

WATER POLO VICTORIA



Water Polo
VICTORIA

**SELECTION POLICY
ATHLETES, COACHES, TEAM
MANAGEMENT, REFEREES & OFFICIALS**

ADOPTED

MAY 2022

1. SELECTION POLICY

1.1. Policy Statement

- 1.1.1. Water Polo Victoria Inc. (WPV) has developed this policy to provide a transparent process underlined by the philosophy of selecting the best possible representatives of WPV.
- 1.1.2. This document lists the eligibility and selection procedures for WPV State representative teams (including Vic Country), coaches, referees, officials and management positions.

1.2. Policy Coverage

- 1.2.1. Representative Team Members
 - 1.2.1.1. This policy applies to the selection of representative athletes, coaches, referees, officials and team management positions.

1.3. Coaching & Team Management Application and Selection

- 1.3.1. The application process for coaching, refereeing, officiating and team management positions with WPV representative teams will be published on the WPV website and distributed to Member Clubs, Associations and Affiliated Teams via email.
- 1.3.2. Candidates seeking selection to a WPV representative team should fully complete the application process prior to the due date.
- 1.3.3. WPV will confirm receipt of the application by email.
- 1.3.4. No applications will be accepted after the due date.

2. ELIGIBILITY

2.1. Coaching and Team Management

- 2.1.1. Must be a registered and financial member of a WPV Member Club, Member Association or Affiliated Team.
- 2.1.2. Must not be subject to any disciplinary action or the investigation of disciplinary action.
- 2.1.3. Must hold the relevant WPA accreditation for the respective position
- 2.1.4. Must hold a current Blue Card or exemption card (if applicable).
- 2.1.5. Must hold a current First Aid and CPR.

2.2. Athletes

- 2.2.1. Must be a registered and financial member of a WPV Member Club, Member Association or Affiliated Team.
- 2.2.2. Must not be subject to any disciplinary action or the investigation of disciplinary action.
- 2.2.3. Must be compliant with all applicable anti-doping policies, including those of FINA, ASADA and WPA.
- 2.2.4. Must be medically fit for competition and travel.

2.3. Referees and Officials

- 2.3.1. Must be a registered and financial member of a WPV Member Club, Member Association or Affiliated Team.
- 2.3.2. Must not be subject to any disciplinary action or the investigation of disciplinary action.
- 2.3.3. Must hold the relevant WPA accreditation for the respective position

3. ROLES AND RESPONSIBILITIES

- 3.1. The Development Pathway & Selection Committee is responsible for providing the recommended WPV representative team/s to the WPV High Performance Committee for ratification.
- 3.2. All members of a WPV representative team are responsible for ensuring they understand and adhere to the WPV Code of Conduct, WPV Member Protection Policy and WPV Travel Policy and at all times behave in a manner that is appropriate to members of WPV representative teams.
- 3.3. All members of WPV representative teams must sign a coach, referee, official, team manager or athlete agreement as outlined in Section 10

4. SELECTION PROCESS

4.1. Development Pathway & Selection Committee Responsibilities

- 4.1.1. The Development Pathway & Selection Committee are responsible for recommending to the WPV High Performance Committee, all WPV representative team positions for each respective representative team.
 - 4.1.1.1. The selection of the positions shall be majority vote.
 - 4.1.1.2. In the event of a tied vote, the Chair shall have the casting vote.
 - 4.1.1.3. Candidates who do not meet the eligibility criteria will not be considered for selection.
 - 4.1.1.4. When selecting a representative team, the Development Pathway & Selection Committee shall refer to the selection criteria in Clause 6 & 7.
- 4.1.2. The successful and unsuccessful candidates will not be advised of selection until ratified by the WPV High Performance Committee.
- 4.1.3. The Development Pathway & Selection Committee will be responsible for the selection of the following:
 - 4.1.3.1. Head Coach(es)
 - 4.1.3.2. Team Coach(es)
 - 4.1.3.3. Assistant Coach(es)
 - 4.1.3.4. Team Manager(s)
 - 4.1.3.5. Athletes
 - 4.1.3.6. Referees and Officials
 - 4.1.3.7. Any other officials as required

