



Northern Suburbs Junior Rugby Union Representative Rugby Guidelines

Northern Suburbs Junior Rugby Union (NSJRU) is the pathway to Representative rugby for players in the four village clubs making up the Northern Suburbs District – Drummoyne District Junior Rugby Union Football Club, Hunters Hill Junior Rugby Union Football Club, Mosman Junior Rugby Union and Norths Pirates Junior Rugby. These 4 village clubs play in the Sydney Junior Rugby Union (SJRU) competition. NSJRU is responsible for the management and development of junior rugby teams representing NSJRU in age groups from the Under 10s through to the Under 18s in the New South Wales Junior Rugby Union (NSWJRU) State Championship XVs and 7s each year. NSJRU does this in conjunction with the appointed Coaching Director, who may be a party external to NSJRU.

The NSJRU Committee seeks to ensure an open and transparent selection process for all players within the NSJRU District. The NSJRU Committee reserves the right to modify or change the Representative rules contained in this document without notice and at any time it deems necessary.

For the purposes of this document the NSJRU Committee is defined as per the NSJRU Constitution dated November 2024 and shall include Elected Committee Members and Appointed Committee Members. In acting in accordance with the Constitution of the NSJRU, the NSJRU Committee may, with respect to the management and development of the NSJRU representative program, delegate its authority to a committee or subcommittee.

Note: The U10 and U11 age groups are classified by the NSWJRU as development age groups that participate in NSW Junior Rugby Union State Galas. The U12 age groups and above contest for the NSW Junior Rugby Union State Championships.

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Representative Rugby Guidelines

1. NSJRU Representative Commitments

1.1. The NSJRU Committee and Coaching Director shall be responsible for:

- 1.1.1. The appointment of Independent Selectors who will have primary responsibility for the selection of teams in designated age groups in conjunction with the Head Coach for that age group
- 1.1.2. Fielding the most competitive team available to it to represent NSJRU
- 1.1.3. The appointment of a suitably qualified Head Coach for each representative team
- 1.1.4. The appointment of a suitably qualified Assistant Coach (if deemed required) for each representative team
- 1.1.5. The appointment of a Trainer for each representative team
- 1.1.6. The appointment of a Manager for each representative team
- 1.1.7. Organising trial matches for each team where appropriate
- 1.1.8. Organising travel and accommodation requirements where appropriate
- 1.1.9. Organising playing and training uniforms
- 1.1.10. Organising the provision of rugby equipment for NSJRU programs
- 1.1.11. Communications and the promotion of NSJRU

1.2 The Coaching Director, Independent Selectors and Head Coach shall have sole discretion as to the selection of each team and no interference from any other person is permitted.

1.3 Such selections must fall within these NSJRU Representative Guidelines.

1.4 No person shall undertake any position or role, whether official or unofficial, associated with a NSJRU Representative Team without the prior approval of the NSJRU Committee.

2. Teams

2.1. In the U10s and U11s, NSJRU may nominate two teams of up to 18 players in each age group or any other such number of players as applicable under the NSWJRU State Championships Competition Rules or as otherwise directed by the NSJRU Committee.

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- 2.1.1. These teams are graded. The 1st team will be referred to as Red and the 2nd team will be referred to as Black.
- 2.1.2. Players must play in their age group (i.e. age turning in calendar year) unless dispensation has been sought and granted by the NSJRU Committee or Coaching Director for a player to play up an age group.
- 2.2. In the U12s and above, NSJRU may select a squad of up to 25 players (only 23 players can be registered to play in each game at NSWJRU State Championships) or any other such number of players as applicable under the NSWJRU State Championships Competition Rules or as otherwise directed by the NSJRU Committee, for each age group.
 - 2.2.1. Players must play in their age group (i.e. age turning in calendar year) unless dispensation has been sought and granted by the NSJRU Committee or the Coaching Director for a player to play up an age group.
 - 2.2.2. It is at the discretion of the NSJRU Committee as to whether NSJRU will nominate an U12s Development Team to play in the U12 NSWJRU State Gala in any given year.
- 2.3. The Coaching Director will nominate a Head Coach for each age group and these will be appointed by the NSJRU Committee.
- 2.4. A Manager for each age group will be appointed by the NSJRU Committee, and should it be decided the Manager should be a parent or guardian (or associated with a player) then the Manager will only be identified and appointed once the team has been selected.
- 2.5. The Coaching Director and Head Coach may select an Assistant Coach and Trainer approved by the NSJRU Committee once teams have been selected.
- 2.6. Any additional staff required for an age group must be approved by the NSJRU Committee.

