

## **Water Polo WA Selection Policy State Teams - PLAYERS**

This policy may be amended or supplemented by Water Polo WA in its discretion 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 General Manager 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.

### **1. DEFINITIONS**

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

“Team Selection Panel” (TSP) refers to the convened panel to select Team Players.

“Pathways and Program Officer” (PPO) refers to the role appointed within Water Polo WA.

“Water Polo WA” refers to Water Polo Western Australia Incorporated.

This policy does not apply to State Country or Masters Teams.

### **2. OBJECTIVES**

- To achieve the best possible results in the National State Championships.
- To select the best possible teams from the players available.
- To identify athletes with potential to participate in National State Championships.
- To identify athletes with potential to play for Australia.
- To employ a fair and transparent selection process that ensures all athletes have the opportunity to challenge for positions in the State Squad and ultimately in the State Team.
- Convene a Team Selection Panel that will make an informed decision based on all information available to them.

### **3. TEAM SELECTION PANEL**

#### **3.1 GENERAL**

In order to obtain desired objectives, the selection process will be in two parts.

Part 1. The State Age Group Squads will be selected by the State appointed Age Group Coaches with endorsement by North and South Pathway Program Head Coaches.

Part 2. The Selection of teams that will involve the Selection Panel. The Selection Panel for State Teams will comprise of a minimum of four and a maximum of five selectors. The panel is responsible for the selection State Teams.

#### **3.2 CHAIRPERSON**

Each Team Selection Panel will have a Chairperson who will act as the conduit for information between the Selection Panel and Water Polo WA. The General Manager will appoint the Chairperson. In appointing the Chairperson, the General Manager shall ensure that the Chairperson does not have a conflict of interest in relation to the selection of Athletes to the designated team.

#### **3.3 TEAM SELECTION PANEL STRUCTURE**

The Team Selectors Panel will be comprised of:

- A Chairperson (as per 3.2);
- The Head Coaches of the North and South Performance Pathway Program for the respective gender;
- The Appointed Age Group Team Coach; and
- Two Independent Advisors appointed by Water Polo WA.

#### **3.4 SELECTOR REQUIREMENTS**

The Team Selectors are expected to select the Age Group team or teams to compete in the tournament, together with any changes to the team or teams in the period preceding the tournament.

All team submissions and subsequent team changes must be submitted to Water Polo WA by the Chairperson of Team Selectors within the time frame determined by Water Polo WA, and expressly confirm that all Selectors have been consulted in the process.

### 3.5 CONFIDENTIALITY REQUIREMENTS

All members of the Team Selection Panel will be required to sign a Water Polo WA Confidentiality Agreement.

Selectors and coaches will not discuss selection matters outside official selection meetings, without the express permission of the Chairperson of Selectors. Contravention of the Confidentiality Agreement will lead to removal from the selection panel.

Team Selection Panel members will be required to declare any conflict of interest in relation to the player's selection process. A register of conflicts will be managed by the Chairperson and reviewed by the General Manager.

### 4. NUMBER OF STATE TEAMS

Water Polo WA has been allocated the following by Water Polo Australia in relation to the number of teams able to be entered in the respective National State Championships:

	<b>Under 15</b>	<b>Under 17</b>	<b>Under 19</b>
<b>Male</b>	2 teams	2 teams	2 teams
<b>Female</b>	2 teams	2 teams	1 team

With input provided by the Head Coaches of the Performance Pathway Coaches where required, the Water Polo WA Board will ratify annually the number of teams to be entered by the State giving due consideration to:

- The number and quality of players in each age and gender group cohort, and
- The location of the National State Championships, and
- Costs associated to compete in the Championships.

Upon ratification of the number of teams, Water Polo WA will proceed with the selection process as described further.

