



# Water Polo

VICTORIA

## State Team Athlete Selection Policy

August 2018

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## Review History

Version	Revision No.	Date Reviewed	Date Endorsed	Content
1	2014	2014	2014	WPV Board
2	2018	August 2018	20/08/2018	WPV Board

This Policy may be amended or supplemented by Water Polo Victoria (WPV) at its discretion in order to achieve the objectives and where matters arise which, in the sole opinion of WPV, 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 WPV Executive Officer (EO), on behalf of WPV who will endeavour to give as much notice as possible to all persons affected by any amendment or supplement in this Policy.

This Policy should be read in conjunction with the WPV Constitution, the WPV Credit Policy and the WPA and/or Tournament Organisers' Competition Rules.

### 1. Policy Purpose

WPV has developed this policy to provide a transparent process to select the best possible State teams from all eligible athletes. This policy outlines the eligibility, selection and appeals processes to be adhered to regarding WPV State teams.

### 2. Objectives

- i. To select the best possible teams out of the eligible Victorian athletes available.
- ii. To achieve the best possible results in competitions throughout the year.
- iii. To provide tournament experience for eligible Victorian athletes.
- iv. To nurture the love of the sport.
- v. To identify Victorian athletes with potential to play for Australia.

### 3. Eligibility

All athletes:

- i. Must be a registered and financial member of WPV and be able to meet all financial obligations associated with their selection
- ii. Must not be subject to any disciplinary action or investigation of disciplinary action
- iii. Must be compliant with all applicable policies including but not limited to the terms of this policy, anti-doping, sports substance and supplements, Code of Conduct and National Membership Protection policies
- iv. Must be available to train with the team in the lead up to the competition
- v. Must be medically fit to travel and for competition
- vi. Must be available to compete in all of the planned tournament days
- vii. Must sign and agree to abide by the WPV Player Agreement and any other travel, tournament and competition policies that may exist
- viii. Must at all times behave in a manner that is appropriate to being a member of a WPV representative team.

## **4. State Team Athlete Selection Process**

### **4.1 Athlete Selection Panel**

The Athlete Selection Panel shall consist of:

- i. The relevant WPV State Team Coach for applicable gender
- ii. At least two (2) other selectors deemed to be suitable persons by the WPV EO acting reasonably, and wherever possible they must be from different Clubs
- iii. If available, the relevant WPV Academy or Pathway Coach (if not the State Team Coach).

### **4.2 State Team Member Selection Process**

The selection of athletes for Victorian State teams will follow the steps outlined below:

- i. Once the Coach/es and Selection Panel have been announced by the WPV EO, the WPV Office will liaise with the State Team Coach to arrange selection trials. Decisions relating to the running of trial sessions are at the discretion of the State Team Coach
- ii. A minimum of two trial sessions will be held with at least one of those sessions held at a day and time that provides a reasonable opportunity for 'Country' athletes to attend
- iii. WPV will publish via the WPV website, social media outlets and relevant contact lists, all details pertaining to the selection trials and any other relevant information with due consideration given to communicating details with as much advance notice as reasonably possible
- iv. In exceptional circumstances, at the sole discretion of the WPV EO, a player who is unable to attend a selection trial may nonetheless be put forward by the WPV EO for consideration for selection by the Selection Panel
- v. The State Team Coach will conduct the trial sessions from which a squad of athletes with the potential to be selected into the State team will be determined
- vi. Following the selection trials, the decision of how many athletes are to be nominated in the State team and the total number is at the sole discretion of the State Team Coach, other than as it relates to the Coach's own child (if applicable), in which case the Coach will not be involved in the selection decision in relation to that child
- vii. Upon completion of the scheduled trial sessions the Selection Panel will meet to discuss and agree on the final State team members and the number of non-travelling reserve athletes (if applicable)
- viii. The discussions of the Selection Panel are confidential and the deliberations will not be discussed with the athletes or parents
- ix. The State team member list will be endorsed by the WPV EO. Once WPV EO endorsement is obtained, WPV will then co-ordinate communication of the results of the selection process to all athletes. Athletes not selected in the State team will also be included in the notification process and will be offered the opportunity to seek further feedback from the State Team Coach. The composition of the State team will then be published by WPV on its website once all athletes have been notified.

### **4.3 Athlete Selection Criteria**

When selecting athletes into a State team, the Selection Panel will consider:

- i. Fitness and physical capacities – includes speed over a variety of distances, aerobic capacity, strength and agility
- ii. Technical competence – core skills and position specific skills
- iii. 'Tactical nous' – includes reading the play, involvement in the game, on-field decision-making and positional flexibility
- iv. Competitive ability – mental toughness, strength, temperament, determination, commitment, performing in adverse conditions, coping with setbacks/criticism and persistence
- v. Team orientation – ability to fit in, work with and influence the team in a positive manner

- vi. Attitude – cooperation, individual application, positivity and a receptiveness to applying coaching staff feedback or suggestions, new skills and tactics.
- vii. Current National squad for a specific age group (or potential member as identified by WPA national selectors)
- viii. Performance and improvement in National Water Polo squads, Club Championships, Victorian State Championships or Winter Competitions, trials and training sessions
- ix. Team balance – playing positions and age mix

The list is not exhaustive, is in no particular order and depending on the age group of a particular State team, the importance of each factor may be assessed differently. The ultimate decision for selection into the State team will be made by the Selection Panel and endorsed by the WPV EO.

## 5. Appeals

All appeals against the selection process must be made in writing within 72 hours of the State team being formally announced, to the WPV EO for hearing by the WPV Board.

The appeal can only consider matters relating to a failure to follow the selection process as outlined in this policy.

The appeal will be held as soon as possible after the request for an appeal.

The Board will give its decision as soon as practicable and will provide the relevant parties with a statement of the reasons for its decision.

The decision of Board will be final.

## 6. Selection Withdrawal

A team member who is selected under this policy may be withdrawn by WPV from the team should he/she:

- i. Breach the terms of this policy
- ii. Fail to meet any financial obligations associated with their selection
- iii. Is suspended as the result of any disciplinary investigation
- iv. Breach the Code of Conduct
- v. Breach Anti-Doping Policies
- vi. Breach or fail to comply with the WPV Athlete Agreement
- vii. Fail to meet the attendance requirements associated with their selection
- viii. Have an illness or injury, which in the State Team Coach's opinion, prevents the athlete from meeting the overall principles of selection.

In all cases, a report from the relevant State Team Coach will be immediately submitted to the WPV EO explaining the background of the circumstances and the action taken. Any and all decisions to remove and/or replace State team members is at the absolute discretion of the State Team Coach, subject to those criteria outlined above. WPV will advise the respective athlete in writing of their exclusion from the State team and the reasons for such.