4.2. Water Polo Victoria High Performance Committee

- 4.2.1. The Water Polo High Performance Committee is responsible for ratifying the team management positions referred by the Development Pathway & Selection Committee including ensuring the selection process has been adhered to. Once ratified the successful applicants shall be notified and announced.
- 4.2.2. The WPV High Performance Committee is responsible for ratifying final team selections referred by the Development Pathway & Selection Committee including ensuring the selection process has been adhered to. Once ratified, the successful athletes shall be notified and announced via email and on the WPV website.
- 4.2.3. The WPV High Performance Committee reserve their right as the final arbitrating body on all decision relating to the selection of Victorian representatives.

4.3. Team Management

- 4.3.1. Applicant completes application process fully as per process distributed via email to Member Clubs, Member Associations and Affiliated Team and available on the WPV website.
- 4.3.2. WPV collates applications and provides to the Development Pathway & Selection Committee.
- 4.3.3. Development Pathway & Selection Committee finalises recommended appointments and provides these to the WPV High Performance Committee for ratification.
- 4.3.4. WPV informs successful and unsuccessful candidates directly and announces successful candidates to WPV Member Clubs, Member Associations and Affiliated Teams.

5. SELECTION CRITERIA

5.1. Head Coach & Assistant Coaches

- 5.1.1. When selecting the team Head Coaches, Team Coaches and/or Assistant Coaches, the selection committee will consider:
 - 5.1.1.1. Whether the applicant has satisfied all the eligibility criteria in clause 2.1
 - 5.1.1.2. Ability to meet requirements of the job description, role and responsibilities as defined in the call for nominations
 - 5.1.1.3. Previous experience with a WPV representative team
 - 5.1.1.4. Compatibility with other representative team members
 - 5.1.1.5. Behaviour at previous state and national events and WPV sanctioned competitions, events or programs
 - 5.1.1.6. Performance, behaviour and conduct of teams and athletes under their supervision at state and national events and WPV sanctioned competitions, events or programs. This may include any previous incidents

of reporting, citing or sanctioning for behaviour or code of conduct related incidents

- 5.1.1.7. The applicants availability to attend ALL representative squad/team trainings and meetings
- 5.1.1.8. Demonstrated ability or previous experience as a coach
- 5.1.1.9. Any additional qualifications and/or skills that contribute towards a successful team experience
- 5.1.1.10. All relevant WPA Coaching Accreditations

5.2. Team Managers

5.2.1. When selecting the Team Managers, the selection committee will consider:

- 5.2.1.1. Whether the applicant has satisfied all the eligibility criteria in clause 2.1
- 5.2.1.2. Ability to meet requirements of the job description, role and responsibilities as defined in the call for nominations
- 5.2.1.3. Demonstrated ability or previous experience in a team management position
- 5.2.1.4. Behaviour and conduct at previous state and national events and WPV sanctioned competitions, events or programs
- 5.2.1.5. Performance, behaviour and conduct of teams and athletes under their supervision at state and national events and WPV sanctioned competitions, events or programs. This may include any previous incidents of reporting, citing or sanctioning for behaviour or code of conduct related incidents
- 5.2.1.6. Whether the candidate has the qualities of empathy, patience and initiative
- 5.2.1.7. The candidate's ability to multi-task
- 5.2.1.8. Demonstrated leadership ability
- 5.2.1.9. Additional qualifications and/or skills that may contribute towards a positive and successful experience for the team

