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.

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 is responsible for administering representative football programs in Western Australia.

State Team programs provide eligible players with opportunities to represent Western Australia while supporting player identification, development and pathway progression.

This Policy establishes the framework for State Team selection, participation and governance.

1.2 Context

State Team programs provide opportunities for eligible players to represent Western Australia in competitions and events approved by Football West.

State Team programs may operate across various football disciplines and age groups, including male, female, futsal, para-football and regional representative programs.

These programs support the identification and development of players within Football West and Football Australia pathways.

1.3 Purpose

The purpose of this Policy is to:

- establish a fair and transparent selection framework;
- define eligibility requirements for participation in State Team programs;
- support consistent selection practices;
- provide guidance regarding trials, selection outcomes and complaints;
- align State Team programs with Football West values, strategic objectives and relevant Football Australia pathways; and
- establish the authority and responsibilities of those involved in player selection.

1.4 Audience

This Policy applies to:

- Football West employees;
- appointed coaches and team officials;
- players participating or seeking to participate in State Team programs; and
- parents, guardians and player representatives, where applicable.

1.5 Responsibilities

The following responsibilities have been assigned:

Role	Function
CEO	• Approve this Policy and any amendments.
GM - Football	• Oversee implementation of this Policy.

	• Ensure State Team programs operate consistently with this Policy. • Appoint or approve the composition of Selection Panels. • Determine how any actual, potential or perceived conflicts of interest arising during a selection process will be managed. • Review and recommend amendments to the CEO.
Selection Panel	• Assess eligible players in accordance with this Policy. • Apply the selection criteria consistently, fairly and in good faith. • Declare any actual, potential or perceived conflicts of interest. • Make final selection decisions for State Team programs. • Ensure selection decisions are appropriately documented.
Head Coaches	• Conduct trials and lead player assessment activities. • Provide selection recommendations to the Selection Panel in accordance with this Policy. • Promote fair and transparent assessment practices. • Support implementation of Football West representative program standards and expectations.
Employees	• Support implementation of this Policy and comply with relevant responsibilities.

1.6 Authority

This Policy is authorised by the CEO and takes effect from the date of approval.

1.7 Review

This Policy will be reviewed every two years, or earlier where required to maintain alignment with operational requirements, Football Australia regulations and organisational priorities.

1.8 Availability and Acknowledgment of this Policy

This Policy will be made available through appropriate Football West communication channels, including the Football West website and direct participant communications. Players and their parents or guardians may be required to acknowledge this Policy when registering for State Team trials, participating in a State Team selection process or accepting selection into a State Team program.

2. Policy Statement

2.1 Vision

Football West seeks to deliver professional, transparent and development-focused State Team programs that provide identified players with opportunities to maximise their potential and represent Western Australia with pride.

State Team programs will reflect Football West's values of Excellence, Fair Play and Mutual Respect by promoting ambitious performance standards, fair and transparent decision making, personal accountability, inclusion, teamwork and respectful behaviour.

2.2 Selection Objective

Football West State Teams will be selected with the objective of:

- achieving the best possible performance outcome at the relevant competition;

- supporting the development of identified players within Football West and Football Australia pathways;
- selecting players who demonstrate the ability, conduct and commitment required to represent Football West and its values; and
- providing exposure to representative football environments.

These objectives will be considered collectively and may be weighted differently depending on the age group, competition and purpose of the State Team program.

2.3 Key Principles

State Team selection and participation will be guided by the following principles:

- Excellence – pursuing high standards of performance, development, preparation and continuous improvement.
- Fair Play – making fair, consistent and transparent decisions and recognising the contribution of players, coaches, officials and other stakeholders.
- Mutual Respect – acting with integrity, accountability, empathy and respect and encouraging inclusive team environments.
- Merit-based assessment – selecting players based on demonstrated ability, potential, conduct and the requirements of the relevant team.
- Player development – supporting players to develop their football ability, leadership, personal responsibility and professionalism.
- Team balance – recognising positional requirements, playing style, squad composition and performance objectives.
- Participant wellbeing – supporting safe, positive and development-appropriate representative environments.
- Pathway alignment – maintaining appropriate alignment with Football West and Football Australia pathways and talent identification principles.

2.4 State Team Culture and Leadership

Football West State Teams will promote a positive culture that supports player development, leadership, personal responsibility, accountability and professionalism.

Each State Team may establish a leadership group appropriate to the age, format and duration of the relevant program. The Head Coach will determine the appointment process and may consider:

- player nominations or peer feedback;
- demonstrated leadership qualities;
- behaviour and commitment;
- communication and teamwork; and
- the needs and composition of the squad.

Leadership appointments may include a captain, vice-captain or broader leadership group. The Head Coach and team officials will support and mentor appointed leaders throughout the program.

The establishment of a leadership group is not mandatory and will be determined having regard to the needs of the relevant State Team.

2.5 Considerations for Participation in Tournaments

Football West may determine whether to enter or continue participating in a representative tournament having regard to:

- player development outcomes;
- talent identification opportunities;
- competition quality and suitability;
- participant safety and wellbeing;
- alignment with Football West's values and strategic priorities;
- operational capacity;
- financial viability; and
- any other matter Football West considers relevant.

