



MEMORANDUM

To: All Players on England Squad and ETD, Coaches and Parents

From: Karen Roberts – Performance Operations Manager

Date: 11th November 2011

Subject: **Absence Policy**

As we begin with the freshly selected 2012 England Squad, we would like to take this opportunity to reinforce our expectations for players' attendance.

We commit to publishing the calendar to the best of our ability in October 2011 for the period Oct 2011- Dec 2012, so that all dates can be in the diary - even those for the beginning of the 2013 England Squad. We accept that this may change and we will give you as much notice as possible if this should arise.

In return we expect full attendance at all training, testing and competition. We acknowledge and sympathise that nobody can foresee injury or illness, therefore in this situation we simply need a Doctor or Physio note or email.

We accept there may be exceptional circumstances - which will be considered on an individual basis.

Non attendance without explanation will result in a 'first strike', a second strike will result in a written warning and on the eventuality of a 3rd strike a player will be deselected from the England squad. Disciplinary issues will follow the same 3 strike principle, however depending on the severity of the circumstance we reserve the right to move immediately to the 3rd stage.

These rules are simply a method of maintaining the professionalism of the England squad and to ensuring that the majority are not undermined by the minority.