5.3. Referees and Officials

5.3.1. When selecting the team Referees and Officials, the selection committee will consider:

- 5.3.1.1. Whether the applicant has satisfied all the eligibility criteria in clause 2.1.1
- 5.3.1.2. Ability to meet requirements of the job description, role and responsibilities as defined in the call for nominations
- 5.3.1.3. Previous experience on a WPV representative team
- 5.3.1.4. Compatibility with other representative team members
- 5.3.1.5. Behaviour and conduct at previous state and national events and WPV sanctioned competitions, events or programs

- 5.3.1.6. Performance at previous state and national events and WPV sanctioned competitions, events or programs. This may include any previous incidents of reporting, citing or sanctioning for behaviour or code of conduct related incidents
- 5.3.1.7. The applicants availability to attend representative squad/team trainings and meetings
- 5.3.1.8. Demonstrated ability or previous experience as a referee or official
- 5.3.1.9. Any additional qualifications and/or skills that contribute towards a successful team experience
- 5.3.1.10. All relevant WPA Refereeing and/or Officiating Accreditations

5.4. Athletes

- 5.4.1. When Selecting athletes for a representative team, the Development Pathway & Selection Committee will consider:
 - 5.4.1.1. Performance & improvement in events, these may include but are not limited to – state championships, regional matches, regional training centres, benchmarking sessions, high performance camps and/or squads, local club /school competition matches.
 - 5.4.1.2. Physical capacities – includes speed over a variety of distances, aerobic capacity, strength and agility.
 - 5.4.1.3. Technical competence – core skills and position specific skills.
 - 5.4.1.4. The demonstrated ability to contribute to the appropriate balance of athletes across the various specialist-playing positions.
 - 5.4.1.5. Games Sense - includes reading the play, involvement in the game, on-field decision-making and positional flexibility.
 - 5.4.1.6. Ability and willingness to apply and utilise information provided by coaching staff and related to team or individual performance.
 - 5.4.1.7. Competitive ability – mental toughness, strength, temperament, determination, commitment, performing in adverse conditions, coping with setbacks/criticism and persistence.
 - 5.4.1.8. Attitude – individual application in training and competition, attendance, availability and ability to rehabilitate from injury.
 - 5.4.1.9. Team/Squad orientation – an individual’s ability to develop positive rapport with other team members and influence the squad/team in a positive manner.
 - 5.4.1.10. Communication - the ability of the athlete to communicate positively with staff and team-mates and be open to accepting suggestions from coaching staff regarding performance improvement. Athletes should be able to co-operate with and be receptive to coaching and support staff associated with the team.
 - 5.4.1.11. Behaviour and Code of Conduct - includes consideration of any previous behaviour at state and national events and WPV sanctioned competitions, events or programs. This may include any previous incidents

of reporting, citing or sanctioning for behaviour or code of conduct related incidents

5.5. Selection Withdrawal

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

- 5.5.1.1. Breach the Code of Conduct
- 5.5.1.2. Breach the terms of this policy
- 5.5.1.3. Breach or fail to comply with the WPV Athlete Agreement
- 5.5.1.4. Brings WPV and/or the sport into disrepute
- 5.5.1.5. Is suspended in accordance with WPV Disciplinary Procedure
- 5.5.1.6. Has an illness or injury which in the relevant selection committee's opinion prevents the team member from meeting the overall principles of selection
- 5.5.1.7. Fails to meet the attendance requirements associated with their selection
- 5.5.1.8. Fails to meet any financial obligations associated with their selection

5.6. Appeal

5.6.1. All appeals against the selection process must be directed in writing within 5 days of any decision to the CEO, WPV for presentation and hearing by the WPV High Performance Committee. The appeal can only consider matters relating to a failure to follow the selection process as outlined in this policy.

6. PARTICIPATION AGREEMENTS

- 6.1. Athletes Agreement – under review
- 6.2. Coaches Agreement – under review
- 6.3. Team Manager's Agreement – under review
- 6.4. Referees/Officials Agreement – under review

7. APPENDICIES

8. REVIEW HISTORY

Version	Revision No.	Date Reviewed	Date Endorsed	Content Reviewed/Purpose
1				Development of Document