



State Team Selection Policy

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1. Policy Overview

1.1 Introduction

Football West is the sole governing body for football in Western Australia and represents all levels of competition, development and coaching in metropolitan and regional areas. The world game is a powerful and unifying force in the WA community, bringing together football fans and participants regardless of age, gender or ethnicity.

With over 230,000 players in the sport, Football West, which is affiliated to FA and FIFA, has created an environment that brings the game to life on parks, pitches and indoor centres around the state.

Football West nurtures and encourages the next generation of players through pathways that have also been developed for coaches and match officials to pursue their dreams and aspirations.

1.2 Context

The WA state team played for the first time in 1902 when a visiting England Cricket XI won 4-0 at Fremantle Oval. Since then, the WA representative side has taken on some of the giants of the game – including Manchester United, Everton, Chelsea, Roma and AC Milan.

In 2015, Football West rejuvenated the state team program to include the following representative teams:

- Semi-professional Men
- Women
- Amateur Men
- WA Paras (formerly Paralympic)
- Boys
- Girls
- Futsal
- Regional

1.3 Purpose

The purpose of this Policy is to outline the administration and processes for state team selection.

1.4 Audience

This Policy applies to Employees, coaches and players.

1.5 Responsibilities

The following responsibilities have been assigned:

Role	Function
CEO	<ul style="list-style-type: none">• Approve this Policy and any amendments.
GM Football	<ul style="list-style-type: none">• Implement this Policy.• Review this Policy and recommend changes to the CEO for consideration.
Leaders	<ul style="list-style-type: none">• Adopt and promote this Policy and incorporate its key elements in plans and budgets.
Employees	<ul style="list-style-type: none">• Adhere to this Policy in performing their specific functions.

1.6 Authority

This Policy derives its authority from the CEO. The Policy is effective from the date of CEO approval.

1.7 Review

This Policy will be reviewed and updated biennially or earlier as required.

1.8 Availability of this Policy

This Policy will be available to Clubs and eligible players:

- a) Via direct email with invitations to trial.
- b) On the Football West website.
- c) On SharePoint in the folder '1 Administration/Policies'.

2. Policy Statement

2.1 Vision

Football West will create a professional football program for talented footballers consistent with the FA player pathway documents for boys and girls. We will develop and deliver a professional and unified elite program that lifts the overall technical ability of our talented players and coaches resulting in production of world class players.

The state team program will provide a positive football experience for players, parents and coaches with emphasis on player development, success and good sportsmanship.

2.2 Key Principles

Players who are involved in the state team program should value the opportunity to train and develop among the best players in Western Australia under the guidance of experienced and qualified state team coaches.

Football West's state teams program incorporates the following key principles:

- Develop and deliver a professional program and service to elite athletes and coaches within WA.
- Assist identified athletes and coaches to achieve excellence and success at state, national and international level.
- Support targeted athletes in their preparation for national championships.
- Utilise the player pathway documents to shape player performance.

Football West also aims to develop a state team culture in accordance with the guidelines in Appendix A.

2.3 Considerations for Participation in Tournaments

When considering whether to enter a state team into a tournament, Football West will consider:

- The tournament name, location, period and purpose.
- Whether the tournament includes player identification – and if so, for what purpose (see paragraph 2.4 – National Player Pathway).
- Age group.
- Gender.

2.4 National Player Pathway

Football West state teams form an integral part of the National Player Pathway. Selected players will have the opportunity to compete at the NYC and be exposed to both the highest level of football available and the expertise of Football West and FA national selectors and coaches.

From these tournaments, players may be identified for future selection into Football West elite programs, national youth teams and, A-League Men's and Women's clubs.

2.5 Eligibility for Trials for Selection

State team trials for the Girls and Boys NYC squads are open to all age-eligible players. For other state teams, players may be selected to trial. In all circumstances, players will be identified by one or more of the following criteria:

- Player eligibility categories:

- Registration. Only Football West registered players may be selected.
- Citizenship rules established by FA for the NYC and Girls NTC Challenge.
- Any age-eligible player with state team involvement during the year.
- Any age-eligible player within Football West development programs.
- Any age-eligible player within Football West regional development programs and invited to trial.
- Any age-eligible player identified at a state titles tournament during the year and invited to trial.
- Any age-eligible player identified in National Premier Leagues WA competitions and invited to trial.
- Any age-eligible player identified in regional training or competitions and invited to trial.

2.6 Trial Parameters

Trials will be organised according to the following parameters.

- Players may only register to trial for the age groups equivalent to their chronological ages. One-year exemptions may only be given for the youngest age group.
- Coaches for the state team trials are appointed by Football West.
- The trials will be organised by Football West at locations, dates and times that will be determined and publicised.
- Players will be offered a minimum of two opportunities for assessment. If a player is unable to attend a trial session due to exceptional circumstances, a further opportunity may be offered. Whether such opportunity is offered is at the discretion of the Head Coach of the relevant team.
- On the first day of trials, players will be given a minimum of 45 minutes of playing time in the modified games (4 v 4 to 11 v 11) in two preferred playing positions.
- In subsequent sessions players will be given no less than 30 minutes of playing time.
- Each player's assessment will be based on six individual competencies in the trial games in alignment with the FA Talent Identification recommendations:
 - Mentality of a Winner.
 - Body and Ball control.
 - Game awareness and Intelligence.
 - Character and Presence.
 - Explosiveness.
 - Emotional Stability.

