



Selection Policy

Melbourne University Futsal Club

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Policy Steward: Futsal Director

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1. Objectives

- 1.1. Melbourne University Futsal Club supports an open, fair, unbiased, and transparent process for the selection of teams to ensure all players and athletes receive an equal opportunity to be selected in a team. Selection will be based on clear criteria that are communicated with all players and athletes prior to the season commencing by selectors appointed by the committee and the coaches.
- 1.2. The objectives of this policy are to:
 - 1.2.1. Provide a framework to ensure the integrity of selections in competitive teams
 - 1.2.2. Set clear responsibilities and accountabilities for selection decisions
 - 1.2.3. Ensure that selection processes are transparent and decisions are consistent and fair

2. Scope

- 2.1. This policy applies to:
- 2.2. The selection and registration of trialists into all competitive team squads. This includes relevant
 - 2.2.1. Futsal Directors.
 - 2.2.2. Coaches, Team Managers and Selection personnel.
 - 2.2.3. Players; and
 - 2.2.4. Committee.

3. Authority

- 3.1. This policy is made under the Melbourne University Futsal Club (the Club)'s Constitution and supports compliance with the:
 - 3.1.1. Sporting Affiliation with the University of Melbourne

4. Policy

Principles of Selection

- 4.1. The Club is committed to producing a recognised high-performance and winning standard in its competitive teams.
- 4.2. The Club selects talented players from among the trialists who are deemed most likely to be able to support the club in succeeding with its performance goals.
- 4.3. Players who are involved in the Club's senior-most team should value the opportunity to train and develop among the best players in the Club under the guidance of experienced and qualified coaches, with the betterment of performances and ability over time.
- 4.4. Players will be selected on their performance, fitness, commitment, values and behaviour, not their personal characteristics or attributes (e.g. race, gender, sexuality, religion).
- 4.5. Players may be precluded from selection if there is a concern about their ability to compete safely or if their participation poses a risk to others.

Squad Size

- 4.6. The Club Committee will establish minimum and maximum squad sizes for each team each season. Squad sizes are established for:
 - 4.6.1. Avoiding the club forfeiting competitive matches due to the unavailability of players
 - 4.6.2. Reducing the over-reliance on a select number of people
 - 4.6.3. Ability to facilitate an enjoyable match day, training and social event environment with sufficient attendance.
 - 4.6.4. Minimising available and eligible players not being able to be selected or not getting game time due to excessive numbers.
 - 4.6.5. Ensuring the club's financial sustainability with predictable revenue from registration fees.
 - 4.6.6. Consideration based on the Club's facility access, available competitions and resource provisions.

- 4.7. The Selection Panel may seek an exemption from these sizes, providing a rationale in writing for the Club Committee's approval.
- 4.8. The Selection Panel may establish stand-by players who can be selected if a selected player does not complete the registration process for any reason.

Evidence-Based Selection

- 4.9. When approving selection matters, the Club expects to see:
 - 4.9.1.evidence-based selection
 - 4.9.2.no unfair or unnecessary barriers for access, including access by persons with disabilities.
 - 4.9.3.facilitation of player circumstances (such as recognition for previous playing experience, including external teams, competitions and tournaments.
 - 4.9.4.clear and consistent selection requirements that are appropriate to the level of the competition the club is entering.
- 4.10. Each team will have a Selection Panel comprising the relevant Coach and other members nominated by the Futsal Director (for example an Assistant Coach or Team Manager).
- 4.11. A Selection Panel may be responsible for selection into more than one team.
 - 4.11.1. Clear and consistent information for trialists.
- 4.12. Selection is subject to the Selection Panel's judgment of the relative merit of eligible trialists against the Selection Criteria.
- 4.13. The Selection Panel must consider all relevant Selection Criteria when assessing trialists.
- 4.14. The Selection Panel may meet face-to-face, online correspondence or a combination of the two. Records documenting Selection Panel decisions are kept in accordance with the Club's Record Management Policy.
- 4.15. The Selection Panel must make fair and unbiased decisions based on the selection criteria.
- 4.16. The Selection Panel may make decisions continuously; they can determine some individuals that clearly do and clearly don't meet the criteria for selection.
- 4.17. The Selection Panel will endeavour to provide trialists with reasons for non-selection and areas to improve to be considered for selection. Where there are large amounts of trialists, this may not be feasible.

