

Varsity Derby League Team Policy

This policy is designed to provide structure and guidance regarding the establishment, drafting and selection of teams for Varsity Derby League.

1. Establishment of VDL Teams

VDL teams will fall under two categories:

1.1 *Drafted Teams*

1.1.1 The following teams are considered drafted by Varsity Derby League (VDL):

- 1.1.1.1 WFTDA Stream A: The DisHonour Rollers;
- 1.1.1.2 WFTDA Stream B: The Rogue Scholars;
- 1.1.1.3 MRDA Steam: Capital Carnage; and
- 1.1.1.4 Mixed/Non-Gendered Stream: The Smackademics.

1.1.2 VDL's Executive may also establish additional or abolish existing Drafted Teams via a league vote at a General Meeting and subsequent modification of section 1.1.1 of this policy.

1.2.1 *Temporary Teams*

1.2.1 VDL's Executive has the authority to establish temporary teams at any time for the purpose of playing in a single game or event. This might include mixed teams, pot luck teams, debut teams and so forth.

1.2.2 Temporary Teams are intended to be temporary, without regular team training, created for specific friendlies and/ or exhibition bouts.

1.2.3 If VDL is participating in a tournament or a competitive game, whenever possible, VDL will play a drafted team.

2 Selecting Drafted Team pools

This covers pooling skaters for the drafted teams established in section 1.

2.1 *Drafting team pools*

2.1.1 Drafted team pools will be selected on a 12 month basis in November/December for the following calendar year.

2.1.2 For each draft period, the Executive reserves the right not to draft an established team if they did not receive enough nominations to warrant it.

2.1.3 Players must nominate for the team(s) they prefer to play for. Players may make multiple nominations to both single and mixed gender teams, and may be drafted to more than one single-gender team.

2.1.4 Skaters who nominate to both a single and mixed gender team will be asked to designate their nominations as primary and secondary.

2.1.4.1 Players who nominate for one team will have their nomination considered as primary for the purposes of drafting priority.

2.1.4.2 Primary nominations will be given priority for available team slots.

2.1.4.3 If team slots are available after the primary nominations have been considered, secondary nominations will then be drafted as per the drafting principles of selection.

2.1.5 All eligible skaters who nominate for team selection will be placed in the draft.

2.1.5.1 If a skater resigns from or forfeits eligibility for their team slot, they may nominate again at the next open draft they are eligible for.

2.1.6 Nominations are via the Executive and confidential.

2.2 *Selection Panel and principles of drafting*

2.2.1 The annual team draft will be undertaken by a Selection Panel, consisting of one member the Executive, one member of the Training Committee, and the outgoing Captain(s), with a maximum of one representative per team. The Welfare and Grievance Committee will be invited to send an observer.

2.2.1.1 Individual Panels will be convened for a Women's draft, a Men's draft, and a Mixed draft as required. The panel will be chaired by the Executive Committee representative.

2.2.1.2 Skater nominations for teams will be called for by the Executive prior to the meeting of the Panels. Nominations will be submitted by email to the Executive, who will collate the list and provide a preliminary draft to the Panel.

2.2.1.3 The selection process will be managed as per section 2.2.2, 2.2.7 and 2.2.8 as relevant. Skater nominations and their appropriateness will be discussed by the Panel against the criteria set out in this section.

2.2.1.4 After the conclusion of each Panel discussion, the Executive will invite the Panel members to provide additional recommendations on team formations. Recommended teams and related observations are to be provided by email to the Executive no later than 7 days after the meeting of the Panel.

2.2.1.5 Based on the advice of the Panels, the Executive will revise team drafts and circulate them to the relevant Panel members for endorsement no later than 7 days after the closing of submissions.

2.2.1.6 Voting on the proposed drafts will be conducted by email. Each panel member has one vote. In the event of a tie, the Chair may cast a second, tiebreaker vote.

2.2.1.7 Upon endorsement via a simple majority vote, the team drafts will be released by the Executive upon completion of section 2.2.3.

2.2.2 Teams will be drafted on the following principles:

2.2.2.1 All active Orange and Purple Stars that nominate for drafting will be drafted to a team. Active is defined as

2.2.2.1.1 Having been assessed as game-ready by the Training Committee;

2.2.2.1.2 Having met League attendance requirements at time of nomination; and

2.2.2.1.3 Being a current financial member in good standing

2.2.2.2 The selection panel will consider but is not bound by skaters preferred nomination.

2.2.3 Following drafting but before League or public announcements, the panel will discuss drafting outcomes privately with any skaters who did not get drafted as per their nominations.

