



SELECTION GUIDE 2027

ANU Women's Football Club

Selection Guide 2027

Endorsed September 2026

Purpose

This Selection Guide establishes the principles and processes used by the ANU Women's Football Club (ANUWFC) to assess players and allocate places within Club teams.

The Guidelines are intended to support a selection process that is:

- fair
- transparent
- inclusive
- consistent
- football-focused
- development-oriented
- respectful
- appropriate for a volunteer-run community football club.

They support [ANUWFC's 2027-2030 strategic direction](#): we are not seeking to become a bigger Club; we want to become a stronger one.

Selection therefore aims to:

- place players at an appropriate level for their current football ability, development needs and goals.
- build balanced, sustainable and competitive squads.
- support player development and movement between divisions.
- maintain a sustainable number of teams within available coaching, field, volunteer and administrative capacity.
- provide a positive and respectful trial experience.
- make selection decisions consistently and transparently.
- pursue stronger competitive outcomes without compromising safety, fairness, inclusion or wellbeing.

ANUWFC cannot guarantee every person who expresses interest in playing will receive a Club place, nor can the Club guarantee selection in a player's preferred team or division.

Selection principles

Football merit and appropriate placement

Players will be assessed against the published selection criteria in this Guide.

Selectors should seek to place players at a level where they can appropriately:

- compete
- develop
- contribute to their team
- enjoy their football.

Selection involves both assessing individual players and considering the overall needs of teams and the Club.

Strong teams over teams of strong players

ANUWFC's selection focus is strong teams over teams of strong players. Final team selection may therefore consider:

- player positions
- goalkeeper requirements
- complementary playing attributes
- tactical needs
- squad size
- expected season availability
- development opportunities
- appropriate player movement between divisions
- the overall balance and viability of teams across the Club.

Two players assessed similarly may therefore receive different team offers because of legitimate squad-balance or positional requirements.

Fairness and consistency

Comparable players should be assessed against comparable criteria. Selection decisions must not be influenced by:

- favouritism
- popularity
- friendships
- personal conflict
- stereotypes
- other considerations unrelated to legitimate selection or Club-capacity requirements.

Where significant selection decisions are difficult or contested, selectors should seek moderation from another selector or the Coaches Coordinator where practicable.

Inclusion and non-discrimination

ANUWFC is committed to providing a safe, respectful and inclusive football environment for women (cis and trans) and non-binary people. Selection decisions will not be based on discrimination, prejudice or assumptions about a person's identity or circumstances. Selectors will assess football-relevant information and observable behaviour, rather than assumptions based on matters such as:

- gender identity
- race or ethnicity
- disability
- religion
- sexuality
- age
- body size or appearance
- employment
- study commitments
- caring responsibilities
- other personal circumstances.

Where eligibility requirements are imposed by Capital Football, Football Australia, ANU Sport or law, those requirements will apply.

Player wellbeing

ANUWFC recognises that trials and selection can be stressful. The Club will seek to provide a process that is clear, respectful and psychologically safe while acknowledging that selection necessarily involves difficult decisions.

Players may:

- ask reasonable questions
- request clarification
- seek feedback
- request a review of a decision
- raise a safety, wellbeing, discrimination or safeguarding concern

without being disadvantaged for doing so.

Transparency

Before or during the trial period, ANUWFC will make reasonable efforts to communicate:

- how trials will operate
- the selection criteria
- trial dates and locations
- how team offers will be communicated
- relevant response deadlines
- how waitlists operate
- how players may request feedback
- how selection reviews operate
- where players can raise welfare, safeguarding or discrimination concerns.

Eligibility to participate

Trials and team selection are open to eligible women (cis and trans) and non-binary people in accordance with ANUWFC's participation settings and applicable competition requirements. ANUWFC welcomes:

- returning ANUWFC players
- current ANU students
- current ANU staff
- new players
- people returning to football
- eligible community players who are not affiliated with ANU.

Participation in a trial or assessment process does not guarantee a place at the Club.

