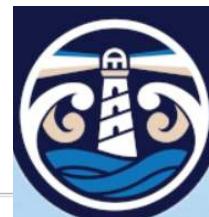


NORTHCROSS SPORTS SELECTION POLICY



1. INTRODUCTION

At Northcross, we value the important role sport plays in the personal development of our students during their two years with us. Sport provides an opportunity to grow confidence, develop new skills, and build character — all within a competitive, supportive, and respectful environment.

We offer a wide range of sports for both boys and girls, across various levels. Our committed staff and parent volunteers give their time and energy to support the organisation, coaching, and management of our teams across North Harbour Zone Days and weekly competitions.

Coaching and managing teams is seen as a rewarding responsibility. Our coaches aim to develop each student's sporting ability while promoting good sportsmanship, fair play, and the values we stand for as a school.

All coaches assigned to top-level teams are carefully selected based on their experience, expertise, and passion for the sport.

Our aim in team selection is to create the strongest possible team for each sport in which we compete, based on the following key attributes:

Ability, experience, fitness, commitment, dedication, and sportsmanship.

For sports with multiple teams, selectors will place students in the team that best matches their skill level — ensuring they can be both competitive and successful in their grade.

2. PRE-TRIAL PROCEDURE

With a student roll of over 1,500, clear and timely communication is essential prior to any trial.

Information about upcoming sports and trials is shared through one or more of the following channels:

- **School Website:** A term overview of sports with details of the Coach or Teacher in Charge (TIC)
- **"This Day" Notices:** Posted at least one week before trials, with dates, sign-ups, and contact points
- **Assembly Announcements:** TICs may promote upcoming opportunities

- **Email Communication:** Sent to students and teachers with specific trial information. This may include registration and payment via Kindo.
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3. TRIALLING PROCEDURE

With high interest in many sports and limited team spots, we ensure that trials are run fairly and consistently.

- A **selection panel** of at least three experienced adults (with at least one neutral selector) will oversee the trial process
 - For smaller codes (e.g. one-day North Harbour Zone teams), two selectors are acceptable
 - The **trial process is explained** to all participants before trials begin, including the number of trials and the criteria for selection
 - Students are informed in advance of the **trial date, time, location, and any gear required**
 - Each student will be observed in action across multiple game scenarios — **three or more**, depending on the sport and time available
 - In some sports (e.g. Water Polo), **provisional teams** may be created due to time constraints, with the understanding that players may move between teams during the first few games. This will be clearly communicated
 - For **individual sports** (e.g. Swimming, Cross Country, Athletics), selection will be based on performance at a one-day event — **fastest times or best distances** determine selection
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4. NON-ATTENDANCE AT TRIALS

Students who miss trials may still be considered, depending on the reason for absence and the information provided.

a) If absence is due to illness, injury, or circumstances beyond their control:

- Where possible, the student will be invited to another trial
- If not possible, selectors will consider the player's past experience and ability
- **Advance communication** of unavailability is required

b) If a student misses the trial due to "forgetting":

- Selection will be based only on what selectors have observed at other trials
 - No extra time or consideration will be given
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5. NAMING OF TEAMS

- Teams will be posted on the **Student Noticeboard within one week** of the final trial
 - Once selected, students are expected to demonstrate **full commitment**, including regular attendance at training and games, and a **positive attitude**
 - Students who are unable to attend a training or game must inform their coach or manager in advance
 - Ongoing failure to meet these expectations may result in the student being asked to explain their behaviour and, if necessary, may be removed from the team
 - Coaches will handle team announcements with sensitivity. If requested, they may explain to a student why they were not selected
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6. TEAM SELECTION DURING COMPETITION

Team selection during the competitive season is at the **coach's discretion**, based on the needs of the game and the overall team strategy.

- Coaches will usually select the strongest team available for each match to give the team the best chance of success
- However, they may also choose to give **game time to developing players**, balancing competition with opportunity
- **Team selection and game management** are the responsibility of the coach
- Parents are welcome to discuss their child's development with the coach, but should **not attempt to influence team selection**
- If a parent has concerns regarding coaching or team management, they should contact the **Code Coordinator** or **Director of Sport**

- If the issue remains unresolved, the concern can be put in writing and sent to the **Principal**
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FINAL NOTES ON SELECTION

We acknowledge that team selection can sometimes involve **difficult decisions**. Our selectors aim to be as fair and transparent as possible, using their best judgement and following the policy outlined above.

As long as selectors and coaches have:

- Considered all the relevant selection criteria, and
- Acted in **good faith** and with **professional judgement**,

then they will be considered to have **fulfilled their obligations** under this policy.

No correspondence regarding team selection will be entered into.

7. SPORTS AWARD SELECTION

At Northcross, sports awards recognise students who have demonstrated achievement, commitment, improvement, leadership, sportsmanship, and contribution to their sport and team.

Awards are intended to celebrate a broad range of sporting success and reflect the values we want our students to develop through participation in sport.

AWARD SELECTION CRITERIA

- **Sporting Achievement:** Demonstrating a high level of skill, performance, consistency, or success within their sport.
- **Commitment and Dedication:** Consistently attending training, games, and events, and demonstrating a strong commitment to improving their performance.
- **Improvement and Development:** Showing significant growth in skills, confidence, fitness, understanding, or overall performance during the season.
- **Sportsmanship:** Demonstrating respect, fairness, resilience, humility, and a positive attitude towards teammates, opponents, coaches, officials, and supporters.
- **Leadership and Team Contribution:** Supporting and encouraging others, demonstrating leadership, and making a positive contribution to the team environment.

- **Effort and Attitude:** Consistently demonstrating a willingness to learn, work hard, accept feedback, and give their best effort.

Award selection is not based solely on ability or results. A student who demonstrates exceptional improvement, commitment, sportsmanship, leadership, or contribution may be recognised alongside students who achieve at the highest competitive level.

SELECTION PROCESS

Awards will generally be selected by the Coach or Teacher in Charge (TIC), in consultation with relevant staff and/or team managers where appropriate. Coaches should consider the student's contribution across the entire season, rather than basing decisions on one particular game or event.

Where a sport has specific award categories or trophies, the criteria for these awards should be communicated to coaches and applied consistently.

The Northcross staff member connected to the team has final responsibility for award selection, using professional judgement and the principles outlined in this policy.

FINAL NOTES ON AWARD SELECTION

Award decisions can sometimes be difficult. Our aim is to ensure that awards are fair, meaningful, and reflective of the values of Northcross Sport.