3. Coach Eligibility

- 3.1 For a person to be appointed as a Head Coach of a NSJRU Representative Team that person;
 - 3.1.1. Must hold the appropriate coaching qualifications being a minimum of Smart Rugby.

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- 3.1.2. Must commit without reservation to developing all players.
- 3.1.3. Must be available to:
 - (i) Attend all 'Coach the Coaches' sessions arranged by the Coaching Director.
 - (ii) Attend NSJRU Trials as required.
 - (iii) Attend a minimum of one weekly training session for the team they coach from selection through to the NSWJRU State Championships.
- 3.1.4. Must hold a current Working With Children Check.
- 3.1.5. Must abide by the Rugby Australia Code of Conduct.

4. Manager, Assistant Coach and Trainer Eligibility

4.1 For a person to be appointed as a Manager, Assistant Coach or Trainer of an NSJRU Representative Team that person;

- 4.1.1. Must hold a current Working With Children Check
- 4.1.2. Must abide by the Rugby Australia Code of Conduct.

4.2 Managers, Assistant Coaches and Trainers will be appointed by the NSJRU Committee as soon as possible after the selection of the Representative Teams.

5. Independent Selector Eligibility

5.1 For a person to be eligible to be appointed as an Independent Selector, that person must:

- 5.1.1.1. Be nominated by the Coaching Director and approved by the NSJRU Committee;
- 5.1.1.2. Have the appropriate level of experience and expertise deemed necessary by the NSJRU Committee; and
- 5.1.1.3. Have no affiliation with the age group in question.

Note: The Head Coach is permitted to be involved in the selection process, however, carries the same single vote as each of the Independent Selectors.

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6. Player Eligibility

6.1 For a player to be eligible to participate in the NSWJRU State Championships as a representative of NSJRU that player:

- 6.1.1. Must be registered with a NSJRU Village club;
- 6.1.2. Must play the full season for the NSJRU Village club that the player is affiliated with;
- 6.1.3. Must meet all participation requirements set by NSWJRU and SJRU;
- 6.1.4. Must abide with any other selection requirements imposed by the NSJRU Committee as deemed appropriate from time to time.
- 6.1.5. Must qualify under the NSWJRU State Championship Rules and Regulations.
- 6.1.6. Must be available for all training sessions designated by the Head Coach.
- 6.1.7. Must be available for all trial games and competition games as required.
- 6.1.8. Must make his/her best endeavours to ensure that he/she will not play or be required to play in any other sporting competition on the same day as any NSWJRU State Championship game prior to that game.
- 6.1.9. Is required to play in the appropriate Representative Team age group for players of that age, irrespective of the age group that person may play with in their junior club, except if dispensation has been granted to play up an age group.
- 6.1.10. Must abide by the Rugby Australia Code of Conduct.
- 6.1.11. Must play in all NSJRU Trials and Gala Days unless a dispensation to play has been sought and obtained from the NSJRU Committee or Coaching Director.
- 6.1.12. Must be available for his/her club team before ever playing a trial game for NSJRU.

6.2. NOTE: ALL NSJRU Representative players are expected to continue to play for their clubs for the remainder of the season after the NSW State Championships. Failure to do so, without sufficient reason, may lead to that player being unavailable for future representative selection and/or their club team forfeiting games and finals.

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6.3. “Outside of district” transfers are permitted to trial for NSJRU representative teams subject to registering with one of the village clubs and meeting all other criteria.

7. Player Eligibility Exemptions

7.1 Should a player wish to participate in the NSWJRU State Championships and that player does not meet the eligibility criteria because of injury, illness or for any other reason, that player:

- 7.1.1. must apply via the online form
- <https://docs.google.com/forms/d/e/1FAIpQLSe0hu9brOxAC3sQmI82RCOvMe8aQZGR5G0ZuKmjK58dbF-nQw/viewform> to the NSJRU Committee stating the reason for requesting an exemption.
- 7.1.2. must produce a medical certificate in the case of injury or illness verifying the nature of the injury or illness and the period during which the player was unable to participate in playing with that NSJRU Village Club.
- 7.1.3. if seeking dispensation due to injury or illness, may, at the NSJRU Committee’s sole discretion, be required to produce a medical certificate to confirm the player is now ok to trial or participate once the period of injury or illness has passed.
- 7.1.4. in any other case, must provide documentary evidence as to the reason he/she was unable to participate and the period of such inability.