Applicable requirements imposed by ANU Sport, Capital Football or Football Australia take precedence where required.

Expression of interest and trial registration

Before trials, ANUWFC will make an electronic Expression of Interest or registration form available to prospective players. Players should complete the form before participating in trials.

The registration process assists the Club to:

- communicate with trialists
- understand expected player numbers
- record player preferences and relevant football history

- allocate trial identification numbers where used
- maintain accurate assessment records.

Where someone attends without having completed registration, the Registrar or nominated trial coordinator may permit them to participate and complete registration afterwards.

ANUWFC should not unnecessarily exclude someone from a trial because of a minor administrative issue where that issue can reasonably be resolved.

Trial attendance

ANUWFC will generally offer multiple opportunities for players to be observed before teams are finalised. Trial attendance is not a selection criterion and there is no minimum attendance requirement for selection.

A player will not be assessed on:

- the number of trial sessions they attend
- whether they attend every available trial
- attendance during ANU Orientation Week
- the reason they are unable to attend a particular trial session.

Players are encouraged to attend enough trial activity to allow selectors to reasonably assess them where possible. If players are unable to attend trials, they should communicate with the club and the club will communicate with coaches. This shows coaches that players are organised, committed and keen to still be considered for selections. Making coaches aware of your unavailability for trials is also highly recommended

Where selectors consider that they do not have sufficient information to assess a player, the Club may use other reasonable football-relevant information, including:

- another trial or assessment opportunity
- observations by another ANUWFC coach or selector
- previous ANUWFC playing experience
- recent relevant playing history
- information from prior Club assessment records where appropriate
- another reasonable assessment method.

A player's inability to attend multiple sessions will not itself be interpreted as:

- lack of commitment
- poor attitude
- lack of passion
- poor communication
- failure to uphold ANUWFC values.

Accessibility and reasonable adjustments

ANUWFC wants the trial process to be as accessible as reasonably practicable. A player who requires an adjustment to participate in trials is encouraged to contact the Club before or during the trial process.

Where reasonably practicable, ANUWFC will work with the player to facilitate participation without changing the fundamental football skills or competencies being assessed.

Adjustments might relate to:

- disability
- injury
- communication
- accessibility
- breaks
- trial-identification methods
- participation in particular drills.

Requesting or receiving an adjustment will not itself adversely affect selection.

Selection criteria

Players will be assessed against the following criteria.

Technique

This may include:

- first touch
- ball mastery and control
- passing and receiving
- dribbling and running with the ball
- shooting and finishing
- defending technique
- use of both feet where relevant
- position-specific skills, including goalkeeping.

Game awareness

This may include:

- spatial awareness
- positional awareness
- decision-making
- anticipation
- movement on and off the ball
- understanding of space
- ability to read the game
- risk assessment
- tactical understanding
- ability to adapt during play.

Physical attributes relevant to football

Where reasonably observable, selectors may consider football-relevant attributes such as:

- mobility
- speed
- agility
- strength
- endurance
- capacity to meet the reasonable physical demands of the relevant playing level.

These should be assessed through football performance rather than appearance, body type or assumptions.

Temporary injury, illness or disability should be considered individually and should not automatically be treated as evidence that a player cannot perform at a particular level.

Development mindset

Selectors may consider observable behaviours including:

- receptiveness to coaching
- willingness to learn
- response to feedback
- effort and engagement
- adaptability
- persistence
- self-responsibility
- willingness to contribute constructively.

Selectors should avoid making assumptions based on personality. For example, being:

- quiet
- introverted
- nervous
- unfamiliar with the Club
- communicating differently

does not in itself indicate a lack of commitment or poor mindset.

Team contribution

Selectors may consider:

- teamwork
- football-related communication
- cooperation
- willingness to support teammates
- ability to work within a team structure
- respect for other trialists
- respect for coaches and volunteers
- fair play
- behaviour consistent with ANUWFC values.

Players are not required to demonstrate a particular personality or social style in order to be considered a good teammate.