2.6 National Player Pathway

State Team programs form part of the broader Football Australia player pathway.

Participation may provide opportunities for players to be observed by Football West, Football Australia and professional club personnel.

Selection in a State Team program does not guarantee progression into any future representative, development or professional football program.

2.7 Eligibility for Selection

To be eligible for selection into a State Team program, a player must:

- satisfy the age and any other eligibility requirements of the relevant competition or event;
- meet applicable Football Australia, Football West or tournament-specific requirements;
- be appropriately registered where required;
- be in good standing and comply with applicable Football West policies, regulations and codes of conduct; and
- be identified through a Football West approved pathway, competition, trial or talent identification activity.

Football West may identify or invite players for assessment based on observations within:

- development programs;
- regional programs;
- sanctioned competitions;
- trials or talent identification events;
- training or representative environments; or
- other football environments approved by Football West.

2.8 Selection in an Older Age Group

Players will ordinarily be assessed and selected within their applicable age group.

Where permitted by the relevant competition or tournament rules, Football West may consider a player for selection in an older age group where it is considered appropriate for the player's development and representative pathway.

In determining whether a player may be considered for selection in an older age group, Football West may consider factors including:

- technical and tactical ability;
- physical readiness;
- emotional maturity;
- player wellbeing;
- development needs; and

- the requirements of the relevant State Team program.

Any decision to assess or select a player in an older age group is at the sole discretion of Football West and will be determined having regard to the player's individual circumstances, development needs and the requirements of the relevant State Team program.

2.9 Selection Panel

State Team selections will be conducted by a Selection Panel appointed or approved by Football West.

The Selection Panel may comprise:

- Head Coach;
- Assistant Coaches;
- Football West technical or performance staff; and
- other persons appointed by Football West.

Football West may appoint a Selection Panel Chair or process observer where considered appropriate, including where an external Head Coach is engaged or where additional oversight is required.

Selection Panel members must declare any actual, potential or perceived conflict of interest. The General Manager – Football will determine how a declared conflict is managed.

The composition of the Selection Panel may vary between programs, age groups and competitions. The Selection Panel is collectively responsible for final selection decisions and will operate in accordance with this Policy.

2.10 Selection Decisions

Selection decisions remain at the discretion of Football West through the appointed Selection Panel.

In making selection decisions, the Selection Panel may consider any individual or combination of factors relevant to:

- the published selection criteria;
- the objectives and requirements of the relevant team or program;
- positional requirements and squad balance;
- the relevant competition or event;
- player availability, conduct and commitment; and
- Football West's values.

The Selection Panel may apply different weight to relevant factors depending on the age group, playing position, football format, competition and purpose of the State Team program.

Football West is not required to select the maximum number of players permitted for any competition or event.

Final squad sizes remain at the discretion of Football West.

2.11 Trial Parameters

Football West will determine the format, duration and number of trial or assessment activities having regard to player numbers, available facilities, scheduling, age group, football format and competition requirements.

Players will be provided with a reasonable opportunity to demonstrate their suitability for selection. However, Football West does not guarantee:

- a minimum amount of playing or assessment time;
- assessment in a particular playing position;
- participation in a specified number of trial activities; or
- progression to a subsequent stage of assessment.

Assessment activities may include modified games, training activities, small-sided games, match play, competition observation and other approved talent identification activities.

Players must comply with all applicable safety requirements and wear any mandatory football equipment, including shin guards where required. Failure to comply with a safety requirement may result in exclusion from an activity.

Attendance or participation in an assessment activity does not guarantee selection.

2.12 Photography and Player Identification at Trials

Football West may take an identification photograph of a player during a trial or assessment activity for the purpose of accurately identifying the player and supporting the assessment and selection process.

An identification photograph may be linked to relevant trial information, including the player's name, bib colour, player identification number and assessment records. Identification photographs and associated information will be used for internal identification, assessment and recordkeeping purposes and will not be published or used for promotional or social media purposes unless separate consent has been obtained.

Players and their parents or guardians will be informed of this practice through the relevant trial or registration process before identification photographs are taken.

Identification photographs and associated player information will be handled in accordance with Football West's Privacy Policy and applicable safeguarding requirements. Access will be limited to authorised Football West personnel who require the information for the assessment, selection or administration of the relevant program.

Identification photographs and associated information will be securely stored and retained only for as long as reasonably required for the purpose for which they were collected, after which they will be securely deleted or otherwise managed in accordance with Football West's applicable information retention requirements.

2.13 Assessment Criteria

Players may be assessed against:

- technical ability;
- tactical understanding and decision making;
- physical attributes appropriate to the relevant football format and position;
- current performance and demonstrated potential;
- attitude, behaviour and emotional maturity;
- coachability and response to feedback;
- commitment, availability and preparation;
- positional suitability and team balance;
- the ability to contribute positively to the team environment; and
- conduct consistent with Football West's values of Excellence, Fair Play and Mutual Respect.

The criteria are not listed in order of priority and may be weighted differently depending on the age group, playing position, competition and purpose of the State Team program.