7.2. Upon receipt of all necessary documentation the Coaching Director will, as soon as practicable, provide a recommendation, for the NSJRU Committee’s consideration on the player’s eligibility to be selected in a Team or not.

8. Head Coach’s Responsibilities

8.1. The Head Coach’s responsibilities include:

- 8.1.1. To assist the Independent Selectors in the selection of the team, with the Selectors having the primary responsibility for the composition of the team.

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- 8.1.2. To prepare the team with a focus on being ready to play as a team and perform to or exceed their potential at the State Championships.
- 8.1.3. To appoint a Captain of the team.
- 8.1.4. To provide each player with a fair opportunity to contribute to the team.
- 8.1.5. To ensure all NSJRU, SJRU and NSWJRU rules and guidelines are met and adhered to with regards to all representative players under their charge.

9. Manager's Responsibilities

9.1. The Manager's responsibilities include:

- 9.1.1. To ensure that each player is provided with up to date information relating to the date and time of training, trial and gala games, competition games, excursions and social events and are correctly registered for the NSWJRU State Championships.
- 9.1.2. To ensure all officials and volunteers (including Head Coach, Assistant Coach, Trainer, Manager, Assistant Referees and Ground Marshall(s)) are qualified and correctly registered for the NSWJRU State Championships.
- 9.1.3. To ensure the NSJRU Head Coach, Assistant Coach and Trainer treat all players with respect and provide a safe & fun environment for all players to develop their skills & capabilities.
- 9.1.4. To ensure that each player is provided with the necessary equipment, training and playing uniform, to satisfactorily fulfil their Representative opportunities.
- 9.1.5. To ensure that any NSJRU equipment provided on loan to the team is returned to NSJRU as soon as practicable following the conclusion of the NSWJRU State Championships.
- 9.1.6. To ensure all NSJRU, SJRU and NSWJRU rules and guidelines are met and adhered to with regards to all representative players under their charge.
- 9.1.7. To support the Head Coach, Assistant Coach and Trainer and ensure parents are not unduly pressuring the coach's selections, tactics or other distractions that undermine the coaches' and team's ability to perform.



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- 9.1.8. To ensure the NSJRU supporters & players demonstrate acceptable behaviour at accommodation and venues booked under NSJRU.

10. Player Transfers between Districts

- 10.1. Should a player registered with a NSJRU Village Club wish to represent a district other than NSJRU in the NSWJRU State Championships/State Gala, that player:
 - 10.1.1. Must have participated in the process for selection in the NSJRU Representative Team for that year.
 - 10.1.2. Must have been unsuccessful in that selection process.
 - 10.1.3. Must apply to participate in the Player Pool as per NSWJRU rules.

11. Parent/Guardian Expectations

- 11.1. Notwithstanding the below, all Parents & Guardians are expected to abide by the Spirit of Junior Rugby at ALL times.
 - 11.1.1. All parents/guardians are expected to abide by all NSJRU, SJRU, NSWRU & RA expectations of behaviour at all times.
 - 11.1.2. Parents/Guardians of players selected may be expected to fulfil several roles, both prior to the NSWJRU State Championships and during them, to help support the players, officials and volunteers. If requested, engagement will be appreciated to help spread the duties amongst all families of players in the team.
 - 11.1.3. If a player (or their parent/guardian) would like feedback on their performance during the trial process, they may contact selections@nsjru.com.au with their request. The Coaching Director will seek feedback from the Selectors and provide a reply in a timely manner.
 - 11.1.4. Selection into the NSJRU representative program is not a right but a privilege. All players and parents/guardians are expected to abide by the Player Charter that was read prior to registering to trial for the NSWJRU State Championships/State Gala and to act accordingly both during the trial process and beyond.



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RUGBY AUSTRALIA – CONCUSSION GUIDELINES

IF IN DOUBT, SIT THEM OUT!