Team balance

Selectors may consider the needs of the whole squad and Club, including:

- positional coverage
- goalkeepers
- tactical balance
- squad size
- complementary player attributes
- player development
- season availability
- the strength and sustainability of other ANUWFC teams.

ANUWFC values and behaviours

The selection process will operate consistently with the [ANUWFC Values and Club Behaviours Framework](#).

ANUWFC's values are:

- **Inclusivity** - everyone deserves to feel that they belong.
- **Sportpersonship** - we compete hard and treat people well.
- **Community** - we are stronger when we contribute to something bigger than ourselves.
- **Support** - we look after our people and help one another succeed.

Participants in trials are expected to behave consistently with those values. Behaviour may be relevant to selection where it is observable, significant and relevant. Examples could include:

- repeatedly disrespecting teammates or other trialists
- discriminatory or abusive language
- racist or culturally demeaning behaviour
- intentionally undermining teammates
- serious unsporting conduct
- refusing reasonable coaching instructions
- behaviour that creates a safety risk.

A player should not be excluded simply on the basis of a vague characterisation such as having a "bad attitude".

Where behaviour materially affects selection, selectors should be able to identify the specific behaviour or concern that informed their decision.

Selection panels and selector responsibilities

ANUWFC will appoint suitable selectors for the trial and selection process. Where practicable:

- trial groups should be observed by more than one selector across the selection period
- difficult or significant selection decisions should be moderated
- selectors should assess players against the published criteria
- selectors should maintain enough information to support significant selection decisions
- selectors should maintain confidentiality
- selectors should disclose relevant conflicts of interest
- selectors should comply with relevant ANUWFC policies and frameworks.

Before trials, selectors and coaches involved in selection will receive a brief induction covering:

- this guide and the selection criteria
- ANUWFC's strategic direction
- Values and Club Behaviours Framework
- inclusion and anti-discrimination expectations
- conflicts of interest
- privacy
- safeguarding and reporting
- assessment records

- the selection review process.

Conflicts of interest

Selectors must disclose any actual, potential or perceived conflict of interest that could reasonably affect a selection decision. Examples may include:

- a close personal relationship
- family relationship
- significant interpersonal conflict
- financial relationship
- another circumstance that may reasonably call impartiality into question.

A conflict does not necessarily prevent someone from participating in the broader selection process. Depending on the circumstances, it may be managed by:

- declaring the conflict to the Coaches Coordinator
- obtaining an independent second assessment
- removing the selector from the final decision about that player
- another proportionate arrangement.

Trials structure

The exact structure of trials may vary from season to season. The Committee and Coaches Coordinator will determine an appropriate approach having regard to:

- expected player numbers
- number of teams and divisions
- coach availability
- field availability
- competition structure
- returning squad numbers
- Club capacity
- ANUWFC's strategic priorities.

Trial structures may include:

- open trials
- division-based trials
- progressive or trickle-down selection
- squad-based assessment
- combined assessment groups
- another suitable process.

Returning players and established squads

ANUWFC values player retention, continuity, community and the relationships players build within teams.

Returning ANUWFC players receive first priority for Club places where demand exceeds capacity. However, returning-player priority does not guarantee:

- retention in the same team
- retention in the same division
- promotion
- a particular playing position
- particular match time.

Every season, selectors will take into account:

- player development
- changes in playing ability
- squad balance
- positional requirements
- changes in coaches
- changes in competition structure
- team numbers
- broader Club requirements.

Players may therefore move between teams or divisions.

Players who wish to be considered for a higher or lower division should be given a reasonable opportunity to be assessed for that level.

Established lower-division squads

Where appropriate, ANUWFC may retain some or all of an established squad, particularly where this supports:

- player retention
- player wellbeing
- friendship and belonging
- sustainable lower-division participation
- viable squad numbers.

This does not prevent the Club from:

- adding new players
- moving players between teams
- merging squads
- regrading a squad
- restructuring teams

where reasonably necessary.

Additional considerations

Season availability

Expected season availability may be considered where it has a material impact on the viability of a squad.