2.2.4 Skaters are able to request an appeal of drafting decisions through the Executive as

per section 2.5.

2.2.5 All nominating skaters will be advised of their allocations privately via email.

2.2.6 League and public announcements of team drafting will only be made once all appeals have been resolved.

2.2.7 Where there is a single team within a gender group, the drafting process will be as follows:

2.2.7.1 The selection panel will aim to draft team pools with a minimum of 14 and maximum of 20 skaters, however teams of less than 14 or greater than 20 may be endorsed by the Executive at their discretion.

2.2.7.2 Where more than 20 skaters nominate, the following criteria will be used to determine the draft:

2.2.7.2.1 Skaters' fitness;

2.2.7.2.2 Skaters' previous derby experience relevant to the team's skill level and bouting calendar;

2.2.7.2.3 Skaters' current derby skill level relevant to the team's skill level and bouting calendar;

2.2.7.2.4 Skaters' expected development opportunities; and

2.2.7.2.5 Priority will be given to skaters who have given primary preference to the team being drafted.

2.2.8 Where there are multiple teams within a gender group, the drafting process will be as follows:

2.2.8.1 The selection panel will aim to draft team pools with a minimum of 14 and maximum of 20 skaters, however teams of less than 14 or greater than 20 may be endorsed by the Executive at their discretion.

2.2.8.2 Teams within the gender group will be ranked.

2.2.8.2.1 Skaters may nominate the level at which they would like to play.

2.2.8.2.2 The lowest level team will not require try-outs for drafting.

2.2.8.2.3 Skaters who nominate for higher ranked teams will be invited to participate in a Try-Out session prior to the meeting of the Selection Panel.

2.2.8.2.3.1 The date of the Try-Out session will be advertised when nominations are sought.

2.2.8.2.3.2 The Try-Out session will be facilitated by members of the Training Committee.

2.2.8.2.3.2.1 Training Committee members who have nominated for the team(s) being selected through try-outs are not eligible to facilitate the session.

2.2.8.2.3.3 The Try-Out session will be designed to allow skaters to demonstrate both individual skating and team derby skills.

2.2.8.2.3.4 A session plan and assessment criteria will be provided to nominating skaters a minimum of 5 days in advance of the Try-Out session date.

2.2.8.2.3.5 Where a nominating skater is unable to participate in the Try-Out

session due to valid reason, the Panel may instead draft based on prior game experience.

2.2.8.2.3.6 Try-Outs will be assessed by the Selection Panel, and other assessors chosen at their discretion.

2.2.8.2.3.6.1 Skaters who have nominated for the team(s) being selected through try-outs are not eligible to assess the session. This includes members of the Selection Panel.

2.2.8.2.3.6.2 Assessors are to provide a written report to the Selection Panel. This can take the form of a completed pro forma.

2.2.8.2.4 Skaters will be drafted on the following principles:

2.2.8.2.4.1 The results of Try-Out Assessments, as applicable;

2.2.8.2.4.2 Skaters' fitness;

2.2.8.2.4.3 Skaters' previous derby experience relevant to the team's skill level and bouting calendar;

2.2.8.2.4.4 Skaters' current derby skill level relevant to the team's skill level and bouting calendar;

2.2.8.2.4.5 Skaters' expected development opportunities; and

2.2.8.2.4.6 Priority will be given to skaters who have given primary preference to the team being drafted.

2.3 *Mid-term drafting*

2.3.1 When circumstances require, the draft may be adjusted during the 12 month draft period at the discretion of the Executive. The following scenarios may trigger a mid-term draft:

2.3.1.1 The drafting of new Orange Stars at the end of each Quarter; or

2.3.1.2 The drafting of Transfer skaters upon eligibility; or

2.3.1.3 If, where there are multiple teams of the same gender identity, the numbers in one team pool drop below 14 or there is significant difference in the number of drafted players on each team; or

2.3.1.4 Review at the 6 month point (May/ June). Nominations to move between teams will be called for consideration, and collated by the Executive. If skaters are not drafted as per their nominations, this will be discussed privately with the player in question prior to any team announcement being made.