2.7 The Trial Outcome

- After the trials have been completed, triallists will be informed in writing (usually by email) of the outcome and whether the player has been selected.
- Squads are generally confirmed approximately 8 weeks before the tournament.
- The Head Coach may maintain up to 3 stand-by players who will continue to train with the squad in case a selected player is unable to travel.

2.8 Complaints

- A triallist may lodge a complaint regarding the trial process or the outcome. Any such complaint must be made in writing and addressed to the GM Football within 5 Business Days of notification being sent.
- Each complaint will be answered within 5 Business Days from the day it was received.
- If the complainant is not satisfied with the response, he or she may apply to have the matter referred to the General Purposes Tribunal under the provisions of the Disciplinary and Grievance Regulations.

3. Useful Resources

3.1 Statutes, Policies and Other Official Documents

- a) [Disciplinary & Grievance Regulations](#)

3.2 Websites

- a) [Pathway for Boys & Girls](#)

4. Internal Reporting and Communication

Football West will develop and implement key performance measures to assess the effectiveness of the Policy. For example, the performance of state teams participating each year and the number of players identified for national teams.

These measures will be reported upon by the CEO at least annually to the Board for review and any further action.

5. Definitions and Interpretation

Definitions

The following capitalised terms, when not appearing in headings, have the following meanings when used in this Policy. Capitalised terms used in the Constitution bear the same meaning when those terms are used in this Policy.

Board means all or some of the Directors of Football West acting as a board.

Business Day means a day other than a Saturday, a Sunday or a public holiday in Western Australia.

CEO means the Chief Executive Officer.

Club means:

- a) a body corporate or incorporated association recognised by Football West and that:
 - (i) is registered with FA in accordance with the National registration Regulations; and
 - (ii) organises teams to participate in competitions sanctioned by Football West or FA; or
- b) any legal entity deemed to be a Club by Football West.

Company means Football West.

Director means a director of the Company.

Disciplinary and Grievance Regulations means the disciplinary and grievance regulations as amended by Football West from time to time.

Employee means an employee of Football West.

Football West means Football West Limited ACN 109 919 324.

General Purposes Tribunal means the general purposes tribunal established under the provisions of the Disciplinary and Grievance Regulations.

GM Football means the General Manager – Football.

NYC means the National Youth Championships conducted by FA from time to time.

Policy means this Football West Policy as amended by the CEO from time to time.

Interpretation

Unless the context otherwise requires:

- headings are for convenience of reference only and do not affect interpretation;
- references to any gender include all genders;
- references to the singular apply to the plural and vice versa;
- references to a person include any other entity recognised by law and vice versa;
- where a word or phrase is defined, its other grammatical forms have a corresponding meaning;
- any reference to a paragraph number refers to a paragraph in the same sub-section unless otherwise stated;
- any reference to a party to this document includes its successors and permitted assigns;
- any reference to any agreement or document includes that agreement or document as amended at any time;
- the use of the word includes or including is not to be taken as limiting the meaning of the words preceding it;
- the expression at any time includes reference to past, present and future time and the performance of any action from time to time;
- reference to a statute includes all regulations and amendments to that statute and any statute passed in substitution for that statute or incorporating any of its provisions to the extent that they are incorporated; and
- all monetary amounts are inclusive of GST unless stated otherwise.

Appendix A - Developing a State Team Culture

Developing a positive team culture is of high value to Football West. The program aims to develop an environment that develops a player's footballing talent, their leadership qualities, individual responsibility and professionalism. Developing an effective, positive team culture is achieved by establishing leaders within the team. Each team is to identify a suitable leadership group to promote a positive culture.

Traditionally, football teams have had one leader, a captain, appointed by the coach. While recognising the importance a captain plays within a team, Football West believes that establishing a group of leaders, rather than one individual, is far more effective. Reasons for this include:

Increased leadership responsibilities amongst the team;

- Enabling the team to have more than one leader on the field at any one time; and
- The ability to challenge members of the team without excluding one member alone.

In the Football West state teams program, the leadership group is appointed by its peers through a voting system. In addition to identifying leaders, the process is important in developing and fostering players for future representative teams.

Establishing the Leadership Group

Step 1: Players will complete a leadership nomination form. Players elect team mates on the basis of who they identify as a leader. The point system is a 3, 2, 1 based system.

Step 2: A leadership group will be formed of between 3-4 players. One player from among that group will be appointed the team captain.

Step 3: Tasks will be assigned to the leadership group with individual roles being assigned to each member of that group as well as to the leadership group as a whole.

Mentoring the Leadership Group

The head coach and staff will mentor the leadership group throughout the training process and competition.

The head coach will convene team meetings after some training sessions, camps or competitions. These meetings will be conducted with staff and players present.