



# Water Polo

## WESTERN AUSTRALIA

### State Team Athlete Selection Policy

V 1.0 Updated June 2014

**VISION:** To be WA's most enjoyable team sport

**PURPOSE:** Advance water polo in Western Australia

<b>Version</b>	<b>Date Reviewed</b>	<b>Date Endorsed (meeting type)</b>	<b>Content reviewed/purpose</b>	<b>Author/Proponent</b>
1.0	28/05/2014	05/06/2014 Board meeting	Separate from Officials Selection Policy	Dale Ballantyne, CEO

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This policy may be amended or supplemented by Water Polo WA at its discretion in order to achieve the objectives. Specifically, the policy may be amended where matters arise which, in the sole opinion of Water Polo WA, have not been provided for in this policy, or where the literal application of this policy would not achieve the objectives.

Any variation or amendment must be in writing, given by the Chief Executive Officer (“CEO”), on behalf of Water Polo WA who will endeavour to give as much notice as possible to all persons affected by any amendment or supplement in this policy.

WPWAI takes into account WPAL’s strategic direction for high performance and any suggestions or recommendations that they may put to WPWAI from time to time.

## **1. ATHLETES**

“Athlete” applies to all players in the affiliated Water Polo WA competitions.

This policy does not cover State Country or Veterans Teams.

### **1.1 OBJECTIVES**

- To select the best possible squads and teams out of the players available.
- To identify athletes with potential to participate in National Championships.
- To identify athletes with potential to play for Australia.
- To achieve the best possible results in all competitions each year.

### **1.2 PROCESS**

#### **WA STATE TEAMS**

The selection of Athletes for the WA State Teams will follow the steps below:

- i. Once the Officials (including Selectors) have been named and ratified by the CEO of Water Polo WA, the C & DM is to liaise with the State Coach and the WAIS Head Coach to arrange trials, if required.
- ii. The C & DM then advertises to Affiliated Clubs and Regional Associations, via the website and through Water Polo WA club contact list, the information regarding the selection process, trials, nominations and other relevant information.
- iii. Players must be registered with a club who is affiliated with WPWAI.
- iv. Players are not able to nominate themselves. Nominations will only be received from Affiliated Clubs, Regional Associations and Schools.
- v. Once the selection process has finished and the State Team selected, the Team list, shall be presented by the Chairperson of Selectors to the CEO, for ratification.

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- vi. The CEO will present the team list to the board for their endorsement.
  - vii. After WPWAI Board endorsement, the announcement of the relevant State Team will occur via the Water Polo WA website, on the date previously advised.

### **1.3 CRITERIA**

Subject to the overriding factors described in point 1.6, the State Squad will be selected from the National Water Polo Squads, Australian Championships, Trials, Club Fixtures, Camps and Training Sessions.

All WA athletes who are members of a National Squad for a specific age group will be automatic selections in the State Squad for that age group. National Squad membership does not automatically mean State Team Selection.

Remaining State Squad or State Team places will be filled by athletes on a combination of that athletes’:

- Performance at nominated events (within the 12 months prior).
- Fitness and athletic ability.
- Technical competence – individual skills relative to Water Polo.
- “Tactical nous” – tactical ability relative to water polo.
- Potential to improve.
- Individual application in training and competition.
- Team / Squad orientation – ability to fit in.

### **1.4 GENERAL**

All members of the State Squad must continue to participate at Australian Championships, trials, club fixtures, camps and training Sessions, as is relevant for their age group.

Athletes will first be selected to a State Squad, from which the State Team will be selected. It is possible that a State Team will be selected without first announcing a Squad.

Written authorisation for a state team to travel with more than 13 athletes must be obtained by the Coach and / or Chairperson of Selectors, via the CEO, from the Board prior to the final selection trial.

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### **1.4.1 REPLACEMENT OF SELECTED PLAYERS**

Players may be replaced for the following reasons from relevant State Squads or State Teams:

- a) Injury
- b) Illness (physical/mental)
- c) Loss of Form
- d) Discipline
- e) Breach of Anti-Doping Policies

In all cases, a written report from the relevant State Team Coach and the Chairperson of Selectors will be immediately submitted to the CEO explaining in detail the background of the circumstance and the action taken. It is expected that before a decision to replace a player is made, the Chairperson of Selectors will have sought counsel from the WAIS coach and the CEO of WPWAI.

Water Polo WA will advise the respective athletes in writing of their exclusion from the State Squad or Team, and the reasons for such.

### **1.4.2 INJURY OR ILLNESS**

Where a legitimate concern is raised regarding an athlete's physical/mental status, athletes may be assessed by a qualified health practitioner nominated or agreed to by Water Polo WA, who assesses the athlete, in conjunction with the WAIS Coach and the State Team Coach.

If the player is declared unfit, the Selectors go through the process of selecting a replacement athlete.

### **1.4.3 LOSS OF FORM OR DISCIPLINARY REASONS**

Athletes, who for reasons of discipline or loss of form are being considered to be replaced, will be counselled by the relevant State Coach to give them the opportunity to rectify the situation. A mutually agreed time will be set by the State Coach and athlete(s) and, at the end of that time the situation will be reassessed.

A breach of discipline will also include an Athlete's failure to observe any relevant Water Polo WA policy and failure to observe the Water Polo WA Contract.

If an athlete is to be replaced, the Coach and the Selectors go through the process of selecting a replacement athlete.

