations shall continue to be eligible for that County until he/she qualifies and plays for another County under these Regulations.

12. The nomination form and the declaration in it must have been completed, signed and/or returned to Dorset & Wilts. RFU Ltd no later than the closing date published for the age-group, team or squad in question; and, for players aged under 18, a signed Parental Consent form must be produced at the first event.

13. Players along with everyone else must at all times abide by the Dorset & Wilts. RFU Code of Conduct set out at Appendix One and act in a manner that does not bring the sport of rugby union football or Dorset & Wilts. RFU or its representative teams into disrepute.

#### **Requirements after selection**

14. Following selection of the squad as set out in this policy, all of the members of the squad will be required to comply with the following additional requirements:

- Each player must be registered in accordance with RFU requirements.
- All members of the squad are expected to meet minimum standards of behaviour for team members while assembled, travelling or training as part of the team. Any squad member who does not meet that minimum standard of behaviour in the assessment of the team coach will be dismissed from the squad.
- All squad members must immediately inform the team coach of any illness or injury that could reasonably impact on the player's ability to perform at the level expected of the player.
- If at any time prior to departure for a representative match any squad member is assessed as injured, ill or unfit, that squad member may be withdrawn from the team at the discretion of the team coach and, subject to compliance with the policy on conflicts of interest [clauses 15 to 18], may be replaced by one of the selected First Reserves.
- Squad members may be required at their own expense to attend further training and/or fitness sessions, at times and places to be announced, before they take part in any representative matches; and additional requirements may apply to players selected for the School of Rugby as well.

#### **Conflicts of interest**

15. A 'conflict of interest' is defined as a situation where a selector has a personal interest in any player under consideration for selection.

16. Where a selector has a potential or actual conflict of interest, the selector himself must immediately notify the chair of selectors.

17. Where a disclosure about a potential or actual conflict of interest is made to the chair of selectors, the chair may:

- (i) in the case of a potential conflict of interest, authorise the selector in question to continue involvement in the selection process as long as an actual conflict does not materialise; or
- (ii) require the selector to cease taking part in the selection process; or
- (iii) authorise the selector to continue involvement in the selection process but not take part in any exercise of discretion with respect to the relevant player.

18. Where, in the opinion of the selection panel, an actual conflict of interest arises for any selector with respect to any player under consideration by the selection panel, then the selector to whom that conflict attaches will not take part in any exercise of discretion with respect to the selection of that player.

## **Selection Appeals**

### **Right of appeal**

19. An eligible player who fails to be selected for the squad pursuant to the process and criteria set out in this policy may appeal against omission from the squad as set out in this section.

20. The sole grounds of any appeal are that:

- (i) the player's omission from the team was as a result of a failure by the selection committee properly to apply the selection criteria set out in this policy, or
- (ii) there was no material on which the selection decision could reasonably be based.

21. Any appeal under this clause will proceed in accordance with the procedure set out below.

### **Notice of appeal or application for permission to appeal**

22. Notice of appeal must be made in writing substantially in the form set out at Appendix Two to this policy and must be received by the Hon. General Secretary for the time being of Dorset & Wilts. RFU Ltd by 5.00 p.m. on the second business day following the announcement of the decision that is the subject of the appeal. The notice of appeal or application for permission to appeal must set out the grounds upon which the appeal is made.

23. After lodging the notice of appeal in accordance with clause 22 above, the appellant (the player making the appeal) must file a summary of all the arguments and/or submissions that the player wishes to be considered in support of their appeal together with an outline of all the evidence that will be relied on in support of those arguments and/or submissions. This document must be received by the Hon. General Secretary by 5.00pm on the fifth clear business day following the announcement of the decision the subject of the appeal.

24. The summary of the arguments and the submissions in support of the player's appeal must be accompanied by a remittance in payment of the administration fee of £30.00 (plus VAT at the ruling rate) made payable to Dorset & Wilts. RFU Ltd. If the administration fee is not received by the Hon. General Secretary as required by this section, the player will be presumed to have withdrawn the appeal.

25. The appellant can otherwise withdraw an appeal at any time before it is determined but will forfeit any administration fee paid.

26. The time limits for lodging the notice of appeal, summary of arguments and submissions and the appeal fee are mandatory. Failure to comply with these time limits will, at the absolute discretion of the appeals tribunal, result in the appeal being dismissed without consideration on the merits.

### **Constitution of appeals tribunal**

27. The appeals tribunal shall be constituted by any three persons available to hear the appeal, which would ideally include the following:

- (i) a person with a thorough knowledge of the sport and who preferably has had recent experience of playing the sport
- (ii) another person of experience and skills suitable to the function of the appeals tribunal
- (iii) a person with sufficient legal qualifications or experience to chair the appeals tribunal.

28. No member of the appeals tribunal may be a party to or directly interested in the matter under consideration.

### **Functions of the appeals tribunal**

29. The appeals tribunal has no power of selection or re-selection. The appeals tribunal may review the matter/s set out in the appeal and may (as appropriate) refer the matter back to the selection committee for consideration. The decision of the appeals tribunal will be binding on the parties and neither party may institute or maintain proceedings in any court or tribunal other than the Court of Arbitration for Sport.

### **Hearing of the appeal**

30. As soon as practical after receiving the appeal documents (being the notice of appeal, the summary of arguments and the administration fee) the appeals tribunal shall investigate and consider the matter and determine whether:

- (i) the matter should be dismissed because, in the opinion of the appeals tribunal, there is no credible evidence, submission or argument on which the appeals tribunal could be satisfied that a ground of the appeal can be made out, or
- (ii) the appeal should be the subject of a hearing as set below.

