



British Columbia Rugby Union

Provincial XV's Age-Grade Teams' Selection Policy

Effective date: October 29, 2015
Updated: March 02, 2017



1. Policy Objective

The purpose of this policy is to outline the criteria and procedures that British Columbia Rugby Union (BC Rugby) will adhere to and undertake to select Male and Female Age Group XV Teams to represent BC in Rugby Canada National competitions and any other competition deemed to contribute to the high performance development of each respective team.

2. Policy Statement

It is the policy of BC Rugby to:

- Provide transparency to the selection criteria and procedure that each Head Coach will undertake to select a BC Provincial XV Team;
- Provide ample opportunity for all aspiring athletes to be observed in their preferred position by the respective Head Coach or BC Rugby's Performance Development Manager;
- Provide constructive feedback to all aspiring athletes and, when possible and appropriate, communicate that feedback to the athletes' coach and parent/guardian;
- Appoint a Head Coach to each Male and Female Age Group XV Team on the basis of holding minimum qualification requirements as outlined in BC Rugby's Coaching Pathway and having the skills and experience to oversee a fair and thorough selection procedure, adhering to BC Rugby's Selection Criteria.

3. Selection Procedure

The BC Rugby Provincial XV Team Selection Procedure is a two-step process: talent identification into a named squad, and then squad into Team selection.

First, aspiring athletes must be observed by the relevant Head Coach or BC Rugby's Performance Development Manager. BC Rugby's Provincial Regional Championships play a pivotal role in the selection, though we make available four opportunities for talent identification:

- A. Identification Sessions:** Identification Sessions are the primary entry point for athletes wanting to represent BC in a Provincial Age Group XV's Team and are open to any eligible athlete who wishes to be considered for selection.
 - i. BC Rugby will provide at least two ID sessions for each Provincial Age Group Team;
 - ii. It is strongly recommended that athletes attend at least one Identification Session to ensure the relevant Head Coach has observed the athlete;



- iii. Identification Sessions will be advertised on bcrugby.com and promoted through BC Rugby communication channels.
- B. Competitive Club Rugby XV Fixtures:** Athletes participating in BC Rugby fall and spring youth leagues may be observed.
- i. BC Rugby's Performance Development Manager or the relevant Head Coach must inform the competition organizers or the two Club/School coaches of their presence before kick-off.
- C. Competitive High School Rugby:**
- i. **BC Girls High School Rugby Provincial Championships:** Female athletes participating at the BC Girl's High School Rugby Provincial Championships will be observed by BC Rugby's Performance Development Manager and/or the relevant Head Coach.
 - ii. **BCSSRU Provincial Championships:** Male athletes participating in the British Columbia Secondary Schools Rugby Union (BCSSRU) Provincial Championships will be observed by the relevant Head Coach and/or BC Rugby's Performance Development Manager.
- D. BC Rugby's Provincial Regional Championships:** Athletes participating in BC Rugby's Provincial Regional Championships (PRCs) will be observed by the relevant Head Coach and/or BC Rugby's Performance Development Manager.
- i. It is highly recommended that all aspiring athletes participate in the PRCs;
 - ii. If an athlete is unable to participate in the PRCs due to injury or illness, they must inform the relevant Head Coach and BC Rugby's Performance Development Manager.

Secondly, after BC Rugby's Provincial Regional Championships, each Head Coach will nominate a squad of up to 40 players to BC Rugby's Performance Development Manager for approval. BC Rugby will then send an invitation to the approved squad list to progress to BC Rugby's Selection Camps and post the squad list to bcrugby.com.

- E. Selection Camps:** Selection Camps are the final step in the Selection Process and must be attended by all invited squad athletes wishing to be considered for the Provincial XV's Team.
- i. If an invited squad athlete cannot attend a Selection Camp due to a legitimate reason (e.g. injury, illness, exam), the athlete or the athlete's parent/guardian must notify the relevant Head Coach or BC Rugby's Performance Development Manager of the reason for absence, ideally in advance of the relevant Selection Camp;
 - ii. In the case of an invited squad athlete being unable to attend any Selection Camps, the relevant Head Coach will consult with BC Rugby's



Performance Development Manager to review the athlete's selection into the Provincial XV's Team on a case-by-case basis.