Football West may update its assessment methodology from time to time to maintain alignment with relevant Football Australia talent identification frameworks.

2.14 Selection Outcomes

Following completion of the assessment and selection process, players will be notified in writing of the outcome.

Squad sizes and timelines will vary depending upon the relevant program or competition and operational requirements.

Football West may maintain extended squads, shadow squads or reserve or standby lists where considered appropriate. Inclusion in any such group does not guarantee final selection, registration, travel or participation.

Selection decisions are based on the collective assessment of the Selection Panel.

A selection decision may only be reviewed where an eligible procedural concern is raised under section 2.18. Disagreement with the merits of a selection decision does not, of itself, constitute grounds for review.

2.15 Player Obligations Following Selection

Players selected in a State Team program must:

- comply with Football West policies, regulations and codes of conduct and team requirements;
- demonstrate conduct consistent with Football West's values of Excellence, Fair Play and Mutual Respect;
- attend required training sessions, camps, meetings, matches, tournaments and team activities unless otherwise approved;
- maintain satisfactory preparation, commitment and availability;
- contribute positively to the team environment; and
- notify Football West as soon as practicable of any injury, illness or circumstance that may affect their participation.

2.16 Representative Commitment

Acceptance of selection into a State Team program constitutes a commitment to participate for the duration of the program notified by Football West. The program period may extend beyond the dates of an individual tournament, event or Competition Season and may operate across a rolling 12-month period.

The commitment may include training sessions, camps, meetings, preparation activities, representative matches, tournaments and other reasonable program activities.

Players, parents or guardians and Clubs are expected to support player participation in accordance with applicable Football West Competition Rules and Regulations.

2.17 Deselection and Replacement Players

Football West may withdraw, suspend or remove a player's selection where the player:

- becomes injured, ill or otherwise unavailable;
- no longer satisfies an eligibility requirement;
- fails to meet reasonable attendance, participation, preparation or availability requirements;
- breaches an applicable Football West policy, regulation, code of conduct or team requirement;

- engages in conduct materially inconsistent with Football West's values or the standards expected of a representative player; or
- is otherwise unable to fulfil the requirements of the relevant State Team program.

Before removing a player for a reason relating to conduct or failure to meet program requirements, Football West will, where reasonably practicable, give the player an opportunity to respond.

Where a player withdraws or is removed, Football West may appoint a replacement player. A replacement will be selected having regard to this Policy and any updated information available at the time of replacement.

2.18 Complaints

A complaint may be submitted where it is alleged that:

- this Policy or the documented selection process was not followed;
- an eligibility requirement was applied incorrectly;
- a material conflict of interest was not disclosed or appropriately managed;
- materially incorrect information affected the selection process; or
- the process involved discrimination, prohibited conduct or another material procedural irregularity.

Complaints must:

- be submitted in writing to the General Manager - Football within five (5) Business Days of the selection notification;
- clearly identify the alleged procedural issue; and
- include any supporting information.

A complaint will be acknowledged and reviewed as soon as reasonably practicable. Where the General Manager – Football was directly involved in the matter under review, Football West may appoint another appropriate person to consider the complaint.

A complaint cannot be based solely on disagreement with a selector's assessment, the comparative ability of players or the merits of a selection decision.

The outcome of a complaint may include confirmation of the original process or decision, correction of an administrative error, reconsideration of part or all of the process, or another appropriate procedural remedy. A successful complaint does not automatically result in player selection.

Any further review rights will be governed by the applicable Football West regulations.

3. Useful Documents and Resources

This Policy should be read with the following, as applicable:

- Football West Competition Rules;
- Football West Disciplinary and Grievance Regulations;
- Football West Privacy Policy;
- National Code of Conduct & Ethics;
- applicable Football Australia policies, regulations and competition requirements;
- Football West safeguarding and member protection requirements; and
- the relevant State Team, competition or event information issued by Football West.

Current State Team and pathway information may be published on the Football West website.

4. Internal Reporting and Communication

The General Manager – Football will monitor the implementation and effectiveness of this Policy.

Monitoring may include:

- participation and selection data;
- complaints and procedural issues;
- declared conflicts of interest;
- player pathway and development outcomes;
- operational feedback from State Team programs; and
- identified opportunities for improvement.

Material issues or trends may be reported to the CEO or Board as required.

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.

Competition Rules means the applicable Football West competition rules, as amended from time to time.

Club means an entity that is affiliated with Football West for the purpose of playing football or futsal in the Competitions.

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.

Football West Values means the organisational values of Excellence, Fair Play and Mutual Respect, as amended by Football West from time to time.

GM Football means the General Manager – Football.

Head Coach means the Football West appointed coach responsible for leading player assessment activities, program delivery, player development and providing selection recommendations to the Selection Panel.

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

Representative Program means any Football West State Team, representative team, championship squad or related representative football activity covered by this Policy**.**

State Team means a representative football team approved by Football West to participate in a sanctioned competition, championship, match, tournament or other representative event.

Selection Panel means the persons appointed or approved by Football West to assess eligible players and make final selection decisions under this Policy.

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