This is separate from trial attendance.

For example, known extended absences may be relevant where selectors are determining:

- appropriate squad size
- position coverage
- whether a team will have sustainable numbers during the season.

Selectors should not make assumptions about availability based on a player's:

- employment
- university status
- caring responsibilities
- disability

- health
- other personal circumstances.

Communication

Players are encouraged to communicate significant matters relevant to their participation where reasonably possible. Communication should be considered proportionately and with recognition that individuals communicate differently.

Squad and positional needs

ANUWFC may consider:

- appropriate squad numbers
- position coverage
- goalkeeper requirements
- team balance
- expected season availability
- field capacity
- coaching resources
- relevant competition requirements.

Player development

Selectors may consider whether a particular team placement:

- provides an appropriate competitive challenge
- supports player progression
- supports movement between divisions
- provides a meaningful development opportunity.

Club capacity and priority for selection

ANUWFC has finite:

- coaching capacity
- field access
- team places
- administrative capacity
- volunteer resources.

Consistent with the [Strategic Plan 2027–2030](#), ANUWFC seeks to maintain a sustainable membership footprint rather than pursue unrestricted growth. There may therefore be seasons where more suitable players seek to join ANUWFC than the Club can accommodate.

Football assessment and team placement

Players will be assessed against the published selection criteria to identify their appropriate playing level and assist in creating balanced teams. The criteria help determine:

- suitable division
- team placement
- positional requirements
- development opportunities
- team balance.

Priority where Club capacity is exceeded

Where there are more players suitable for selection than ANUWFC has capacity to accommodate, Club places will be prioritised in the following order:

- Returning ANUWFC players
- Current ANU students and staff
- Non-ANU students and staff / other community players

This priority reflects:

- ANUWFC's commitment to player retention
- continuity of Club membership
- ANUWFC's relationship with the Australian National University and ANU Sport
- the need for a transparent and consistent approach when overall Club capacity is limited.

What priority means

The priority order applies primarily to access to a place at ANUWFC when Club capacity is exceeded. It does not automatically determine a player's division or team.

For example, returning-player priority does not guarantee that a returning player remains in a higher division if another player is assessed as more appropriate for that playing level.

Team and division placement will continue to be based on:

- the published selection criteria
- appropriate playing level
- player development
- team balance
- football requirements.

Exceptions required for viable teams

ANUWFC may depart from the priority order where reasonably necessary to create viable teams. Examples may include:

- an unfilled goalkeeper position
- a critical positional shortage
- insufficient numbers at a particular playing level
- another legitimate football or operational requirement.

Any departure will be based on a genuine Club or football need rather than personal preference. Significant exceptions should be discussed with the Coaches Coordinator and appropriately recorded.

Waitlist

Where ANUWFC cannot immediately offer a place, the Club may establish a waitlist.

Waitlisted players should be advised that:

- a Club place cannot be guaranteed
- they are free to seek opportunities with another football club
- ANUWFC may contact them if a suitable vacancy becomes available
- waitlisted players will ordinarily be considered before the Club actively recruits additional players for an equivalent vacancy.

Where several waitlisted players could fill the same vacancy, the Club may consider:

- the priority order
- appropriate playing level
- position
- team requirements
- the published selection criteria.

Communicating selection outcomes

ANUWFC will endeavour to communicate selection outcomes promptly (within one week) after the relevant selection stage is complete. Players will be told:

- whether they have been offered a place
- their proposed team or division
- the deadline for accepting the offer
- who to contact with questions
- where appropriate, alternative playing opportunities.

Players will ordinarily have at least five working days to accept an offer unless a different timeframe has been communicated because of competition or registration deadlines.

Where a player does not respond within the communicated period, ANUWFC may offer the place to another player.

Unsuccessful players

ANUWFC recognises that non-selection can be disappointing. Unsuccessful outcomes should be communicated:

- clearly
- respectfully
- privately
- without humiliating language
- without unnecessary comparison with other trialists.