At the conclusion of the final Selection Camp, the relevant Head Coach will nominate a Provincial XV's Team of up to 24 players and 4 non-travelling reserves to BC Rugby's Performance Manager for approval. BC Rugby will notify all Selection Camp invited athletes of the Provincial XV's Team within 72 hours of the final Selection Camp.

4. Game Day Selection

When playing at Rugby Canada National competitions and any other competition deemed to contribute to the high performance development of each respective team, the Provincial XV's Team Head Coach will name a starting XV and reserves at least 24 hours prior to kick-off for each game, or earlier if required by the rules of the relevant competition.

After naming a starting XV and reserves, the Head Coach may make changes as required.

All Game Day Provincial XV Team selections are final and are not subject to appeal.

5. Selection Criteria

The Head Coach, supported by BC Rugby's Performance Development Manager, will make the Provincial XV Team selection based on the listed criteria, which will also be a consideration for the nomination of the selection camp squads.

- A. Player Eligibility:** To be eligible for selection, an aspiring athlete must meet the following pre-requisites:
- Be a resident of British Columbia; and
 - Be a member of BC Rugby in good standing; and
 - Be without any outstanding disciplinary suspensions at the time of Squad nomination and Team selection.

Additionally, any player wishing to be selected for the U18 Girls' or Boys' XV's Team must:

- Hold a valid passport with no travel restrictions.

- B. Player Performance:** Players will be evaluated on their in-play performance and their performance of set drills, speed, skill and strength tests as the drills and tests relate to players' preferred positions – see Appendix 5.



- C. Player Teamwork:** Players will be evaluated on their ability to cooperate and collaborate with fellow players, and their contribution to a positive, respectful and inclusive team environment.
- D. Player Attitude:** Players will be evaluated on their positive, considerate and appreciative attitude towards the game, officials, coaches, support staff and teammates.
- E. Positional Requirements:** Players will be evaluated on the required skill set of their preferred positions, as detailed in Appendix 5, and any other position the Head Coach may recommend.
- F. Commitment:** Players will be evaluated on their attendance to selection camp and overall application to continuous individual and team improvement.
- G. Player Injury or Illness:** Players adhering to 'return to play' protocol, with injury or illness can still be considered for selection, depending on the nature of the concussion, illness or injury and recovery time. Throughout the selection process, players and/or their parent/guardian are responsible for informing the relevant Head Coach and/or BC Rugby's High Performance Development Manager of any previous concussions, concussion symptoms, injury or illness that may hamper the player's performance.

6. Athlete Commitment to Provincial XV Team

It is BC Rugby's expectation of each athlete selected to a Provincial XV's Team to make the following commitments:

- Adhere to BC Rugby's Code of Conduct at all times;
- Attendance at 75% of the relevant Provincial XV's Team training sessions;
- Attendance at all warm-up games;
- Full attendance for the relevant National Championships;
- Adhere to the Laws of the Game at all times;
- To immediately inform the relevant Head Coach of any and all suspected concussions, injuries or illnesses – See appendix 4 for Contact Details of all Head Coaches.

7. Injured/Ill Team Players and Call Up of Reserves

In the event of a Provincial XV's Team player suffering a concussion, becoming injured or ill prior to the National Championships, the relevant Head Coach will evaluate their likely recovery time relevant to the Provincial Team's game schedule.



If the Head Coach deems the player's recovery time insufficient to allow that player to safely return to the Team with respect to the playing schedule, the Head Coach will inform BC Rugby's Performance Development Manager of the situation.

The Head Coach will select a non-travelling reserve player as a like-for-like replacement based on the Team's positional requirements. BC Rugby will provide written notice to the reserve player selected to join the Team.

In the event of the concussed/injured/ill player having already made payment, BC Rugby will refund these fees (minus any costs already incurred, such as training camp costs).

