



## ESFA SELECTION STATEMENT

### Participation

Player eligibility will be checked prior to the trials and if ineligible, the player shall not be permitted to trial. If at any point in the international programme a player becomes ineligible for any reason, or reasons for ineligibility are identified, then he/she shall be removed from the team.

Only those appropriately nominated by their County Secretary shall be eligible to trial. Players will be expected to prove their dates of birth at the first trial (passport etc) and this will be checked at the start of that trial.

Players are only permitted to attend the trial scheduled on the date/venue in their region. Under no circumstances should a player trial in adjacent region (even if an adjacent trial is closer to home) or due to not being available on the date of their own regional trial.

### Conditions of entering trials

Each season, very many players take part in the Association's trials process. Inevitably, with the most squads comprising a maximum of 16/18 players, the majority who commence the process will at some point be disappointed. This disappointment will be shared by their parents/carers and the schools/colleges they represent. The Association fully understands that disappointment, but clearly it is not possible to select everybody and ultimately selection decisions are a matter of opinion and will be made by neutral selectors, free from parental or school/college/club influences. It is unacceptable for Association personnel to be subjected to abusive comments or criticism, either in person, on the phone, on social media or by e-mail in relation to squad selection.

It is therefore a condition of participation in the Association trials process that players, parents/carers, schools/colleges and clubs abide by and accept the selectors' decisions. If this condition is not acceptable to any of the aforementioned parties, players should not be nominated and should not take part in the trials process. This is made clear to Parents/Carers prior to agreeing to trial.

### Selection

It is important that all players should be given as much playing time as possible in their preferred position. **Best** endeavours will be used to ensure that players are trialled in their preferred position for the maximum time possible

Following the trial, each selection meeting shall be chaired by the Regional Council Member coordinating the trial. The selection group shall be comprised of Chair (Regional Council Member/Trial Coordinator); team managers on the day and any prior nominated selectors. For the final trial this group will include members of the relevant International Management Teams (Team managers are usually experienced qualified coaches, working at County level and/or experienced PE teachers as are Coordinators and Team Management).

This group will work as a collective in reaching final selection decisions. Selectors are expected to use their professional judgement at all times, however there may be occasions where members of this group show a 'declaration of interest' when discussing players from their regions in some circumstances

The selection criteria for a squad as a whole or for any particular match are based on this group's professional judgement and perception of a player's technical abilities, attitude/conduct, athleticism, decision- making, fitness levels, commitment and any other factors pertinent to selection. Consideration will be taken of the need for team balance.



Selection will be made by observation of these factors on the day of the trial. Only under exceptional circumstances will a player be selected to progress if they do not trial.

Following each trial, 16 players will be selected for each of the squads in the next phase of the trials, except for the final girls' squad which shall comprise of 18 players to accommodate player rotation in a busy schedule of the main competitive element of the programme, the Bob Docherty Trophy.

### **Notification**

Following the trials, unsuccessful trialists will be emailed by the International Programme Coordinator to inform them, in advance of the release of selected players, that they have not been chosen on this occasion. ESFA will post the successful trialists online, website and social media, at 5pm the day after trials (usually a Monday). Regrettably it is will not possible to offer individual feedback about selection decisions.

The decision of the selectors is final.

Selectors may create an confidential an unannounced reserve list in anticipation of the possibility of the need to draft in different players at a later stage.

Selected players and their parents will be required to follow the ESFA's Codes of Conduct contained within the Parental Consent pack.

Selected players will receive an International Selection Brochure giving further details and expectations following selection.

The welfare of players is of paramount importance to the Association. All trialists and adults involved in the process should be advised as to how to report any safeguarding concerns during or after the trials. The designated CWO will be introduced at the start of the trial to Parents/Carers and players. To aid with identification, the designated CWO will be wearing a hi vis vest with Child Welfare Officer on, throughout the trial.