Where practical, ANUWFC should provide information about other ways to participate in football. Depending on what is available in a particular year, this might include:

- another community club
- ANU social football
- lunchtime competitions
- interhall sport
- university competitions
- other appropriate football opportunities.

Player feedback

A player may request reasonable feedback about their own selection. Feedback should:

- relate to the published selection criteria
- focus on the player's own assessment
- identify useful development areas where appropriate
- be respectful and constructive
- avoid comparison with named players
- protect confidential selection discussions.

Because trials are a busy period for volunteers, the Club may establish a reasonable timeframe or process for providing feedback.

Selection review process

A player who believes there has been a significant problem with the selection process may request a review. A request should be submitted within five working days of the player receiving the relevant selection outcome.

A review may be requested where the player reasonably believes:

- the published selection process was not followed
- relevant assessment information was materially overlooked
- materially incorrect information was relied upon
- the selection criteria were applied inconsistently
- an unmanaged conflict of interest materially affected the decision
- discrimination or another prohibited consideration may have influenced the process
- another significant procedural error occurred.

A review is not simply a second selection process because a player disagrees with a selector's football judgement.

How selection reviews are considered

Requests for review must be submitted in writing through the contact advised by ANUWFC.

The player should identify:

- the decision they are asking the Club to review
- the grounds for review
- relevant information supporting the request.

Where reasonably practicable, the review should be considered by someone who was not the primary decision-maker in relation to that player. This might include:

- the Coaches Coordinator
- another experienced selector
- an Executive Committee member
- a small review panel appointed by the Committee.

The reviewer may:

- confirm the decision
- seek additional information
- request reconsideration by selectors
- arrange an additional assessment where genuinely necessary
- amend the team placement
- determine another reasonable outcome.

ANUWFC should aim to provide a written response within 10 working days, consistent with the existing Guidelines.

Discrimination, safeguarding and serious conduct concerns

A disagreement about football selection should generally use the Selection Review Process.

A concern involving:

- discrimination
- racism
- bullying
- harassment
- abuse
- sexual misconduct

- threatening behaviour
- safeguarding
- victimisation or retaliation
- another serious safety or member-protection issue

should be raised through the relevant ANUWFC safeguarding or reporting pathway.

ANUWFC's [Safeguarding and Reporting Guide](#) applies the following approach:

LISTEN → MAKE SAFE → RECORD → REFER → SUPPORT

Serious concerns should not be investigated informally by coaches or selectors. Where required, matters may be referred to:

- the Player Welfare Officer / Safeguarding and Member Protection Contact
- the ANUWFC Committee
- ANU Sport
- Capital Football
- Football Australia
- an appropriate statutory authority.

Privacy and confidentiality

Trial and selection processes may involve personal information including:

- contact details
- playing history
- preferred position
- availability
- assessment records
- team offers
- wellbeing or accessibility information voluntarily provided by a player
- selection-review information.

ANUWFC will take reasonable steps to ensure that selection information is:

- accessed only by people who need it for Club purposes
- handled carefully
- stored in appropriate Club systems where practicable
- not unnecessarily shared in group chats or public channels
- not used for unrelated purposes
- treated consistently with Club privacy, safeguarding and information-management expectations.

Trial safety and wellbeing

ANUWFC will take reasonable steps to provide a safe trial environment. This includes:

- appropriate playing spaces
- reasonable access to warm-up opportunities
- appropriate equipment
- access to water and breaks
- responding appropriately to injury or illness
- modifying or stopping activity where conditions become unsafe
- avoiding pressure on injured players to participate
- responding to serious disrespectful or discriminatory conduct
- providing a pathway for players to raise welfare concerns.

Players are encouraged to tell trial organisers about an injury or circumstance relevant to safe participation where they are reasonably able and comfortable to do so.

Trial communications

Trial communications should comply with the ANUWFC Inclusive Communications Guide. Communications should be:

- clear
- timely
- respectful
- accessible
- inclusive
- provided through appropriate Club channels.