In the event of the positional requirement of the Team not being met through the non-travelling reserves, the Head Coach may select a reserve player from the selection camp squad.

All reserve player call ups will be presented to BC Rugby's Performance Development Manager for approval.

8. Appeal Process

A player may appeal their non-inclusion to the Selection Camp Squad or their non-inclusion to the Provincial XV's Team under the following terms:

- A. Appeal Timing:** Players wishing to appeal a decision have 72 hours from the time at which they received written notice of the selection decision to submit a written appeal to the BC Rugby CEO via email.
- B. Grounds of Appeal:** Sufficient grounds for appeal include providing evidence of one of the following occurrences:
 - Selection procedure was not followed by the decision-maker;
 - A selection decision was influenced by bias (where bias is defined as a lack of neutrality to such an extent that the decision-maker is unable to consider other views);
 - Relevant information was not considered (e.g. injury or illness) or irrelevant information was taken into account by the decision-maker;
 - A decision that was grossly unreasonable was made.
- C. Making an Appeal:** BC Rugby must receive a written appeal via email that details the following information:
 - Date the appellant was advised of the decision being appealed;
 - Grounds for the appeal;
 - Detailed reasons for the appeal;



- All evidence that supports these grounds;
- Requested remedy or remedies.

D. Judgment of the Appeal: The BC Rugby Appeals Committee will make judgment on the merits of the appeal brought forward and will endeavor to provide a judgment and, if required, the remedy within 5 working days of the appeal being lodged.

9. Supporting Policies

Internal

- BC Rugby Code of Conduct
- BC Rugby Coaching Pathway
- BC Rugby LTAD Implementation

External

- Rugby Canada's Player Pathway
- Rugby Canada's Coaching Pathway



APPENDICES

1. 2017 Selection Calendar

April

2 nd	U18, U17 and U16 Girls ID camp @ Nanaimo RFC, BC
8 nd	U18, U17 and U16 Girls ID camp @ Burnaby Lake RFC, BC
9 th	U18, U17 and U16 Girls ID camp @ Kamloops Exhibition Park, BC
29 th	U19,U18,U17,U16 and U15 Boys ID camp @ Kamloops Exhibition Park , BC

May

7 th	U19,U18,U17,U16 and U15 Boys ID camp@ UVic, BC
13 th	U19,U18,U17,U16 and U15 Boys ID camp@ UBC, BC
31 st – Jun 3 rd	BCSSRU Provincial Championships @ Abbotsford, BC
25 th – 27 th	BCGHSRA Provincial Championships @ Abbotsford, BC

June

11 th	U19 Training Session @ Capilano RFC, BC
18 th	U19 Training Session @ Capilano RFC, BC
25 th	U19 Training Session @ Capilano RFC, BC

July

1 st – 3 rd	Provincial Regional Championships @ Burnaby, BC
9 th	U19 Training Session @ Capilano RFC, BC
15 th	U19 Training Session @ Capilano RFC, BC

2. Provincial XV Boys' Teams 2017 Calendar

July

8 th	U17 Boys Vs Sutton Valence HS @ UBC, Vancouver
9 th	U15 Boys Vs Sandbach School @ UBC, Vancouver
9 th – 16 th	U16 Selection Cam Including Warm-up Game v USA @ UBC, Vancouver
11 th	U16 Boys Vs Bedford Modern HS @ UBC, Vancouver
16 th	Boys Team announced
13 th – 16 th	U18 Boys Vs USAAHS @ UBC, Vancouver
13 th – 16 th	U17 Boys Vs EIRA (USA) @ UBC, Vancouver
13 th – 16 th	U16 Boys Vs EIRA (USA) @ UBC, Vancouver
17 th – 23 rd	U19 Canadian Rugby Championships @ Truro, Nova Scotia
26 th	U18 Boys Vs Sandbach HS @ UBC, Vancouver
TBC	U15 Boys Development Camp @ Burnaby, BC

