

# ATHLETE SELECTION POLICY AND GUIDLINES

## Policy Statement

Due to the different nature of sports, there are three separate processes by which athletes are selected.

These are:

- i. Selections made based on the attainment of a specified standard as prescribed by the National/State sporting body or the Academy in consultation with the relevant body;
- ii. Selections made following an open trial process;
- iii. In instances where the i) and ii) above are not feasible due to lack of prescribed standards or inability to conduct trials, determination will be made by the Academy's Head Coach in consultation with the relevant SSO based on competition performance and personal assessment.

The Academy fosters elitism without being elitist. The Academy will conduct a selection process through open nominations and trials (where trials are relevant).

## Selection Procedures

### Attainment of a specified standard:

This is only possible for individual sports and should always be based on a measurable outcome (eg distance, time) rather than a performance result (eg 1<sup>st</sup>, 2<sup>nd</sup>, 3<sup>rd</sup>). In these instances, the qualification standard is to be specified by the SSO, and should be directly related to the goals of the program.

The process for conducting selections by specified standard will be:

1. The selection standard is to be identified by the SSO prior to the commencement of the nomination process.
2. A return date for nominations is to be identified, and should relate to the competition upon which selections are to be based, eg if an athlete must qualify for National Age, the return date should be after the last opportunity for qualification to this event. This gives each athlete the greatest opportunity to achieve the required standard.
3. Nomination forms should clearly outline the required standard for selection.

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4. Any current squad member seeking re-selection will be required to nominate for a place in the new squad.
5. The selection panel should include a representative of the SSO, plus the Program Coaches. In the event that the SSO is unable to send a representative the Academy will forward the list of selected athletes to the SSO for ratification. Athletes will not be notified of the outcome of selections until SSO endorsement is received.
6. In the event that there are more athletes who attain the selection standard than there are places available, selections will be made using the sport's designated/preferred ranking system e.g. Swimming – National Age Qualifying Times and/or International Point Score (IPS) will be used.
7. Once selections have been made, notifications are to be sent to all athletes who have nominated informing them of the outcome. The letter sent to unsuccessful athletes is to be a generic letter which does not detail any reason for their non-selection.

### **Selections through a trial process:**

The process for conducting selections through a trial process will be as follows:

1. Trial dates are to be set by the Academy in conjunction with a representative of the SSO.
2. Two trials will be conducted whenever possible to enable the maximum number of athletes to participate. However, if due to external factors the Sports Program Coordinator believes that only one trial will suffice – and following consultation with the State body and Academy CEO – one trial only may be conducted.
3. A final trial may be scheduled if coaching staff believe this is a necessary step in the process to select athletes.
4. A return date for nominations is to be identified, and should be a week prior to the first trial date. To allow the maximum number of athletes to participate in the trials, nominations may be accepted after the return date.
5. All trial dates should be clearly identified on the nomination form.
6. Any current squad member seeking re-selection will be required to trial for a place in the new squad. These athletes are not permitted to wear their Academy uniform to the trials.
7. The selection panel should consist of a representative of the SSO plus the Program Coordinator (if applicable), Head Coach, and the assistant coaches. The composition of the selection panel should be consistent for all trials. In the event that the SSO is unable to provide a representative, the selections will be made by the selection panel as described above.

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8. All selections are to be finalised at the conclusion of the trial. This process includes provision for any athlete who is recovering from injury and cannot demonstrate their full capacity at the trials.
9. The selection panel is required to provide the Chief Executive Officer with brief notes outlining the reasons for non-selection of athletes. This information will be destroyed six months after the final trial date. All athletes are to be notified in writing of the outcome of the trials. The letter sent to unsuccessful athletes is to be a generic letter which does not detail any one reason for their non-selection.

### **Selection through Head Coach Assessment:**

The process for Head Coach identification and assessment of athletes for selection into the Academy relates only to those sports where trials are not feasible and the relevant SSO does not prescribe specific performance criteria e.g. Cycling. In this instance, the process will be:

1. Head Coach consults with Academy CEO and relevant SSO representative concerning appropriate selection criteria for assessment of athletes and agreement reached concerning criteria.
2. Head Coach undertakes ongoing talent identification and assessment and significant competitions and event featuring appropriately qualified athletes.
3. Final assessment and consultation between Head Coach, Academy CEO and SSO Concerning athlete selection.

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