Transparent Information

- 4.18. Coaches must ensure players and athletes are informed about, and understand, the selection criteria and processes for fixtures and finals.
- 4.19. Players must make themselves familiar with the selection criteria and clarify any concerns with the club before trials or matches.
- 4.20. Players should talk with their coach about any concerns and seek feedback about how to improve your performance in the first instance.
- 4.21. The Selection Panel, via the Club Registrar, must provide all information necessary for trialists to register.
- 4.22. The Selection Panel must declare any conflicts of interest pertaining to making any unbiased decisions for the selection of the teams they oversee.
- 4.23. After trials, trialists will be informed (usually in writing by email) of the outcome and whether they have been completed
- 4.24. Squads should typically be finalised 6-8 weeks before the start of a season. This may depend on the competition.

Selection Criteria

- 4.25. Players must be eligible to represent the club in competitions for which they are trialling.
- 4.26. Players must demonstrate the physical competencies required for competitive sporting activities. These include:
 - Strength
 - Stamina
 - Physique
- 4.27. Players must demonstrate technical futsal ability by participating in training or trial sessions, friendly matches, and/or competitive matches. Technical Futsal abs included:
 - Ball mastery and Control

- Passing Quality
 - First Touch and Receiving
 - Dribbling and 1v1 Ability
 - Shooting and Finishing
 - Tactical Technical Skills
 - Defensive Technical Skills
 - Speed of Execution
- 4.27.1. Players must have key competencies that make up a strong Futsal Player, including:
- Mentality of a winner
 - Body and ball control
 - Game awareness and intelligence
 - Character and Presence
 - Explosiveness
 - Emotional Stability
- 4.27.2. The players' team chemistry and ability to adapt and play in different formations of the team (i.e. 3-1, 2-2, 1-2-1, 4-0, Fly keeper).
- 4.27.3. Team make-up and ability to adapt and contribute to the positions required to be fulfilled in the squad (i.e. Keeper, Fixo, Ala, Pivot, Fly Keeper)
- 4.28. If a player is unable to attend a trial session due to exceptional circumstances, further opportunities may be offered. Where such opportunities are offered, it is at the discretion of the Selection panel.
- 4.29. The Selection Panel can consider historical observations of players (such as playing for the Club in the previous season), however, they must put weight toward more recent observations. Players should not be selected for performance teams solely based on longevity of service.
- 4.30. In extraordinary circumstances, the Selection Panel may consider observing players by having a trialist play for other clubs, competitions, or tournaments. Observation may be via either in-person or video. Such a player must express an interest in joining the club and have a reasonable rationale as to why they may not attend a club trial.
- 4.31. Consideration can be made where the person's Futsal resume (previous clubs, competitions, tournaments, awards and results) demonstrates an extraordinary playing level (for example, such as State or National level representation) and there is a rationale as to why a player is unable to attend a trial. Not more than 20% of the squad will be evaluated under these criteria.
- 4.32. Where a student has been supported via the University of Melbourne's Elite Athlete Program, they can be considered to have been evaluated at a high standard that can be evidence for selection.
- 4.33. While selection decisions will be based mainly on performance, they will also consider:
- 4.33.1. The player's demonstrated Commitment and Availability over the course of the season. This includes attendance at competitions, training, and club/team events, player fitness, and injury status. Players must declare any foreseeable unavailability as soon as possible.
- 4.33.2. The Club will take an equitable and empathetic approach when attendance at training or team events is impacted by any of the following, which are not signs of poor commitment:
- Religious practices
 - Parenting responsibilities
 - Health and well-being
- 4.33.3. Developing a positive team culture is of high value to the Club. Values such as good sportsmanship, mentorship, leadership, and a positive team culture will be considered in the selection process.
- 4.33.4. Players' behaviour on and off the field. Players must be willing to agree and abide to the terms and conditions specified by the Club, and acknowledge to adhere to all Club Rules, including Club Policies.
- 4.34. Players must pay membership fees in accordance with the club's membership policy as and when they become due (after selection).