August



- 5th U17 & U18 Boys Vs Hampton HS@ UBC, Vancouver
- 14th – 20th U18 Canadian Rugby Championships @ Calgary, Alberta
- 14th – 20th National Festival (U16 & U15) @ Calgary, Alberta
- 14th – 20th U18 International Tour @ Ireland

3. Provincial XV Girls' Teams 2017 Calendar

July

- 16th U18 Girls' Team announced
- 14th – 16th U15 Girls' Development Camp @ Burnaby, BC
- 17th – 23th **U20 Canadian Rugby Championships @ Truro, Nova Scotia**

August

- 12th – 13th U16 Pre-Nationals Camp @ UBC, Vancouver
- 14th – 20th **U18 Canadian Rugby Championships (U17 Team) @ Calgary, Alberta**
- 14th – 20th **National Festival (U16 Team) @ Calgary, Alberta**
- 14th – 20th U18 International Tour @ Ireland

Note: Additional dates will be added once all warm-up games dates are confirmed.

4. BC Rugby's Provincial XV Teams 2017 Contacts

BC Rugby's Performance Development Manager – Dean Murten
 Email: dmurten@bcrugby.com

BC Rugby Union Boys' Teams Staff

*Coaches/Selectors change on a yearly basis

BC XV Team Position	Name	Email
BC U14 Boys' Head Coach	Matt Gordon	Matt.gordon@gov.bc.ca
BC U15 Boys' Head Coach	Ryan Banks	Ryan.banks.pmp@gmail.com
BC U16 Boys' Head Coach	Shane Muldrew	Shanemuldrew@yahoo.ca
BC U17 Boys' Head Coach	Conan Cooper	Conancooperstrength@gmail.com
BC U18 Boys' Head Coach	Adam Roberts	Roberts_a@surreyschools.ca
BC U19 Boys' Head Coach	Curry Hitchborn	Curryhitchborn@gmail.com



BC Rugby Union Girls' Teams Staff

*Coaches/Selectors change on a yearly basis

BC XV Team Position	Name	Email
BC U15 Girls' Head Coach	Marlene Donaldson	Marlenedonaldson3@gmail.com
BC U16 Girls' Head Coach	An Hoang	An.hoang@ualberta.net
BC U17 Girls' Head Coach	Darcy Patterson	Dpatterson@bcrugby.com
BC U18 Girls' Head Coach	Stuart Crowley	Scrowley@sd35.bc.ca
BC U20 Women's Head Coach	Walter Brandl	Walter.brandl@mxns.com



5. Positional Player Performance Feedback Sheets

WORK ONS	PROP	STRENGTHS
	ATTACK	
	POWERFUL RUNNER (number of carries, number retained)	
	EFFECTIVE IN CONTACT (rucks and maul)	
	Support and Distribution	
	DEFENCE	
	TACKLING	
	POSITIONING (repositioning to 1,2,3 channels)	
	Post Tackle	
	SCRUM	
	Safe, stable and powerful	
	Hunched	
	Spine in line	
	LINE OUT	
	Dynamic and safe lifter	
	Awareness of role	
	WORK RATE	
	AGGRESSION	



WORK ONS	HOOKER	STRENGTHS
	ATTACK	
	POWERFUL RUNNER (number of carries, number retained)	
	EFFECTIVE IN CONTACT (rucks and maul)	
	Support and Distribution	
	DEFENCE	
	TACKLING	
	POSITIONING	
	POST TACKLE	
	SCRUM	
	Safe, stable and powerful	
	Spine in line	
	Hunched	
	Balanced lead leg	
	LINE OUT	
	Front	
	Middle	
	Back	
	Strong Throw	
	WORK RATE	
	AGGRESSION	



WORK ONS	LOCK	STRENGTHS
	POWERFUL RUNNER (number of carries, number retained)	
	EFFECTIVE IN CONTACT (rucks and maul)	
	Support and Distribution	
	DEFENCE	
	TACKLING	
	POSITIONING	
	SCRUM	
	Powerful	
	Hunched	
	Spine in line	
	LINE OUT	
	Explosive Jumper	
	Good Hands	
	Accurate delivery	
	Strong Defense	
	RESTART	
	Sets Early	
	Catches at highest point	
	WORK RATE	
	AGGRESSION	



