

ParaVolley State Team Athlete Selection Policy

Policy Name: State Team ParaVolley Athlete Selection Policy		
Policy Number: 1.0	Document Type: Policy	Effective Date: September 2025
Last Reviewed: NA	Next Review: September 2027	
Applicable Legislation: NA		



Purpose Statement

For the purposes of this policy, WA Volleyball Association Incorporated will be referred to as Volleyball WA or VWA.

Volleyball WA recognises the importance of selecting the right applicants to represent Western Australia as part of a VWA ParaVolley State Team at state events, national events and international tours and the significant responsibilities bestowed upon them.

The purpose of this policy is to outline Volleyball WA's approach to selecting the most suitable applicants for VWA ParaVolley State Teams who will uphold the values and Code of Conduct of VWA and ensure the best possible performance.

ParaVolley in Australia, encompasses the various disciplines of the sport of volleyball for athletes with a physical disability, including Sitting Volleyball and Standing Beach Volleyball.

Policy Application

This policy applies to all VWA employees, contractors, volunteers, and members and all other people or organisations which by agreement, or otherwise, are bound to comply with this policy.

This policy applies to behaviour occurring during VWA business, activities, competitions, and events.

Definitions

The following definitions are listed to provide clarity for this policy.

Applicant is the individual applying for a position on a VWA Sitting Volleyball Team.

ASVC is the Australian Sitting Volleyball Championships

Conflict of interest is defined in this Policy as any factor, which could mean a Selection Committee member may not bring an impartial mind to the selection process.

Event is a championship, event, tour, or league that Volleyball WA Sitting Volleyball Teams participate in.

Exceptional circumstance is if something happens that is out of the ordinary, unavoidable, or unexpected.

Member means an individual, club, or association who is a member of VWA.

PA is Paralympics Australia

VA is Volleyball Australia

WA is Volleyball Western Australia

WASVL is WA Sitting Volleyball League

WPV is World ParaVolley

Background

Where possible, the Selection Committee will select teams for events that are commensurate with the team's stage of development and ability. Consideration may also be given to the selection of athletes or teams based on their potential to achieve success at the current events and/or in international competitions in the future.

Policy Statement Eligibility*

To be eligible for State Team selection, all applicants must.

- Be aged 18 or older at the time of the event.
- Obtain the appropriate Volleyball WA Membership prior to trials:
 - ASVC Trials - Volleyball WA Annual Gold or Platinum Membership.
 - For continuation in the State Team Program past the Trials, all athletes must hold a Volleyball WA Platinum Membership.
- Participate in the following;
 - VWA State Team Trials
 - WA Sitting Volleyball League (WASVL) or other Affiliated Sitting Volleyball Program.
- Or be actively involved in the following;
 - Australian ParaVolleyRoos Program
 - Invictus Australia Sitting Volleyball Program
- Meet the eligibility criteria as set by Volleyball Australia for ASVC.
- Any other criteria as advised by VWA.
- Have no outstanding financial obligations with VWA.
- Not be subject to any disciplinary action or the investigation of disciplinary action.

***If you are unable to fulfil any of the above eligibility requirements, you must notify in writing the VWA Participation Manager prior to the state team nomination closing date. If relevant, you will need to complete a VWA State Team Exemption Form which will be reviewed by the Selection Committee at the time of the Selection Committee meeting, however exemption from the requirement is not guaranteed.*

Sitting Volleyball Team Applications and Process

- Volleyball WA will notify members when nominations are required for State Team positions via the VWA Volley Voice, VWA website, email communication.
- The online nomination form link will be published on the VWA Volley Voice, VWA website, and relevant partner organisations e.g. PA, Rebound WA, Invictus Australia, when VWA notifies members that nominations are now being taken for the state team position.
- The due date for State Team applications will be published on the VWA Volley Voice, VWA website and application form.
- Eligible applicants seeking to apply for a selection onto a team are required to complete all sections of the online application form and submit the form prior to the due date.
- VWA will confirm receipt of the application via email.
- No application forms will be accepted after the due date.**
- After the applications close and subsequent trials, training, or talent identification opportunities conclude, the Selection Committee will convene.
- When the Selection Committee has agreed upon the selection of the State Team, the Selection Committee will provide a selection update to the VWA Board and staff.
- The successful and unsuccessful athletes will be advised of selection/non selection by the relevant VWA staff member within 5 working days of the selection meeting.

