

**GYMEA GORILLAS JUNIOR RUGBY LEAGUE**  
**GRADING & COACHING POLICY**  
**SEPTEMBER 2007**

**GRADING POLICY**

**PRINCIPLES:**

Our club recognizes that all players have differing levels of Rugby League skills and abilities. No player will be graded at a higher level against their parents wishes but the player will be influenced towards a grade that is appropriate to their skills. Special circumstances will always be considered.

**AIM:**

Our club's aim is to develop the potential skills, attitude and performance of every player. The grading policy is a mechanism for placing a player into a group that will more effectively help the player to realize these potentials. As such, and bearing in mind duty of care issues, we will endeavor to place a player into a grade that best suits their ability whilst also nurturing his potential. Ultimately, it will be consultative process between the Grading Committee and the Coaches bringing balance to the teams and finally being endorsed by the Executive.

**APPLICATION:**

- This formal grading policy will **NOT APPLY** to the non-competitive age groups of the **Under 6's and under 7's**. These age groups will be assembled at the coaches discretion on the basis of social groups and family ties etc. We view these age groups as a purely non competitive period in which basic skills can be developed. Emphasis will be on learning through enjoyment. Coaches will be encouraged to have an even mix of 4, 5 & 6 year olds in each under 6 team.
- Grading Policy relative to Under 15's to A Grade will be at the sole discretion of the appointed coach. If any dispute arises the matter should be referred to the Executive.
- The Grading Policy **WILL APPLY** to the age groups between and including **Under 8's and Under 14's**.
- A Grading Committee will be formed in accordance with the Grading Policy. The Grading Committee will co-ordinate the placement of players where more than one team exists in a particular age group. The Grading Committee will consist of 6 members and a chairman appointed by the executive.
- Basically those players with the apparent highest skills and abilities will be placed into the 'A' Grade team. Players will be required to play in their own age group unless exceptional circumstances exist
- Teams will be nominated to Junior League by the Club Secretary after consulting the Registrar, Grading Committee, Provisional and other coaches of each age group.
- Gymea will not generally aspire to nominate 2 'A' Grade teams. However where there is a clear and definite indication that another team within the age group is capable of playing in the 'A' Grade competition, consideration may be given for nomination of a 2<sup>nd</sup> team in the 'A' Grade. Where more than one A Grade team exists, those players with the next highest skills and abilities will be placed into the 'A2' team.
- In regard to 'B' grade competitions, and where more than one team exists, players will be distributed evenly so that each team has a player base with similar abilities and skills.
- If Junior League holds a 'C' grade competition, and where two non A Grade teams exist, Gymea will nominate that one of these teams to play in the 'C' Grade competition. The higher quality players will be selected for the 'B' Grade team with the remainder selected in the 'C' Grade team.

- In the event that Junior League dictates that a nominated team is to be re-graded (either upwards or downwards), the composition of the previously graded team will be maintained. Generally, if a team drops from the 'A's to the 'B's', no further re-grading will occur to facilitate the equal distribution of talent amongst the 'B' teams. However the General Committee as discretionary measure, will consider any application for making the teams even if requested.
- A player that registers after the grading process has been concluded, will be graded in a team at the discretion of the Grading Committee.