31. If the appeals tribunal determines the matter should be dismissed under clause 30.(i) above that decision is final and the appeal has failed. If the appeals tribunal determines that the appeal should be dismissed without a hearing, the administration fee paid by the appellant is forfeited to Dorset & Wilts. RFU Ltd. If the appeals tribunal determines the matter warrants a hearing, the appeals tribunal will advise the appellant and set the date for such a hearing as soon as practicable and necessary having regard to the timing of selection and the proximity of any relevant events.

32. The appeals tribunal must conduct any appeal hearing under clause 31 as follows:

- (i) it must observe the principles of natural justice
- (ii) it is not bound by the rules of evidence and may inform itself as to any matter in such manner as it thinks fit
- (iii) it will conduct its hearings with as little formality and technicality and with as much expedition as the proper consideration of the matter permits
- (iv) hearings may occur in such manner as the chair decides, including telephone or video conferencing
- (v) the appellant must establish one or more grounds of appeal to the reasonable satisfaction of the appeals tribunal having regard to the importance and gravity of the issue
- (vi) the parties to an appeal may be represented at a hearing.

33. Following consideration of all information that the appeals tribunal considers relevant, the appeals tribunal shall arrive at a finding. A decision of the appeals tribunal may be by a majority decision:

- (i) the appeals tribunal shall notify the Hon. General Secretary of its finding as soon as practicable

- (ii) if the appeals tribunal considers the ground/s alleged by the appellant to be made out, it shall recommend that selection committee reconsider the selection of the relevant team position
- (iii) where the appeals tribunal considers that a ground of appeal has been made out, it may stipulate that some or all of the administration fee be refunded to the appellant
- (iv) The selection committee shall comply with any direction of the appeals tribunal to reconsider the selection of the relevant team position
- (v) any further selection decision of the selection committee under the direction of the appeals tribunal shall be final and binding, and no other further appeal shall be available to the appellant in respect of that selection.

## **Amendment**

### **Power to amend**

34. This policy can be amended at any time by Dorset & Wilts. RFU Ltd if it is of the opinion that such an amendment is necessary as a result of any change in iRB or RFU Regulations or other relevant guidelines, so as to give effect to the policy following discovery of a drafting error or some oversight or for any other reason it shall determine to be in the best interests of Dorset & Wilts. RFU Ltd and it shall not be responsible or liable in any way to anyone as a result of any such amendment.

## **Appendix One**

### **The Dorset & Wilts. Code of Conduct**

As long as you are a member of or involved with the Dorset & Wilts. RFU or any of its squads or teams, you must meet all of the following requirements in regard to your conduct during any activity held or sanctioned by the RFU, by Dorset & Wilts. RFU or an affiliated club and in any role you hold within Dorset & Wilts. RFU or an affiliated club:

1. Respect the rights, dignity and worth of others.
2. Be fair, considerate and honest in all dealings with others.
3. Be professional in, and accept responsibility for, your actions.
4. Make a commitment to providing a high-quality service.
5. Be aware of and maintain an uncompromising adherence to the standards, rules, regulations, procedures and policies of Dorset & Wilts. RFU.
6. Operate within the rules of the sport, including national and international guidelines, which govern Dorset & Wilts. RFU and the affiliated clubs.
7. Do not use your involvement with Dorset & Wilts. RFU or an affiliated club to promote your own beliefs, behaviours or practices where these are inconsistent with those of the RFU, Dorset & Wilts. RFU or an affiliated club.
8. Demonstrate a high degree of individual responsibility especially when dealing with persons under 18 years of age, as your words and actions are an example.
9. Avoid unaccompanied and unobserved activities with persons under 18 years of age, wherever possible.
10. Refrain from any form of harassment of others.
11. Refrain from any behaviour that may bring the RFU, Dorset & Wilts. RFU or an affiliated club into disrepute.
12. Provide a safe environment for the conduct of the activity.
13. Show concern and caution towards others who may be sick or injured.
14. Be a positive role model.
15. Understand the repercussions if you breach, or are aware of any breaches of, this code of behaviour.

## Appendix Two

### Notice of Appeal

Name of Player .....

Address of Player.....

.

.....

Club and or School .....

Age-group of team or squad .....

Date of .....

and Venue of selection event .....

Grounds of Appeal [delete as appropriate]

either The player's omission from the team was as a result of a failure by the Selection Committee properly to apply the selection criteria set out in this policy,

or There was no material on which the selection decision could reasonably have been based.

Signed .....

.

[Player] or [Parent] or [Teacher] or [Coach] or [other – specify what ]

### Notes:

1. You may wish to continue on the reverse of this form (and/or additional sheets as necessary) to set out a summary of all the arguments and/or submissions that the player wishes to be considered in support of the appeal together with an outline of all the evidence that will be relied on in support of those arguments and/or submissions. Otherwise the summary of the arguments and the submissions in support must be received by the Hon. General Secretary by 5.00pm on the fifth clear business day following the announcement of the decision the subject of the appeal.

2. If it has not already been paid, the summary of the arguments and the submissions in support of the player's appeal must also be accompanied by a remittance in payment of the administration fee of £30.00 (plus VAT at the ruling rate) made payable to Dorset & Wilts. RFU Ltd. If the administration fee has not been paid or is not received by the Hon. General Secretary as required, the player will be presumed to have withdrawn the appeal.