Matchday Selection

- 4.35. Squad Selection and subsequent registration under the Club's Membership Policy will afford access to the essential elements for player development, namely training activities (coaching,

facilities, equipment). Squad Selection does not provide any guarantee in competitive match playing time with regard to the sole fact of being a member of the team

- 4.36. Matchday selections and interchanges must also adhere to similar selection criteria.
- 4.37. Coaches will be responsible for all decisions about matchday selection once the season commences.
- 4.38. Selection criteria will be reiterated by Coaches during the season so that players and athletes are clear about how teams competing in the finals will be chosen.
- 4.39. The Coach will attempt to offer as many players or athletes as possible the opportunity to take part in matches. The Club encourages offering more playing time to squad members to those with less match time/experience where possible to promote development, particularly in situations which would minimise detrimental outcomes to the match or competition result.
- 4.40. Coaches must provide information to squad players, and athletes will be provided with reasons for matchday non-selection and areas to improve in order to be considered for selection.
- 4.41. In finals, the Club believes that a team should be as competitive as possible is a higher priority than in fixture games.

University of Melbourne Students

- 4.42. The purposes of the club are to facilitate, encourage, provide, promote and foster University of Melbourne students' participation in the Sport of Futsal.
- 4.43. Where the Selection Panel evaluate the standard for the selection of two persons equal, and one is a University of Melbourne Student, the Club should opt to select the student as a higher priority.
- 4.44. The Club may also participate in student representative team competitions. The Club will only select University of Melbourne Students for this team, even at the compromise of the standard of performance.

Under 18's

- 4.45. Where under-18s are selected in open-grade teams with adults, we will provide relevant players and athletes under 18 and their parents or guardians with information on where to voice concerns or issues.

Development Pathways

- 4.46. The Club may approve development pathway teams that intend to select athletes who are predicted to be able to contribute towards the Club's high-performance goals over a longer period (greater than 12 months)
- 4.47. Criteria for such teams will look to assess individuals who look to contribute to this club longevity and development.
- 4.48. Development teams must not be the highest-performing team at the club, and players should not be selected for such teams that compromise selection matters for the senior-most team at the club.
- 4.49. The Club Committee must set goals for such teams. Success measures for such development teams must prioritise future selection for the Club's higher teams over any match or competition results.

Scholarships, Bursaries, Awards

- 4.50. The Club may establish schemes as incentives, supports, recognitions, or rewards for student-athletes' participation in the Club's performance teams. Such schemes must develop their own Policy for management and must not be inconsistent with this Policy.

Exemptions

- 4.51. Exemptions to the selection criteria can only be made with the approval of the Club Committee.

Withdrawal of selection

- 4.52. The Selection Panel may withdraw its selection of a player when:
 - 4.52.1. The person fails to provide documents or fulfil other requirements of registration by the specified date.
 - 4.52.2. The selection has been made based on incomplete, inaccurate or fraudulent information
 - 4.52.3. The person fails to meet minimum team standards.
- 4.53. Any action taken under 4.52 must be notified in writing to the player.

Complaints and Appeals

- 4.54. Concerns about team selection should be discussed with the Coach and/or Selection Panel in the first instance.
- 4.55. A person who is dissatisfied with a selection decision may lodge a request for review to the Selection Panel
- 4.56. A Selection Panel may consider an additional opportunity for assessment via trial as an early implementable measure. Any additional trial must be practical and should only be considered if there is a genuine opportunity for the player to be selected if they demonstrate extraordinary ability.
- 4.57. A formal written complaint to the Club Committee should be made within 3 days if these concerns cannot be resolved and the player or athlete believes they have not been treated in accordance with the Selection Policy.
- 4.58. Complaints will follow the Club's Complaint Procedure and Member Protection Policy.