***In exceptional circumstances the VWA Chief Executive Officer and / or the VWA Board may accept the late submission of application for nominations. The relevant submission must be provided in writing to the VWA Chief Executive Officer.*

State Team Selection Committee

The Selection Committees outlined in this Policy are responsible for the selection of the positions of the Athletes, pending final ratification by the VWA Board.

Selection Committee Responsibilities

- The Selection Committee shall convene a selection meeting in person or online.
- Each committee member has a vote.
- The selection of the State Team positions shall be by majority vote.
- Committee members cannot select applicants who do not meet the eligibility criteria as outlined in this Policy.
- When the Selection Committee has agreed upon the final State Team positions, the Committee will provide the list of recommended Sitting Volleyball Team members to the VWA Board for ratification.
- VWA Participation Manager or VWA Diversity and Inclusion Coordinator the meeting note taker.
- When the Selection Committee has agreed upon the selection of the State Team, the Selection Committee will provide a selection update to the VWA Board and staff.
- The successful and unsuccessful athletes will be advised of selection/non selection by the relevant VWA staff member within 5 working days of the selection meeting.

State Team Selection Committee

The Selection Committee shall comprise of:

- VWA Participation Manager - Chair
- VWA Diversity and Inclusion Coordinator
- A person that has experience and understanding of high-performance volleyball or parasport with suitable skills for membership of the Committee – Board endorsed.
- Appointed State Team Coaches

Selection Committee Conflict of Interest

- A Selection Committee Member must declare if there is any Conflict of Interest. A Conflict of Interest is (but not limited to)
 - An immediate family member has applied for State Team Selection.
 - A close relationship with an applicant.
- If a Selection Committee Member is deemed to have a Conflict of Interest, the Selection Committee can require the selector to cease taking part in the selection process or authorise the selector to continue involvement in the selection process but not take part in any exercise of discretion with respect to the relevant athlete.
- The VWA Diversity and Inclusion Coordinator must record any declared Conflicts of Interests in the Meeting Notes.

Selection of the Teams

The criteria listed below will be applied in each selection decision. However, the weight given to each criterion will be totally at the discretion of the Selection Panel, and the weight may vary dependent on the selection decision being considered, and the timing of that decision. To create a pathway for Para athletes and Invictus athletes who are eligible to attend international Sitting Volleyball events, priority considerations will also be made when selecting athletes for the WA ParaVolley State Team.

Priority 1: Para Athletes - Athletes with disability

- Athletes with a disability, classifiable or likely classifiable, are first priority for the Selection Committee, provided they meet Eligibility Criteria.
- Selection Committee are to be guided by World ParaVolley (WPV) Classification Rules document when determining the classification or likely classification of an athlete.
- The Selection Committee reserve the right to liaise with VA, WPV, PA, or other qualified individuals regarding athlete classification.

Priority 2: Invictus Australia Athletes

- VWA recognises the connection the sport of sitting volleyball has to serving and former-serving members of the Defence community and their rehabilitation and community integration.
- Athletes in the Invictus Australia program, without a classified/classifiable disability are second priority for the Selection Committee, provided they meet Eligibility Criteria.
- VWA to liaise with Invictus Australia regarding an athlete's eligibility and prospects in representing Team Australia in sitting volleyball at future Invictus Games.

Priority 3: All Other Athletes

- Athletes that don't have a classifiable disability and are not involved in the Invictus Australia program are third priority for the Selection Committee.

Future success

- The perceived ability of the athletes to achieve the best results in the event concerned in the selection decision.
- The potential of the athletes or team to achieve success at the national level over the medium to long term, with a particular focus on developing potential for strong performances in future national/international events.
- Whether the proposed event is commensurate with the team's stage of development and ability.

