

# ATHLETE SELECTION POLICY AND GUIDELINES

## POLICY STATEMENT

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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 (NSO/SSO) 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 Executive Officer and 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

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### **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 1st, 2nd, 3rd). 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, for example, 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.
4. Any current squad member seeking re-selection will be required to nominate for a place in the new squad.

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5. The selection panel shall comprise of at least 2 persons including the WRAS head coach and where applicable one representative from outside the WRAS region, preferably a representative of the State Sporting Organisation. 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.

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

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

1. Trial dates, venues and times are to be set by WRAS 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 Executive Officer (EO) believes that only one trial will suffice – and following consultation with the SSO and WRAS EO – one trial only may be conducted.
3. 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 only be accepted after the return date if the athlete has been identified or recommended by the SSO.
4. All trial dates should be clearly identified on the nomination form.
5. 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. All athletes trialling are not permitted to wear any representative level uniform to the trials.
6. The selection criteria is to be determined by the head coach in consultation with the program staff and the state sporting organisation and the Academy EO. The selection criteria must be available to athletes and other interested parties prior to the selection trials.
7. The selection panel shall comprise at least 2 persons including the head coach and where applicable one representative from outside of the WRAS region, preferably a representative of the State Sporting Organisation. The head coach will act as the chair of the selection panel.
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 Executive Officer with brief notes outlining the selected athletes.

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## **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 EO 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 EO and SSO concerning athlete selection.

## **CONDUCTING THE TRIAL PROCESS**

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In most cases selection will be through a trial process. When athletes arrive at a venue, the head coach should ensure the following things occur

1. Introduce self, WRAS staff and selectors to all present
2. Outline the program for the day, including a timetable for breaks
3. Reinforce the important information, including the procedure for naming or notification of selected athletes and the procedure for feedback requests or appeals
4. Manager (or equivalent) should check attendance and correct any paperwork prior to an athlete participating
5. Allow athletes appropriate time to warm up/prepare prior to commencing trial

All athletes must be given fair and equal opportunity to demonstrate their ability. How this fair and equal opportunity is determined should be established by the selectors and documented prior to trials.

At the conclusion of the day, the head coach will thank participants and parents, and reiterate the method of notification of selection.

## **NOTIFICATION OF SELECTION**

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- Regardless of the type of selection procedure, notification of selection will be made available on the WRAS website within 14 calendar days of the trial. Athletes will not be notified in any way of the selection outcome before it is posted to the WRAS website.
- Athletes or parents may contact the WRAS office in writing requesting feedback on their performance during the trial. Feedback must be requested within 7 calendar days of the squad being posted to the WRAS website.
- Information will be provided in reference to the selection criteria

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- Athletes cannot request feedback on another athlete who trialled. Parents can only request feedback on their child.
- Athletes or parents who contact squad staff directly seeking feedback will automatically forfeit their right to feedback.

## **APPEALS**

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Athletes do have a right of appeal. An appeal in respect of non-selection in a WRAS squad will only be considered if

- The criteria for selection was not adhered to; or
- The athletes was not given a fair and equal opportunity during the selection process

Appeals will not be considered where the athlete or their parents or coach are of the opinion they are better, or performed better than a selected athlete.

The appeal must be lodged within 7 calendar days of the squad being announced via the WRAS website. All appeals must be in writing, either posted or emailed to

The Executive Officer  
Western Region Academy of Sport  
C/- Charles Sturt University  
Panorama Avenue Bathurst NSW 2795  
Or emailed to - [info@wras.org.au](mailto:info@wras.org.au)

The appeals panel shall consist of the Chairperson of WRAS (or their representative) a Sports Advisory Committee Member, the Executive Officer and an Independent. The Independent will be invited to be on the panel by the aforementioned three delegates. The Independent must not be associated with the sport in question, and will not be a member of the WRAS Board or coaching staff. A quorum of the panel will consist of the Independent and any two of the other three persons.

The appeal must be lodged within 7 calendar days of the squad being announced via the WRAS website.

The Appeals Panel may seek written responses from the appellant, the selection panel, the head coach, and any other bodies or persons as deemed appropriate.

The Panel may seek written or verbal advice regarding matters arising from the appeal.

The decision of the Panel is final. The athlete will be advised of the decision of the Panel in writing within 7 calendar days after the appeal meeting.

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