Rugby Australia has a Concussion Management Procedure (CMP) (<https://australia.rugby/about/codes-and-policies/safety-and-welfare/concussion-management>). The policy document can be found here: <https://d26phqdbpt0w91.cloudfront.net/NonVideo/57b81360-8fbb-4f82-3d00-08dd4a3a935a.pdf>.)

The key message for us all is that we all need to be risk averse when it comes to head knocks, and it is incumbent upon every parent/guardian & player to let their Coach / Trainer / Manager know if they have had a head knock. It is understood that not every head knock is a concussion, BUT every head knock could well be a concussion.

Rugby Australia implemented the Blue Card in 2018. This empowers referees to sideline any player they suspect of suffering a concussion during the game. The player must be medically assessed to determine whether they can play or sit the rest of the game out.

Every Head Coach appointed by NSJRU is aware of the RA's Concussion CMP. To be clear, if a Head Coach determines a player should not train due to a head knock or suspected concussion then this decision is fully supported by the NSJRU Committee. Player welfare & safety is a key value of NSJRU.



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Northern Suburbs Junior Rugby Union (NSJRU) Player Charter

This charter outlines the conduct, commitment, and responsibilities expected of all NSJRU representative rugby players. By agreeing to this charter, each player commits to upholding the highest standards of sportsmanship, dedication, and respect, both on and off the field. This is a representative program which is focused on building higher performance and continuous improvement of players. Our goal is to foster a positive environment where all players can develop their skills, represent their district with pride, and enjoy the game of rugby.

1. Respect and Sportsmanship

- **Respect for Teammates, Coaches and Support staff:** Every player is expected to treat their teammates, coaches, and support staff with respect. Encouragement, understanding, and constructive feedback are encouraged at all times.
- **Respect for Opponents and Officials:** Players should respect their opponents and all match officials. Disrespectful language, negative gestures, or any form of dissent are unacceptable.
- **Adherence to Rugby's Values:** Rugby is known for its integrity, respect, solidarity, and discipline. All players are expected to embody these values on and off the field.

2. Commitment to Training and Development

- **Regular Attendance:** Players must attend all training sessions, team meetings, and games, arriving punctually and prepared. If a player is unable to attend, they must notify their coach or team manager in advance.
- **Effort and Engagement:** Each player is expected to give their best effort in every training session and game. This includes actively participating, listening to coaches, and striving to improve in all aspects of their game.
- **Personal Development:** Players are encouraged to take responsibility for their own development, including conditioning, practicing skills, and maintaining fitness away from scheduled practice sessions.

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3. Teamwork and Collaboration

- **Supporting Teammates:** Rugby is a team sport, and success relies on everyone working together. Players must support one another, both on and off the field, fostering a culture of camaraderie and encouragement.
- **Constructive Communication:** Players are encouraged to communicate openly and positively. Constructively discussing game plans, and engaging in team debriefs.
- **Accountability:** Each player is responsible for their actions. Mistakes are part of the game, and players should take accountability for their performance and behavior, learning and growing from each experience.

4. Commitment to Physical and Mental Health

- **Safety First:** Players should follow safety guidelines, including wearing proper protective gear (Mouthguards) and adhering to techniques that minimize injury risk.
- **Injury Reporting and Management:** If a player is injured, they must promptly inform their coach or team manager and, if necessary, seek medical attention. Proper injury recovery and management are essential to ensure player health and team performance.
- **Mental Health Awareness:** Rugby is a physically and mentally demanding sport. Players are encouraged to speak openly with coaches or support staff if they feel overwhelmed, stressed, or in need of support.

5. Code of Conduct Off the Field

- **Representation of the Team:** Players are ambassadors for their team, club, district and the sport of rugby. Each player is expected to uphold the team's and district's reputation by acting respectfully and responsibly in all areas of their lives.
- **Social Media Conduct:** Players should be mindful of their social media presence, avoiding any content that could damage the reputation of themselves, their team, or their club & district. Offensive, abusive, or inflammatory content is strictly prohibited.



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- **School and Community Commitment:** Representative players are expected to be role models in their schools and communities. Demonstrating a positive attitude, strong work ethic, and respect for others outside of rugby reflects positively on the entire team and district.

6. Agreement to the Charter

Each player must read, understand, and agree to uphold the principles outlined in this charter. This commitment is vital to fostering a positive team environment, promoting individual and collective success, and building a team culture based on respect, resilience, and excellence.