Past success

- The performance of the athletes or teams at the ASVC.
- The performance of the athletes or teams in WASVL or VWA Sitting Volleyball Cup.
- The performance of the athletes or teams at the Invictus Games.
- The athletes' commitment to playing in WASVL.
- The performance of the athletes in VA and VWA volleyball camps and activities.
- The athletes' commitment to training.

Other

- Injury status and competition readiness.
- Any justifying circumstances which may have impacted on the eligibility or performance of an athlete or team (despite anything else set out in this Policy).
- Any other factor which, in the view of the Selection Committee, is relevant to the evaluation of the athlete.

Reserves and or Train-On Athletes

If required, the selection committees reserve the right to select reserves or train on athletes for a state team. These positions are non-travelling unless required to fill a State Team member position.

Removal From Representative Duties

Any athlete who:

- Breaches or fails to observe this Policy
- Breaches or fails to fulfil a requirement of the VWA Anti-Doping Policy; or
- Breaches or fails to observe the VWA Code of Conduct which they have signed. may, at the discretion of VWA, be made ineligible for selection to, or continued membership of a selected team to represent Western Australia and/or Australia.

Policy Breaches

VWA will take all breaches of the policy seriously and will ensure they are dealt with promptly, sensitively, and confidentially.

Disciplinary action may be taken against a person who is found in breach of this policy, in accordance with the Complaints Management Procedure.

If a criminal offence is considered to have been committed, the appropriate authorities will be contacted for advice and guidance.

Selection Appeals

Any appeal against non-selection can be made to the Selection Appeals Tribunal under this policy on the sole ground that the Selection Committee did not properly follow or implement the process in the selection criteria. There is no appeal on the merits of any particular selection decision.

Notice of Appeal

- The appellant must give written notice, including grounds of their appeal to the VWA Chief Executive Officer kuhl@volleyballwa.au within 48 hours of a non-selection notification.
- The written notice must outline:
 - The decision in question
 - The ground(s) on which the appeal is being made
 - The reasons or circumstances supporting the alleged ground of appeal.
- The written notice is to be accompanied by an Appeal Fee payment of \$150.00.
- If the appeal is successful, the appeal fee will be refunded in full.
- The appellant must be the individual who has not been selected.

Selection Appeals Tribunal

The Selection Appeals Tribunal shall comprise of:

- A VWA Board Representative – Chair
- A person that has experience and understanding of high-performance volleyball or sport with suitable skills for membership of the Committee – Board endorsed.
- A VWA Board Representative.

Selection Appeals Tribunal Roles and Responsibilities

- To convene a hearing within 10 working days of VWA receiving the appeal.
- Give the appellant and the Selection Committee every opportunity to be heard.
- Give due consideration to any written statement by the appellant.
- The Selection Appeals Tribunal has no power of the selection or reselection.
- Allow all relevant parties to be present (online or face to face)

- When required, the Selection Appeals Tribunal may request or require such persons or any other witness to attend the hearing or provide such evidence as is available.
- Consider all relevant and available information and shall arrive at a finding.

Outcomes of the Selection Appeals Tribunal

- If the Selection Appeals Tribunal considers the ground(s) alleged by the appellant to be satisfied, the Tribunal shall refer the matter back to the relevant Selection Committee for reconsideration. Each Selection Committee member shall comply with any direction provided by the Selection Appeals Tribunal in any referral.
- Any further selection decision of the Selection Committee under the direction of the Selection Appeals Tribunal shall be final, and no further appeal shall be available to the aggrieved person in respect of that selection.
- The Selection Appeals Tribunal will notify the VWA Chief Executive Officer of the outcome of the Tribunal, who shall notify the appellant and VWA Board as soon as practical after the meeting.
- If the Selection Committee is required to reconvene a selection meeting, it will be required within 10 days of the Selection Appeal Tribunal.

Document Control

Version History

Date	Version number	Executive Summary of changes
September 2025	1.0	•
December 2025	1.0	• Updated legal name “WA Volleyball Association Incorporated will be referred to as Volleyball WA or VWA” as required by CCIWA.