### 5. TEAM PLAYER SELECTION PROCESS

Selection of Athletes for State Teams will follow the steps below:

1. Player Nominations for State Team Selection will be distributed to players and clubs for each of the respective age groups. From the nominations received, a State Team nomination pool will be formed. (Water Polo WA will distribute the received Nominations to the Performance Pathway Centres for further follow up and communication with any potential Athletes who have not nominated). To nominate, all athletes or players must be current members of Water Polo WA and Water Polo Australia.

2. All athletes will then attend State Team Selection Trials. The format and duration of the trials will be determined by the PPO in liaison with the Age Group Team Coach/s and the Performance Pathways Program Head Coaches.
3. At the conclusion of the State Team Selection Trials, a squad of players will be announced for each Age Group. 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.
4. Upon selection to the State Squad, players must commit to the State Team Training program. This will be delivered through WA Performance Pathways Program when operating. At other times players will be advised of training and commitment required above their club program.
5. At least four (4) weeks out from the respective National State Championships, the Team Selection Panel will finalise the selection of the individual teams. Individual players will be advised of their selection or non-selection with feedback provided by the Head Coach to those players not selected.
6. Once the selection process has been completed and the State Team selected, the Team list with relevant justifications, shall be provided to the Water Polo WA General Manager for ratification by the Water Polo WA Board.

## **6. TEAM PLAYER SELECTION**

### **6.1 GENERAL**

Subject to the process described in Section 5, selection into initial State Squads and subsequent State Teams will be on the following criteria.

State Team places will be filled by athletes on a combination of the following.

- Performance at competition;
- Fitness and athletic ability;
- Consideration to specific positional play;
- 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
- Capable of listening to and following instructions and
- Coachability.

## 6.2 OVERRIDING FACTORS

In considering the performance of athletes at tournaments, trials, training camps or other attendances required under this policy, the Team 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 Team Selection Panel will make a decision on a case by case basis.

## 6.3 REPLACEMENT OF SELECTED PLAYERS

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

1. **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, they will be replaced in the team;
2. **Loss of form** - Athletes, who for reasons of 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;
3. **Discipline** - Athletes, who for reasons of poor discipline 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;
4. **Breach of Anti-Doping Policies** - Water Polo WA shall adopt the Anti-Doping Policy of Water Polo Australia. Athletes who breach this policy are automatically removed from the relevant State Squad or State Teams and will be replaced;
5. Failure to pay for the State trip one (1) week before the scheduled departure of the State team for the tournament; and
6. Failure to return all required State Team Documentation two (2) weeks before the scheduled departure of the State Team for the tournament. Forms include Medical Forms, Team/player contracts).

In all cases, a written report from the relevant State Team Coach and the Chairperson of Team Selectors will be immediately submitted to the GM 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 Team Selectors will have sought counsel from the WAIS coach and the GM.

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

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

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

The Team 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.

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

The Team 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 6.1.

### **7. REQUEST FOR APPEAL**

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

Both Athletes and Officials can appeal against unsuccessful selection.

- Any appeal by an athlete or official against non-selection or removal from the State Team must be made in writing (may be submitted by post, email or hand delivered) to the PPO within 5 days of the announcement of the relevant selection decision.
- The request for appeal must state the grounds for review, or why the selection decision should be changed.
- Chair of the PPMC will form 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 consist of 2 independent club delegates and either the WAIS Performance Services Program Manager or other relevant WAIS appointed personnel.
- 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 decides. The Appeals Panel is not bound by the rules of evidence, but must observe principles of procedural fairness and.

- The Appeals Panel will give its decision as soon as practicable after the hearing and will provide the GM and the appellant with a statement of the reasons for its decision. The decision of the Appeals Panel will be final.

## **8. COST**

Water Polo WA undertakes the conduct of State Teams a cost neutral exercise. That is, Water Polo WA does not make any profits from State Teams and only seeks to recover the cost of training and competing in the National State Championships.

Cost for competing in the National State Championship is equalised across all competing players and States and born by the players including, flights, accommodation, ground transfer, coach and managers expenses, team nominations and pool hire.