## **PROCESS:**

1. At the end of the previous season team personnel including the coach, trainer and manager will be asked to complete a short questionnaire relative to each player. They will be asked to assess at what grade the player would be most suited to in the next season and to also indicate the players strengths and weaknesses.
2. At the completion of the registration process it should be apparent the number of teams that will make up an individual age group. On that basis the grading process will commence
3. A Provisional Coach will be appointed to co-ordinate the training sessions of each age group. He may be assisted by other coaches (Assistant Coaches) who have also nominated for a team within that age group. During the grading process the Provisional Coach is to train the entire squad together
4. During this period 2 members of the Grading Committee will liaise with the Provisional Coach and other coaches and discuss the skills and abilities of all players. They will draw upon the feed back provided in the previous years questionnaire, trial matches and training performances. The 2 members of the Grading Committee will be expected to be in attendance and view all games.
5. In trial matches, all players will have the opportunity of an equal amount of time on the field to demonstrate their skills and abilities in a game situation. At the completion of each trial game the 2 members of the Grading Committee and the coaches will further liaise and discuss the players abilities. It may be that further internal or external trials are required to finalize the grading process.
6. At the completion of the grading process, the Provisional Coach and other coaches will be asked to nominate the players they feel are worthy of inclusion in the top 'A' Grade side. This team should be generally consistent with the views of the Grading Committee members and reflect a general team balance in relation to playing positions. The Grading Committee may elect not to endorse the team where they believe any overwhelmingly inaccurate inclusions or exclusions exist. Where consensus between the Coaches and the Grading Committee is achieved, that team will be supported and forwarded to the Executive for endorsement.
7. Similarly, and only if a 2<sup>nd</sup> 'A' Grade is to be nominate, the Coaches will again be asked to nominate the composition of the next best team within the age group.
8. Those players not selected in the 'A' Grade team(s) will form the 'B' Grade team(s). Where more than one team has been nominated for the 'B' Grade, the Coaches will select teams that are equal in ability. These teams should be consistent with the views of the Grading Committee members. Where consensus between the Coaches and the Grading Committee is achieved, those teams will be supported and forwarded to the Executive for endorsement.
9. Any conflict regarding the composition of the teams. between the Grading Committee and Coaches will be referred to the Executive for resolution.
10. 'A Grade' team(s) will initially be selected with a full compliment of players plus one reserve. Where there are sufficient numbers, 'B Grade' teams will be selected with 1 reserve. The number of reserve players should be even across the age group. Where there are below four (4) reserves over the age group, the 'A' Grade team will have the advantage of having more than one reserve. If there are more than four (4) reserves over the age group, they will be evenly shared among the teams. It will also be expected that during the year if the 'A Grade' is short of players they will draw on the excesses of the 'B Grade'. This will also give the

better players in the 'B Grade' exposure to 'A Grade' competition and may be seen as a means of improving their abilities.

## **COACHING POLICY**

The appointment of coaches is viewed as intrinsically connected to the Grading Policy and as such will be articulated on this same document.

### **AIM**

The aim of this policy is to select the most appropriate person to take charge of the coaching of a Rugby League team at Gymea. The appointed coach will be expected to develop the potential of all players with their commitment to improving the players, ability, skills, confidence and nature of good sportsmanship and fair play while cultivating an environment of enjoyment. A measurement of a coaches ability will be the willingness of players to return to Gymea the following season.

### **PRINCIPLE:**

- A 'Provisional Coach' will be selected on the basis that it is conceivable that he may not eventually wish to coach the 'A' Grade team in that age group. It may be that his son is not graded in the team in which the coach had originally wished to coach.
- The 'Provisional Coach' will be nominated by the Executive as the best applicant for the position and will generally be appointed the 'A' Grade coach (not withstanding contingencies similar to the above point) at the conclusion of the Grading Process.
- Where it is anticipated that Gymea will field more than one team 'Assistant Coaches' will be appointed for the Grading period. These Assistant Coaches will generally be coaches that were not successful in being selected as the 'Provisional Coach' yet still wish to coach within the age group. At the completion of the grading period these Assistant Coaches will be asked to nominate which team they would like to coach. It is expected that they will affiliate themselves with a team in which their son has also been selected.
- It is expected that all players in a particular age group will train together during the Grading Period.
- All Club Coaches MUST complete their 'Child Protection' Form

### **PROCESS:**

- In late November applications will be called for "Coaches" of all projected Gymea teams expected to compete the following year. These positions will be advertised through out the summer period and will close at 5pm on the 1<sup>st</sup> Monday in February. The provisional Coach and Assistant Coaches will be appointed shortly after this date.
- All applicants will be offered the opportunity of addressing the Executive Committee in person or by way of written submissions in regard to their application. All applicants will be advised of the outcome of their application as soon as is practical after the decision has been made. A debrief will be arranged if desired by a non-successful applicant.
- Applications will be made on a form attached to the website. Applicants will be asked to nominate for an age group and further indicating a preference for a particular grade within that age group. They will also be asked whether they would consider coaching another age group other than the one applied for
- Applicants should either hold a minimum of Grade 1 Coaching Certificate or be committed to obtaining that Certificate during the coming year.

- It is not club policy to offer a coach the same team that he has coached for the previous 3 years. However where the coach is either overwhelmingly better credentialed to other applicants or there are no other applicants, the committee may elect to offer the coach a further term. This extension will be at the discretion of the Executive. It is the aim to expose players to a variety of coaches during their time at Gynea.

**Developed by:**

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September 2007.