5. Procedural principles

Selection Principles

- 5.1. Selection decisions must be made on the authority of a Selection Panel with due attention to fairness and consistency.
- 5.2. Selection decisions are made with a view to high-performance and winning standards in its competitive teams.
- 5.3. Selection will be based on the Selection Criteria that are communicated to all players and athletes prior to the season commencing by selectors appointed by the committee and the coaches.
- 5.4. Selection processes must uphold a commitment to safe, inclusive and enjoyable sport experiences for everyone.
- 5.5. The Club will follow appropriate obligations under Division 6 of Part 4 of the Equal Opportunity Act 2010. Under this Act:
 - 5.5.1. The Club must not discriminate when deciding who is selected.
 - 5.5.2. Some limited exceptions apply, such as programs established for people with a particular protected attribute, competitive sporting activities where strength, stamina or physique are relevant.

Selection Panel

- 5.6. Selectors will be appointed by the Futsal Director, in consultation with the committee, and be responsible for pre-season selection decisions.
- 5.7. Where possible, there should be more than one selector.

Trials

- 5.8. Before any season, the Selection Panel will run at least one open trial for those with futsal experience relative to the level of the team.
- 5.9. Trials must be attended by a member of the Selection Panel to be considered a trial.
- 5.10. Players will be offered a minimum of one opportunity for assessment. Additional trials can be run where required.
- 5.11. A player trial may be considered invited to participate in a specific training session
- 5.12. The Selection Panel selects players only from among applicants eligible for consideration under the Selection Criteria or for whom the Club Committee have agreed to waive a requirement.

Informing

- 5.13. Players will be informed in writing of the dates, location and criteria for team selection.
- 5.14. Coaches will ensure the fitness of players and athletes to participate safely at training, and during fixtures and finals
- 5.15. Where possible, (as requested, or as necessary) players will be provided with reasons for non-selection and areas to improve to be considered for selection.

6. Roles and Responsibilities

Role	Responsibility	Limitations
Club Committee	- Approves the Selection Policy and any exemptions to selection criteria. - Sets squad size limits and goals for development teams.	Cannot make individual player selection decisions; only approves policy and exemptions.
Futsal Director	- Appoints Selection Panel members. - Ensures selectors understand policy and criteria. - Provides oversight for fairness and transparency.	Cannot override Selection Panel decisions without Committee approval.
Selection Panel	- Conducts trials and evaluates players against published criteria. - Maintains records of decisions. - Declares conflicts of interest. - Provides feedback to trialists where feasible. - Withdraws selection if requirements are unmet.	Must base decisions on evidence and criteria; cannot discriminate or act outside policy.
Coaches	- Participate in the Selection Panel. - Communicate selection criteria to players. - Make matchday selections consistent with policy. - Provide feedback on non-selection and improvement areas. - Promote positive team culture.	Cannot guarantee match playing time; must manage both competitiveness, fairness and accountability.
Team Managers	- Support Selection Panel with logistics and communication. - Ensure trialists receive registration information. - Assist with record-keeping.	Cannot make independent selection decisions.
Players/Trialists	- Familiarise themselves with the selection criteria. - Attend trials and declare availability. - Maintain commitment, fitness, and adherence to Club Rules - Seek feedback and raise concerns appropriately.	Cannot demand selection; must respect decisions and appeal through proper channels.

7. Definitions

Competitive teams means teams where there are limited amounts of players who can be selected, and as such, determinations are required on which players will be selected, and which players will not be selected.

Open teams are competitions not restricted by age. Teams might be single or mixed gender and group is generally based on things like skills, ability, commitment, values and behaviours.

Open trial means any sessions that are publicly advertised and the player does not require a specific invitation to attend.

Student Representative teams means competitions where the eligibility of the team requires all players to be students of their respective academic institution.

Squad Players means any person who has been selected for the season

Trialist means any person who expresses interest in being selected for a Competitive team.

8. Version History

Version	Approved By	Approval Date	Effective Date	Sections Modified
0.1	Club Committee	8/01/2026	8/01/2026	Policy Developed.

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