Trial dates, times, locations and registration information should ordinarily be made available before trials commence.

Where a trial time or location changes at short notice, ANUWFC should make reasonable efforts to directly contact registered participants, particularly by email or another available direct channel.

Safety-related cancellations may occur with little or no notice where circumstances are outside the Club's control.

Selection records

ANUWFC will retain reasonable records sufficient to administer the selection process and support consistency. Records may include:

- Expressions of Interest
- player trial numbers
- selector assessments
- team allocations
- waitlists
- team offers
- selection-review requests and outcomes.

ANUWFC does not require selectors to create lengthy written assessments for every player. Records should be proportionate and useful, particularly for:

- team selection
- moderation
- player feedback
- review requests
- volunteer handover
- continuous improvement.

Review and continuous improvement

After each selection period, the Coaches Coordinator and relevant Committee members should undertake a brief review of the process. The review may consider:

- whether the process operated as intended
- whether communications were clear
- whether selectors had enough information
- whether selection criteria were practical

- whether any unintended participation barriers arose
- recurring player feedback
- selection review requests
- squad sizes and team balance
- whether the priority process operated appropriately
- improvements for the following season.

Any significant changes should be reflected in:

- these Guidelines where necessary
- the Coaches Handbook
- the Player Handbook
- other relevant Club documents.

Related ANUWFC documents

These Guidelines should be read alongside the following ANUWFC documents, available [on our website](#), where relevant:

- Strategic Plan 2027–2030
- Values and Club Behaviours Framework
- Player Wellbeing Plan
- Safeguarding Policy and Procedure
- Safeguarding and Reporting Guide
- Respect and Anti-Racism Framework
- Inclusive Communications Guide
- Player Handbook
- ANUWFC Constitution.

This Selection Guide supports the Club's commitments relating to:

- competitiveness and player development
- women and gender-diverse participation
- inclusion
- values and behaviours
- player wellbeing
- safeguarding
- respect and anti-racism
- accessible participation
- governance
- volunteer capability
- communications
- player voice
- continuous improvement.

Applicable ANU Sport, Capital Football and Football Australia requirements also apply where relevant.

Where an external binding requirement conflicts with these Guidelines, that requirement takes precedence.

Review of these Guidelines

These Guidelines should be reviewed annually before the commencement of trials. The review should consider:

- changes to ANUWFC's strategy

- Capital Football competition structures or regulations
- ANU Sport requirements
- Football Australia requirements
- feedback from players, selectors and coaches
- selection review outcomes
- changes to Club capacity
- lessons from the previous year's trial process.

Material changes will be approved by the ANUWFC Committee and communicated to relevant coaches, selectors and prospective players.

Quick guide for players

How are teams selected?

Players are assessed on football technique, game awareness, development mindset, personal attitude, and team balance.

Do I have to attend every trial?

No. There is no minimum trial-attendance requirement, and attendance is not a selection criterion. Coaches do consider commitment when making their selections, and attendance is an indicator of this. Please communicate with the club and coaches if you are unable to attend - this shows your commitment.

What if the Club has more players than places?

Priority for Club places is:

- returning ANUWFC players
- current ANU students and staff
- other community players.

Does being a returning player mean I automatically stay in my old team?

No. Returning players receive priority for a Club place where the Club is full, but team and division placement is determined through football assessment, development and team balance.

Can established teams stay together?

Yes, where appropriate, particularly where this supports retention, belonging and viable lower-division participation. However, squads may still be re-graded, merged, expanded or adjusted.

Can I ask for feedback?

Yes. You can request reasonable feedback about your own selection.

Can I challenge a decision?

You can request a selection review within five working days where you believe there has been a significant procedural problem, conflict of interest, inconsistent application of the criteria, discrimination or another serious issue with the process.

What if my concern is about discrimination, bullying, harassment or safeguarding rather than football selection?

Use the relevant ANUWFC safeguarding/reporting pathway rather than treating it simply as a selection dispute.

Version control

Version 1.0 drafted August 2026.