WORK ONS	FLANKER	STRENGTHS
	ATTACK	
	POWERFUL RUNNER (number of carries, number retained)	
	EFFECTIVE IN CONTACT (rucks and maul)	
	Running Lines (straight or curved)	
	Support and Distribution	
	DEFENCE	
	TACKLING	
	Strong over ball	
	POSITIONING	
	SCRUM	
	Powerful	
	LINE OUT	
	Explosive Jumper	
	Good Hands	
	Accurate delivery	
	Strong Defense	
	RESTART	
	Sets Early	
	Catches at highest point	
	WORK RATE	
	AGGRESSION	

WORK ONS	NUMBER 8	STRENGTHS
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	ATTACK	
	POWERFUL RUNNER (number of carries, number retained)	
	EFFECTIVE IN CONTACT (rucks and maul)	
	Running Lines (straight or curved)	
	Support and Distribution	
	DEFENCE	
	TACKLING	
	Strong over ball	
	POSITIONING	
	SCRUM	
	Powerful	
	Ball Control	
	Makes Gain line	
	LINE OUT	
	Explosive Jumper	
	Good Hands	
	Accurate delivery	
	Strong Defense	
	RESTART	
	Sets Early	
	Catches at highest point	
	WORK RATE	
	AGGRESSION	



WORK ONS	SCRUM HALF	STRENGTHS
	ATTACK	
	Organizes well	
	Speed to breakdown	
	Running threat	
	Retains possession	
	PASSING	
	Fast and accurate both ways	
	From Lineout	
	From Scrum	
	KICKING	
	Accurate Box kick	
	DEFENCE	
	Organizes well	
	Fits in when needed	
	Tackle	
	Controls forwards	
	GAME MANAGEMENT	
	WORK RATE	
	AGGRESSION	



WORK ONS	FLY HALF	STRENGTHS
	ATTACK	
	Organizes well	
	Running Lines	
	Attacks defense line	
	Retains possession	
	PASSING	
	Accurate both ways	
	KICKING	
	Effective kicking game (when to kick)	
	Restarts and Goal Kicks	
	DEFENCE	
	Organizes well	
	Tackles	
	COMMUNICATION	
	GAME MANAGEMENT	
	WORK RATE	
	AGGRESSION	



WORK ONS	CENTRE	STRENGTHS
	ATTACK	
	Running Lines	
	Line breaks	
	Supports breaks	
	Exploits overlaps	
	Strong in Contact	
	Accurate at breakdown	
	PASSING	
	Accurate both ways	
	KICKING	
	Effective kicking game (when to kick)	
	DEFENCE	
	Aggressive and strong tackler	
	Repositions effectively	
	COMMUNICATION	
	GAME MANAGEMENT	
	WORK RATE	
	AGGRESSION	

WORK ONS	WINGER	STRENGTHS
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	ATTACK	
	Running Lines	
	Line breaks	
	Supports breaks	
	Finisher	
	Strong in Contact	
	COUNTER ATTACK	
	PASSING	
	Accurate both ways	
	KICKING	
	Effective kicking game (when to kick)	
	DEFENCE	
	Effective tackler	
	Positional awareness	
	Dealing with kicks	
	Kick Chase	
	COMMUNICATION	
	WORK RATE	
	AGGRESSION	

WORK ONS	FULL BACK	STRENGTHS
	ATTACK	
	Running Lines	



	Line breaks	
	Supports breaks	
	Finisher	
	Strong in Contact	
	COUNTER ATTACK	
	PASSING	
	Accurate both ways	
	KICKING	
	Effective kicking game (when to kick)	
	Goal Kicking	
	DEFENCE	
	Effective tackler	
	Strong in system	
	Dealing with kicks	
	COMMUNICATION	
	WORK RATE	
	AGGRESSION	