



# **Gymea Junior Rugby League Football Club inc.**

## **GYMEA GORILLAS JUNIOR RUGBY LEAGUE**

### **GRADING & COACHING GUIDELINES**

### **TACKLE AND LEAGUE TAG COMPETITIONS**

## **GRADING POLICY**

**“Gymea JRLFC isn’t just about development of Rugby League stars, its more than that, it’s about developing lasting friendships and life skills.”**

### **INTRODUCTION**

The Gymea Gorillas JRLC grading policy has been approved by the executive committee and should be read by all parents, players, coaches and new members. The policy has been developed and designed to provide transparency and consistency with the grading of all eligible players both tackle and tag formats with compliance to Cronulla Junior Rugby League Competition and NSWRL Policies and Procedures Manual. Upon registration of your son/daughter you agree to this policy.

### **AIM**

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



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## PLAYER PHILOSOPHY

In the junior years the clubs focus is on enjoyment of the game, participation, development of skills and teamwork. Where possible in non-competitive age groups kids are placed with their friends or family. As players become older and develop, Gymea through the grading system looks to place players with similar ability, commitment to training and skills together in the same grade.

## GRADING PROCESS

- The grading process gives all players the opportunity to demonstrate their talents to unbiased selectors thus giving all players (irrespective of the team they played with the previous season) a chance to play in the highest division according to their ability, in the new season.
- Players not wishing to play in the top division **MUST NOTIFY THE EXECUTIVE IN WRITING PRIOR TO TRIALS COMMENCING. REQUESTS ARE AT THE DISCRETION OF THE EXECUTIVE.** This avoids teams needing to be restructured after selection and allows for a balance in each team.
- 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
- A Provisional Coach will be appointed to co-ordinate the training sessions of each age group. The Coach 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
- Provisional coaches have the advantages of seeing player in group training. They can recognise valuable information about a player's commitment, skills, fitness level and attitude. Coaches will also be looking at players who show up on time, work well with teammates and be able to take on criticism
- This formal grading policy will **NOT APPLY** to the non-competitive age groups of the **Under 6's, Under 7's and Under 8's**. These age groups will be assembled at the age managers discretion based on previous year's team, social groups and family ties etc. We view these age groups as a purely non-competitive period in which basic



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skills can be developed. Emphasis will be on learning through enjoyment. Coaches will be encouraged to have an even mix of 6 year old's in each under 6 team. Consideration will be given to forming teams with only 4 and 5 year old players providing the competition is structured in such a way that allows them to compete against teams with players of similar ages.

- Grading Guidelines for Boys Under 15's to Open Age teams will be at the sole discretion of the appointed coach. If any dispute arises the matter should be referred to the Executive.
- The Grading Guidelines **WILL APPLY** to the age groups between and including **Under 9's to Under 14's and all grades of girls League Tag.**
- All players must attend training and grading games, to ensure they are placed into a team consistent with their demonstrated level of skill and ability.
- Players unable to attend but wanting to be placed in a higher division side must make an application in writing to the executive for consideration.
- Grading games/ or trials will be carried out prior to the commencement of the season, on a day and date determined by the executive.
- Players will be assessed by 2 unbiased members of a selection panel throughout the trials, this assessment will look at a players during a game situation
- In conjunction with the provisional coach the teams will be selected through a combination of trial games and training sessions allowing a fair assessment of a player in both environments.
- The selection process will also take into consideration the team make-up and players will be picked with the best interests and balance for the team in mind. The teams will be selected with the best available player in their respective positions. It will be up to the selectors to determine if a player will be competent enough to adapt to a positional change
- Once a player is graded, he or she has been identified as having the ability and skills to play in this division.
- If any parent feels that there has been a significant error or oversight in the grading their child receives, they can make a written submission (no later than 5 days after team lists have been announced) to the Executive outlining the reasons



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they feel the grading is incorrect and requesting a review of the grading by the executive.

- A player that registers after the grading process has concluded, will be graded in a team at the discretion of the Grading Committee.
- Grading is a very difficult task and people, in some cases, may not agree with the decisions made by the grading panel. The club believes that it is an important part of each player's development as well as enjoying success. Being introduced to a new side presents opportunities for players to make new friends, leading to a positive rugby league experience overall.

### **COACHES**

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. One of the measurements of a coach's 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 Gold team in that age group. It may be that his child 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 top division team 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'



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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 child 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 "Working with Children Check" and be accredited as directed from time to time by NSWRL.

### 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 throughout the summer period and will close at 5pm on the 1st 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 regarding 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 the minimum of whatever qualifications are prescribed from time to time by NSWRL or be committed to obtaining those qualifications 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



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the coach a further term. This extension will be at the discretion of the Executive. It is the Club's aim to expose players to a variety of coaches during their time at Gymea.