2.3.2 When mid-term drafting occurs, efforts will be made to ensure minimal disruption occurs to existing drafted teams.

2.3.3 Mid-term drafting will follow the same process and principles as the annual draft.

2.4 *Lending of players*

2.4.1 Drafted teams may loan players to other drafted teams. This facility should be used to avoid the playing of games with a short roster.

2.4.1.1 The decision to request the loan of additional players should be made in writing by the short team's Captain to the Captains of the petitioned team(s), and copied to the Executive.

2.4.1.2 The request to borrow players must be made at least 7 days prior to any

roster deadline, and the requesting Captain should provide as many details as possible in their request, for example game location and time, positions required (if any), recommended experience levels, and expected amount training commitment and game time for loaner players.

2.4.1.3 Upon receipt of the request to loan players, the petitioned Captain will ask for nominations from their team.

2.4.1.4 Selection from the nominated skaters will be made by the two team Captains and endorsed by the Executive.

2.4.1.5 In the case that a player nominates to be loaned and is not selected, their Captain will discuss it with them privately before the team announcement is made.

2.5 *Appeals*

2.5.1 In the event that a player wishes to appeal a decision regarding drafting, game-by-game selection or other team activities, they may do so via the Executive.

2.5.1.1 Appeals must be made in writing, submitted to the Executive within 1 week of the announcement of the decision being appealed.

2.5.1.2 Reviews will be conducted by the Executive, with advice from the Training Committee and/ or Captains and Support Crew as relevant.

2.5.1.3 The Executive will review the skater's issue of appeal to ensure all decisions were free of bias and followed the selection criteria.

2.5.1.4 Reviews will be completed by the Executive and a response sent within 1 week of the appeal being made.

3 **Selection of Drafted Team Captains, Support Crew and Game by Game Rosters**

3.1 *Selection of Captains, Vice Captains and Support Crew, and their responsibilities*

3.1.1 Once a team pool has been drafted, an election will be held to determine a Captain and Vice Captain (the Captains). The election will consist of a preferential vote, overseen by the Executive and conducted electronically.

3.1.1.1 Only primary team members are eligible to hold a Captains position.

3.1.1.2 Upon election, Team Captains will be the first point of contact with regards to official League matters between their fellow team members and the League. Skaters with complains about the conduct of other skaters and/or fellow team members will raise them to their Team Captains in the first instance. If matters of concern or complaints are not resolved at the lower levels, skaters can escalate the matter to WelCom and/ or the Executive to seek resolution.

3.1.2 Once elected, the Captains may select a Support Crew of up to 3 persons to assist their team. Support Crew personnel can be drawn from anywhere in the League and do not require a minimum Star ranking. Where possible, Captains must consult with their team during this process.

3.1.2.1. The Support Crew are subordinate to the Captains and their decisions must be endorsed by the Captains as the elected representatives of the team.

3.1.2.2. The Support Crew is assembled at the discretion of the Captains and is not a

formal VDL Subcommittee.

3.1.2.3. The designated Support Crew persons (maximum 3) are eligible for volunteer credit for their contribution to the team.

3.1.2.4. Each team will have a maximum of 3 volunteer points available for support crew persons. Persons serving in support crew roles are eligible for a maximum of 1 volunteer point regardless of role(s) served.

3.1.3 The responsibilities of the Captains and their Support Crew are as follows:

3.1.3.1 Working with players on their team to help them develop;

3.1.3.2 Once a team has been drafted and the Captains election has been complete, the Captains are to call a team meeting to discuss at minimum the following topics:

- I. team goals for the season;
- II. individual goals for the season;
- III. attendance policies;
- IV. selection criteria for game rosters;

Minutes are to be provided to the team and the Executive within 7 days of the meeting, and provided to new team members upon their drafting.

3.1.3.3 Setting team strategic goals and communicating them with the team;

3.1.3.4 Organising team fundraising activities;

3.1.3.4.1 Teams will be expected to fundraise monies to cover 50% of any tournament entry costs associated with that team for the year. Any monies raised beyond that level may be used by the team to subsidise team costs such as uniforms and travel. Assistance and advice can be requested from the Events Subcommittee.

