

Performance Pathways Athlete Selection Policy

Youth & Junior State Teams VWA Academy Perth Steel

Policy Name: Performance Pathway Athlete Selection Policy

- Youth & Junior State Teams
- VWA Academy
- Perth Steel

Policy Number: 5.0

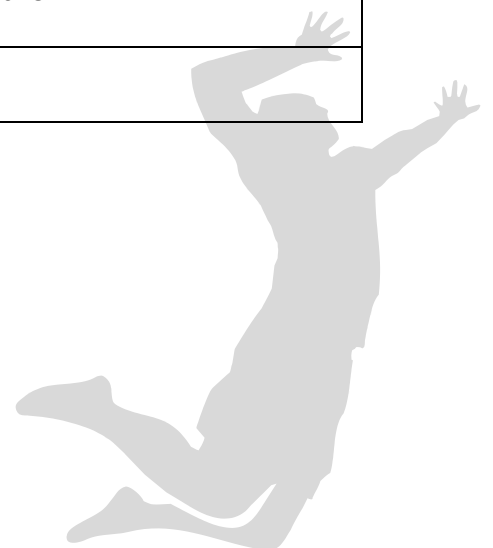
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Applicable Legislation: NA



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 the VWA Academy or 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 and Academy 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, 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.

Eligibility

To be eligible for selection into a Performance Pathway Program, all applicants must:

- Obtain the appropriate Volleyball WA Membership prior to Trials:
 - Youth Beach State Team, Junior Indoor State Team, VWA Academy - Gold Membership or Platinum Membership.
 - Youth Indoor State Team - WAVJL Membership or Platinum Membership.
 - Perth Steel - Platinum Membership.
 - For continuation in a Performance Pathway Program past the Trials, all athletes must hold a Volleyball WA Platinum Membership.
- Participate in the following;
 - Trials (State Teams and Academy)
 - Expression of Interest Process (Perth Steel)
 - WA Volleyball League, WA Junior Volleyball League, or interstate WA Volleyball League equivalent (indoor programs only)
- Or be actively involved in one of the following;
 - Developing Volleyroos Program
 - International professional or university team
- Meet the age eligibility criteria as set by Volleyball Australia for the relevant National Championships and Leagues.
- 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 Youth Pathways Coordinator prior to the nomination closing date. If relevant, you will need to complete an 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.

Performance Pathway Applications and Process

- Volleyball WA will notify members and interested parties when nominations are required for positions via the VWA Volley Voice, VWA website and via email.

- The online nomination form link will be published on the VWA Volley Voice and VWA website when VWA notify members and interested parties that nominations are now being taken for the positions.
- The due date for applications will be published on the VWA Volley Voice, VWA website and application form.
- Applicants seeking to apply for a selection 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 application via email.
- No application forms will be accepted after the due date.*
- After the applications close, the Selection Committees will convene.
- When the Selection Committee has agreed upon the selection of the position/s, the successful and unsuccessful applicants will be advised of selection/non selection via email.

**In exceptional circumstances the VWA Pathways Manager may accept the late submission of application for nominations. The relevant submission must be provided in writing to the VWA Pathways Manager.*

Performance Pathway Selection Committee(s)

The Selection Committees outlined in this Policy are responsible for the selection of athletes in VWA Performance Pathways teams and programs.

Selection Committee Responsibilities

- Each committee member has a vote.
- The selection of the 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 positions, the VWA office will notify all applicants of successful and unsuccessful selections via email. The Selection Committee cannot advise the community or applicants of the selection.
- VWA Pathways Manager or VWA Diversity and Inclusion Coordinator is the meeting note taker.
- If a Selection Committee Member is nominating for a position, they must step down from that selection committee for the identified event/program/team. The VWA Chief Executive Officer will nominate an individual with experience and understanding of high-performance volleyball or sport with suitable skills to take their position.

Selection Committees

Selection Committees exist for all VWA Performance Pathway programs:

- Volleyball WA Academy
- Australian Junior Volleyball Championships
- Australian Sitting Volleyball Championships
- Australian Volleyball Super League
- Australian Youth Beach Volleyball Championship
- Australian Youth Volleyball Championships

The Selection Committee for all athletes in VWA Performance Pathways teams and programs shall comprise of:

- VWA Pathways Staff Member (Chair)
- VWA Performance Pathways Committee Representative
- Coaches selected to the specified team or program

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 who has applied for 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 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 development 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 previous Volleyball Australian Championships and or performance at international events.
- The performance of the athletes or teams in VWA sanctioned domestic events.
- The athletes' commitment to playing in VWA domestic events during the season.
- The performance of the athletes in Volleyball Australia camps or squads.
- The performance of the athletes in VWA volleyball camps or squads.

- 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.

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 ceo@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.

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 by 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.

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.

Document Control

Version History

Date	Version number	Executive Summary of changes
November 2013	1.0	<ul style="list-style-type: none">This policy was adopted at the November 2013 VWA Board Meeting.
December 2020	2.0	<ul style="list-style-type: none">This policy was updated at the December 2020 VWA Board meeting.
April 2022	3.0	<ul style="list-style-type: none">Updated title of policy to follow the same format as the State Team Selection Policy- HOD, Management, Coaches and Referees.Updated Appeals Section
March 2025	4.0	<ul style="list-style-type: none">Updated membership requirements for State Team Trials.Updated contact person for exemptions.Updated selection committee for AJVC and AYVC.
December 2025	4.0	<ul style="list-style-type: none">Updated legal name "WA Volleyball Association Incorporated will be referred to as Volleyball WA or VWA" as required by CCIWA.
April 2026	5.9	<ul style="list-style-type: none">Renamed from "State Team Selection Policy" to "Performance Pathway Selection Policy".Added VWA Academy into the performance pathway programs where selections are required.Consolidated selection committees down to one committee for all selections.Removed definitions.Removed individual descriptions of the different teams and programs that needed to be selected.Removed all mentions of Board Ratification.

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 Senior 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