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#### **1.4.4 BREACH OF ANTI-DOPING POLICY**

Water Polo WA shall adopt the Anti-Doping policy of Water Polo Australia Limited. Athletes who breach this policy are automatically removed from the relevant State Squad or State Teams and will be replaced.

The Coach and the Selectors will go through the process of selecting a replacement athlete.

#### **1.4.5 INELIGIBILITY**

Athletes who are deemed ineligible, or become ineligible for the State Team or State Squad (under 1.5.1, 1.5.2 or 1.5.3) are automatically removed and will be replaced.

The Coach and the Selectors will go through the process of selecting a replacement athlete.

### **1.5 OVERRIDING FACTORS**

#### **1.5.1 ILLNESS / MISADVENTURE / EXTENUATING CIRCUMSTANCES**

In considering the performance of athletes at tournaments, trials, training camps or other attendances required under this policy, the Selection Panel may, at their discretion, give weight to extenuating factors.

Athletes unable to compete at tournaments, trials, training camps or other attendances required under this policy, must advise the relevant Coach of this fact and the reasons therefore, before the commencement of the Trials.

In the case of bereavements, travel delays or other extenuating circumstances, the Selection Panel will make a decision on a case by case basis.

#### **1.5.2 ADDITION TO STATE SQUAD OR STATE TEAM**

The Selection Panel may, in its absolute discretion, add athletes to the relevant State Squad or State Team at any stage, subject to those athletes satisfying the relevant selection criteria. Such an addition must be ratified by the CEO of WPWAI.

#### **1.5.3 REMOVAL OF AN ATHLETE FROM A STATE SQUAD OR STATE TEAM**

The Selection Panel may, in its absolute discretion remove athletes from the relevant State Squad or State Team at any stage, subject to those criteria pointed out in section 1.4.

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## **1.6 IMPORT ATHLETES SELECTION POLICY AND PROCESS**

### **1.6.1 TEAM SELECTION POLICY STATEMENT**

This policy is integral to Water Polo WA's State Squad and State Team selection process generally.

Water Polo WA shall, on all occasions, ensure that it provides first and foremost, opportunities for Bona Fide Western Australian Water Polo athletes (see Definition at 1.6.2) to be selected to represent its State Team.

Where an athlete, other than a Bona Fide Western Australian Water Polo athlete approaches or is approached to play for the State Team, prior to that athletes selection, Water Polo WA must be satisfied that:

- i. The benefits of selecting the import athlete, or athletes, to the future development and standing of Water Polo WA are positive, significant and warranted;
- ii. The selection of the import athlete, or athletes, will not disadvantage the development of individual elite, Bona Fide Water Polo WA athletes; and,
- iii. The Bona Fide Water Polo WA athlete, or athletes, who will be displaced by the inclusion of the import athlete, or athletes, is/are not of the standard or potential to justify selection in the State Squad and/or State Team.

Where the Selectors wish to include a player in the State Squad or State Team that is not a Bona Fide Water Polo WA athlete, the Chairman of Selectors must submit an application in writing to the CEO that covers the following points:

- i. Justification as to why the athlete(s) should be selected;
- ii. The position(s) that the athlete(s) would play if selected in the Team;
- iii. The names of Bona Fide Water Polo WA athletes who would be excluded from:
  - a. The Squad as a result of the athlete(s) inclusion
  - b. The Team as a result of the athlete(s) inclusion.

The CEO will either endorse or not endorse the inclusion of any import athlete.

### **1.6.2 DEFINITIONS – FOR THE PURPOSE OF THIS POLICY**

A *Bona Fide Water Polo WA Athlete* is any water polo athlete other than:

A Water Polo athlete who has not resided in Western Australia for a continuous period of not less than three months prior to the commencement of the Championships in question and during such period has occupational employment and / or education in Western Australia.

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### **1.6.3 FINANCIAL OBLIGATIONS OF AN IMPORT PLAYER**

Any athlete selected in any State Team that is not a Bona Fide Water Polo WA athlete (under the definition 1.6.2) must pay within seven days of invoice, the amount requested of them for their full contribution towards the State Team.

Lack of payment within the time frame stated will mean the athlete's status in the Team will be immediately referred to the CEO for their determination if that athlete is to remain in the Team.

## **2. REQUEST FOR APPEAL**

The sole ground for any appeal is that the selection policy was not properly followed and/or implemented.

Athletes have the opportunity to appeal against unsuccessful selection.

- Prior to any appeal being lodged, the aggrieved party must contact WPWAI staff to discuss the relevant areas of contention.
- If the issue remains unresolved, a request for appeal must state the ground for appeal, or why the selection decision should be changed;
- Any appeal by an athlete against non-selection or removal from the State Team must be made in writing (may be submitted by post, email or facsimile) to the C & DM within 5 days of the announcement of the relevant selection decision; The C & DM shall appoint an Appeals Panel to determine the appeal. No person is eligible to be appointed to the Appeals Panel if he or she is a member of the relevant Selection Panel, or by reason of his or her relationship with the appellant, or any member of the State Squad, State Team or Talent Squad, or the Selection Panel, would be reasonably considered to be other than impartial;
- The Appeals Panel will convene a hearing as soon as possible after the request for an appeal. The hearing may occur in such a manner as the Chairman of the appeals panel decides. The Appeals Panel is not bound by the rules of evidence, but must observe principles of procedural fairness;
- The Appeals Panel will give its decision as soon as practicable after the hearing and will provide the CEO and the appellant with a statement of the reasons for its decision. The decision of the Appeals Panel will be final.