



Creadaptic Volleyball Club

TRIAL, TRAINING AND PLAYING POLICY

Effective 13 September 2025

Trial, Training and Playing Policy

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Trial, Training and Playing Policy

1. Purpose

- 1.1 Creadaptic Volleyball Club ('the Club') is committed to building a **world-class high-performance environment** where every player understands the **standards, expectations, and commitment** required to represent CVC.
- 1.2 This policy embeds:
 - (a) Fair and transparent player selection processes
 - (b) Clear pathways from selections → training → competition
 - (c) High-performance culture driven by accountability, resilience, and continuous improvement
 - (d) Alignment with CVC's vision: To be Queensland's leading force in volleyball

2. Selections

- 2.1 Trials occur **annually** and are the **only official entry point** into CVC's competitive pathway.
- 2.2 All players must attend selections, unless exempted by the Club due to exceptional circumstances (e.g., injury, prior state/national representation).
- 2.3 The Club adopts a **multi-phase selection process** to ensure the best holistic assessment of all athletes:

Phase 1 – Personality and Commitment Assessment

We look beyond skill. We want athletes who align with our standards of discipline, accountability, and team-first leadership. This phase reveals the mindset, habits, and character behind the jersey.

Phase 2 – Fitness Assessment

Elite volleyball demands elite conditioning. We assess whether you have the physical readiness, resilience, and capacity to train and compete safely at a high standard.

Phase 3 – Volleyball Assessment

Here, skill meets game reality. We test technical ability, teamwork, decision-making, and composure under pressure.

- 2.4 Selection will consider technical performance, character, attitude, and commitment to training.
- 2.5 Players who do not meet the standards required at each phase will **not** progress further in the selection process.
- 2.6 The Club will notify players of their success or failure of selection into a team **as soon as reasonably practicable** following the trial. This decision is **final** and cannot be appealed.
- 2.7 By accepting an offer from the Club, the player is acknowledging that any prior or future commitments will not affect their availability and full participation in the team. This applies from the time of team assembly to the end of the season.
- 2.8 Players may either be selected as a **core player** or a **shadow player** of a team.

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- 2.9 A **shadow player** is officially linked to a team but not part of the primary active roster for competitions. They are selected through trials just like core players but with the understanding that they will:
- (a) Train with the team;
 - (b) Be game-ready, if required; and
 - (c) Only play if a core player becomes unavailable due to injury, withdrawal, or selection changes.
- 2.10 The applicable fee for each phase of selections will be the amount decided by the Club from time to time and will be payable when, and in the way, the Club decides.
- 2.11 All fees will be **non-refundable**, unless provided otherwise by the Club.

3. Fitness Assessment

- 3.1 All players must complete the **Baseline Performance Test (BPT)** at selections and bi-monthly in-season fitness testing. **Peak Performance Test (PPT)** standards apply to **Tier 1 athletes**.
- 3.2 Tests may include, but are not limited to Push-Ups, Sit-Ups, Beep Test, Plank Hold, Agility T-Test, and Shoulder Mobility, with standards set for each age group and tier.
- 3.3 Bi-monthly in-season fitness testing is for **monitoring purposes only**. Results will be used to track fitness progression, with follow-up check-ins if a significant decline is identified.

4. Team Size, Additions and Removals

- 4.1 The standard team roster will comprise a **minimum of eight (8) players** and a **maximum of ten (10) players**, inclusive of the designated libero(s).
- 4.2 Players may be **added to a team at any point** during the season, provided those players satisfy all relevant selection criteria outlined in this policy.
- 4.3 Players will be deemed ineligible for selection in the following year or continued membership if they:
- (a) Fail to comply with any current or future policies or by-laws, including this policy;
 - (b) Breach the Constitution of the Club;
 - (c) Fail to comply with the terms of their Membership; or
 - (d) Breach any requirement under the anti-doping policy applicable to the sport.

