

# State Team Senior Athlete Selection Policy

Policy Name: State Team Senior Athlete Selection Policy		
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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 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 State Teams who will uphold the values and Code of Conduct of VWA and ensure the best possible performance as part of the VWA Pathway strategy.

## 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.

**AJVC** is the Australian Junior Volleyball Championships.

**AYBVC** is the Australian Youth Beach Volleyball Championship.

**AYVC** is the Australian Youth Volleyball Championships.

**AVSL** is the Australian Volleyball Super League.

**Applicant** is the individual applying for a position on a State Team.

**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.

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

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

**High Performance Daily Training Environment** is defined in this Policy as training which:

- Is coach driven.
- Is athlete focussed.
- Involves athletes training for at least 90 minutes per session.
- Incorporates at least one session per week.

**Junior Athlete** is an individual who is under 23 years old in the year of the event.

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

**Perth Steel Team** is the Western Australian Senior State Team.

**WAVL** is the Western Australia Volleyball League

**Youth Athlete** is an Individual who is under 18 years old in the year of the event.

## 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 a current Volleyball WA Platinum Member.
- Be playing in the Western Australia Volleyball League (WAVL) and actively involved in the Perth Steel Training Squad, or be actively involved in one of the following:
  - Australian Volleyball Academy or Developing Volleyroos Program
  - International professional or university team
  - Interstate equivalent of the Western Australian Volleyball League
- Meet all other eligibility criteria set out in the relevant Volleyball WA Players Handbook.
- Meet the eligibility criteria as set by the event organiser.
- 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.

For Youth and Junior athletes to be eligible for selection to represent Western Australia in a VWA State Senior Team, the Youth and Junior athlete must also:

- Be a past WA State Representative of any age group and if age eligible, has nominated to represent Western Australia at one of the following events in the current year of being selected onto a Senior State Team.
  - AJVC
  - AYBVC
  - AYVC

*\*If you are unable to fulfil any of the above eligibility requirements, you must notify in writing the VWA Pathways and Events 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.*

### State Team Applications and Process

- Volleyball WA will notify members when nominations are required for state team positions via the VWA Volley Voice and VWA website.
- The online nomination form link will be published on the VWA Volley Voice and VWA website 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 Committees will convene.
- When the Selection Committee has agreed upon the selection of the State Team Senior athlete, 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 Senior 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 State Team members to the VWA Board for ratification.
- VWA Pathways Manager is the meeting note taker.
- The VWA Pathways Manager will notify the Committee if the athletes meet the eligibility criteria.
- When the Selection Committee has agreed upon the selection of the State Team Youth and Junior Athletes, 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.

### *Senior Athlete Selection Committee*

The AVSL Athlete Selection Committee shall comprise of:

- VWA Pathways Manager - Chair
- VWA Chief Executive Officer
- A person that has experience and understanding of high-performance volleyball or sport with suitable skills for membership of the Committee – Board endorsed.
- Perth Steel AVSL Team Coaches

The Selection Committees have the right to invite identified individuals who may be required to attend the selection meeting to assist in the selection committee decision. This may include (but not limited to):

- Sports Performance Analysts
- Additional Coaches
- A person that has experience and understanding of high performance volleyball or sport with suitable skills for membership of the Committee

### **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 a state team 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 Pathways Manager must record any declared Conflicts of Interests in the Meeting Notes.

### *Selection of the Teams*

The Selection Committee shall assess the merits of targeted athletes that are currently engaged in the FTEM pathway.

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.

#### **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 seasons.
- 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 AVSL and or Australian Youth or Junior Volleyball Championships.
- The performance of the athletes or teams in WAVL.
- The athletes' commitment to playing in VWA domestic events during the season.
- The performance of the athletes in VA and VWA volleyball camps and activities.
- The athletes' commitment to training in a 'High Performance Daily Training Environment.'

#### **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 Panel, 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 or a parent/guardian if the individual is under the age of 18.

#### **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) along with their adult representative (not being legally trained or qualified).
- 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
July 2017	1.0	<ul style="list-style-type: none"> <li>• This policy was adopted at the July 2017 VWA Board Meeting.</li> </ul>
December 2020	2.0	<ul style="list-style-type: none"> <li>• This policy was reviewed at the December 2020 VWA Board Meeting.</li> </ul>
April 2022	3.0	<ul style="list-style-type: none"> <li>• Updated title of policy to follow the same format as the State Team Selection Policy- HOD, Management, Coaches and Referees.</li> <li>• Updated Appeals Section</li> </ul>
March 2024	4.0	<ul style="list-style-type: none"> <li>• Updated Eligibility Section</li> <li>• Updated Selection Committee</li> </ul>
December 2025	4.0	<ul style="list-style-type: none"> <li>• Updated legal name "WA Volleyball Association Incorporated will be referred to as Volleyball WA or VWA" as required by CCIWA.</li> </ul>

### Appendix & Relevant Procedures

This policy is to be read in-conjunction with the following:

- VWA State Team Selection Policy – Head of Delegation, Management, Coaches & Referees
- VWA State Team Junior Athlete Selection Policy
- VWA Child Safeguarding Policy
- WWC Check Screening Procedure & Guideline
- VWA Complaint Management Policy
- VWA Misconduct Policy
- VWA Codes of Conduct
- VWA Member Protection Policy Statement
- VWA Alcohol Policy