3.1.3.5 Developing and executing long term training plans;

3.1.3.6 Setting and monitoring the team training attendance requirements; and

3.1.3.7 Selecting rosters for individual bouts.

3.1.4 The responsibility of team members are as follows:

3.1.4.1 Participating regularly in team training;

3.1.4.2 Participating regularly in team discussions;

3.1.4.3 Notifying Captains in a timely manner in the event that a player cannot meet a team commitment;

3.1.4.4 Maintaining current financial status with the League, including paying any fees, training dues or other monies owed in a timely manner;

3.1.4.5 Being an active member of the League, as per the Volunteer Policy;

3.1.4.6 In the event that a team member is unable to maintain their team responsibilities, the Captain can apply to the Executive to review that individual's team position.

3.2 *Training*

3.2.1 A dedicated weekly team training slot of two hours will be provided to each team.

3.2.2 Teams may apply to the Executive for additional ad-hoc training time if required.

3.2.2 Captains may invite other skaters or teams to attend their team training at their discretion.

3.3 *Selection of game rosters*

3.3.1 Notice of game dates and locations will be provided to the team within 1 week of the Captain being made aware of the opportunity.

- 3.3.2 For each game, the Captain will call for nominations to play. To be eligible to nominate, skaters must have met League volunteer requirements, any set attendance requirement, and hold an appropriate current star level as assessed by the Training Committee.
- 3.3.3 The Captain will select the roster from the list of valid nominations, with reserves selected at the Captain's discretion. Selection decisions will be based on the following criteria:
 - 3.3.3.1 Where 14 or more skaters have nominated who have met any minimum team attendance requirements and are uninjured, Captains should seek to select a full bench.
 - 3.3.3.2 If more than 14 skaters nominate for a game, the Captain would select the game roster on the following principles:
 - 3.3.3.2.1 Ensuring that the team selected is competitive to the game at hand, including shaping the team selection around the positions skaters will play on the day;
 - 3.3.3.2.2 Ensuring every player is provided with game opportunities over the course of the year;
 - 3.3.3.2.3 Favouring players who:
 - 3.3.3.2.3.1 Maintain team attendance;
 - 3.3.3.2.3.2 Have a positive and fair-play focused attitude;
 - 3.3.3.2.3.3 Are team focused with an understanding of the team's strategies and plays;
 - 3.3.3.2.3.4 Show general fitness and derby skills; and
 - 3.3.3.2.3.5 Participate in team fundraising activities.
- 3.3.4 After selection is complete and the team has been endorsed by the Executive, Captains are expected to privately advise skaters who nominated but were not selected that this is the case and why, prior to announcement of the game roster.
 - 3.3.4.1 Skaters who feel that they are regularly not selected to play are able to appeal to the Executive, who will consult with the Captains and the Training Committee. Appeals will be based on consideration of the selection criteria above and with a view to helping the player make selection in the future.

4 Selection of Temporary Teams

- 4.1 Temporary teams will be selected by the Executive on the advice of Training Committee and the team captains from a pool of nominations.
- 4.2 The temporary team will consist of a maximum of 14 skaters.
- 4.3 The Executive will determine appropriate criteria on a game by game basis (so that they can, for example, deliberately select a team that plays at the level of the opposition, or which has an equal balance of women and men, or only includes new orange stars and selected old meat), but at a minimum they would be expected to select based on:
 - 4.3.1 Must hold an appropriate active star level, maintain volunteering requirements, and self-nominate for the game;
 - 4.3.2 Consideration of advice about skating and playing ability from Captains and Training Committee as appropriate, with a focus on game safety;
 - 4.3.3 Attitude (e.g. historic behaviour to refs);

- 4.3.4 Experience and skill level relevant to the game.
- 4.4 Once teams are selected, they will elect a Captain and Vice Captain for the event. The Captain and Vice Captain will then be responsible for:
 - 4.4.1 sourcing and selecting bench crew from within the league (if desired); and
 - 4.4.2 if the team desires, arranging and running special team training. A training time slot can be requested from the Executive.
- 4.5 Temporary teams are not intended to be standing teams. After the event they have been established for is over, they are dissolved.
 - 4.5.1 The same temporary team should not be selected multiple times (e.g. for a series of home games). In the event that an additional drafted team is required, this should be provided for as per under section 1.
- 4.6 Skaters participating on Drafted teams will be eligible for nomination and selection for temporary teams provided they meet any game-specific criteria, for example a new/debut bout, or a particular gender identity requirement. If all nomination criteria are met, all nominations will be considered equally and without bias under the selection criteria outlined in 4.3. Neither drafted or non-drafted skaters will receive preference over the other group during selection for temporary teams.