5. Trainings

Training Objectives

- 5.1 The primary objectives of CVC training sessions are to:
- (a) Provide a **safe and professional environment** for all athletes;
 - (b) Develop **physical conditioning, technical mastery, and tactical execution**;
 - (c) Build **mental resilience** and the ability to perform under pressure;
 - (d) Foster **team cohesion, communication, and a team-first culture**; and

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- (e) Create a **culture of continuous improvement**, accountability, and competitive excellence.

Player Commitment & Attendance

- 5.2 Training attendance is **mandatory** for all players, including shadow players, unless exempted under exceptional circumstances approved by the Club.
- 5.3 Absences must be notified in advance, as per the **No-Show Policy** (Section 6).
- 5.4 Repeated unnotified or unjustified absences may result in:
 - (a) Reduced match opportunities;
 - (b) Temporary suspension from training or playing; or
 - (c) Removal from the program for persistent breaches.

Payment and Fees

- 5.5 All players are required to pay a training fee which will be an amount decided by the Club from time to time and will be payable when, and in the way, the Club decides. This fee covers the operational costs of running each training session, including venue hire, coaching staff, equipment, insurance, and administrative costs.

Cancellations

- 5.6 The Club reserves the right to cancel training sessions due to unforeseen circumstances outside of the Club's control, such as extreme weather, venue unavailability, or other unavoidable events. In such cases, players will be notified **as soon as possible**. The Club will not be held liable for these cancellations, and no compensation or alternative arrangements may be provided.
- 5.7 If the Club voluntarily cancels a training session (i.e., for reasons not related to unforeseen circumstances), the Club will explore options for compensation or alternative arrangements at its discretion.

Late Payment

- 5.8 Players who fail to pay their training fee on time may be subject to late payment fees or denied access to trainings until the outstanding amounts are paid in full. The Club reserves the right to recover any outstanding fees through legal and non-legal means.
- 5.9 The late payment fee will reflect the actual costs or losses incurred by the Club due to delayed payment or, if this cost or loss cannot be precisely determined, will constitute a genuine pre-estimate of the cost or loss.
- 5.10 The late payment fee may be waived in the event that the player applies for and is successful in obtaining assistance through CVC Assist.

Fee Changes

- 5.11 The Club reserves the right to change the training fee at any time, provided that players are given reasonable notice.

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6. No-Show Policy

- 6.1 CVC's high-performance model relies on predictable commitment.
- 6.2 Players who cannot attend training must submit an absence notification via the **CVC Training Attendance Exception Form**.
- 6.3 The standard training fee applies to all missed sessions, regardless of notice or reason, as operational costs (venue, coaching, equipment, insurance) remain the same whether or not a player attends.
- 6.4 An **additional \$7.50 No-Show Fee** applies if a player misses a session without at least 24 hours' notice, or without a serious, unavoidable circumstance.
- 6.5 The No-Show Fee may be waived if the Club determines that a genuine, unavoidable circumstance made it **impossible** to provide more than 24 hours' notice.
- 6.6 This ensures costs are shared fairly and not pushed onto others due to last-minute cancellations or attendance numbers.

7. Conduct When Representing CVC

- 7.1 All players are required to adhere to the Club's Codes of Behaviour set out in Schedule A of the Protection Policy, which outlines the expectations for behaviour:
 - (a) Respect for others;
 - (b) Compliance with safety rules and procedures;
 - (c) Punctuality and attendance for training sessions; and
 - (d) Avoidance of any behaviour that could harm the reputation of the Club.

Sportsmanship

- 7.2 All players are expected to demonstrate good sportsmanship at all times, which includes accepting the decisions of the officials, playing within the rules of the game and showing respect for the opposing team.

Team Unity

- 7.3 All players are expected to promote team unity by working together and supporting each other both on and off the court. This includes avoiding any behaviour that may create conflict or division within the team.

Consequences

- 7.4 Any behaviour that is in violation of this policy may result in disciplinary action, which may include suspension, expulsion or other measures as deemed appropriate by the Club.

8. Review

- 8.1 This policy was last reviewed in September 2025. This policy will be reviewed every six months.