



# **BARRACUDAS WATER POLO CLUB**

## **REPRESENTATIVE TEAM SELECTION POLICY**

**DECEMBER 2011**

### **1 PURPOSE**

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- 1.1 The purpose of this document is to communicate to all Barracudas officials and athletes the eligibility criteria, selection and appeals process for Teams representing the Barracudas at State and National Championships. In the interests of all Barracudas members, this policy serves to provide transparency of the selection process of Club representative teams. This policy does not cover the National League Selection

### **2 OBJECTIVES**

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- 2.1 The objective of this Policy is to ensure the best possible result in State Titles and National Club Championships, to provide match experience for our top athletes and to nurture the love of the sport in younger age groups. It hopes to ensure that all Barracudas Club athletes will be assessed on merit and that the selection process does not unfairly favour any particular member.
- 2.2 This policy may be amended or supplemented by Barracudas Executive at its discretion in order to achieve the above objectives and specifically where matters arise which, in the sole opinion of the Barracudas Executive, have not been provided for in this policy or where the literal application of this policy would not achieve the above objectives. The Barracudas Executive will endeavor to give as much notice as possible to all persons affected by the amendment or supplement to this policy

### **3 ELIGIBILITY CRITERIA**

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- 3.1 All junior athletes wishing to be considered for selection for the above teams must meet all of the following eligibility criteria:
- Age criteria
  - Gender criteria
  - Be a registered and financial member of the Barracudas Water Polo Inc at the time of selection / trials . The exceptions to this rule are "draft Players" as allowed by the AWPI rules)
  - Be available to compete in all of the planned competitions.
  - Agree to abide by the QWPI Code of Conduct Policy
- 3.2 Members and their Parents /Guardians recognize that the majority of expense for the Planned Competitions and uniforms are to be borne by the athlete and these expenses are payable equally by all selected team members. (For an estimate of the costs, athletes should consult with the Team Coach or Team Manager)

## **4 SELECTION PROCESS**

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- 4.1 A call for Expressions of Interest will be advertised on the Barracudas web page and the Registrar will send an email invitation to all age relevant members. The Representative team coach may elect to have a Selection Trial Day, or may select teams over a series of weeks or games. This process will be advertised in the Expression of Interest.
- 4.2 Individuals must compete at the nominated Barracudas trial for each State / National Team in order to allow them to be considered for selection in teams, unless they are:
  - Suffering injury or illness. In this case, a Doctor's certificate must be presented within 2 days of the trial.
  - Absent due to extenuating circumstances approved in advance (by Expression of Interest due date) by the Selection Committee
- 4.3 In these cases, a request for consideration for inclusion in a team must be presented to the Convener of the Selection Committee. This request must include a summary of past Water Polo achievements. This request will then be considered by the Selection Panel after reviewing the information supplied in conjunction with the Coach's Assessment from previous years.
- 4.4 The selection of all teams will be based on merit, considering the performance of each individual at the trial/s against stated criteria, in conjunction with the Coach's previous Assessment Review.
- 4.5 Whilst the maximum number of players who can compete in a water polo game is 13, the Team Coach has the sole discretion as to how many players are to be selected in the final team and the number of emergencies/ non playing reserves, if any.
- 4.6 The Coach may only consider "draft players" where there are not enough Barracudas athletes able to participate.
- 4.7 Players selected in the same team in prior years are not guaranteed a place in subsequent years and are to be assessed in the same way as other members.

## **5 SELECTION PANEL**

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- 5.1 The section committee is appointed by the Head Coach and will generally include the Representative Team Coach, the Head Coach, and another experienced coach.
- 5.2 Due to the Club size and the limited number of coaches with expertise, at times a relative of a player may belong to the selection panel. This situation is often unavoidable and when determining the relative's place in a team, that coach must not be apart of the decision and it must be a unanimous decision between the other two selectors.
- 5.3 Upon completion of the trial, the Selection Panel will meet to discuss and agree the final team members and the number of emergencies / non playing reserves. The decision of the Selection Panel will be on a consensus basis and need not be unanimous. (With the exception to 5.2)
- 5.4 The discussions of the Selection Panel are confidential and the deliberations will not be discussed with athletes/ parents or other members of the club. However, if any Club member wants feedback on their specific development needs this may be requested of the Team Coach at any time. If any individual player believes that the selection process was unfair or was not in accordance with this policy, they may appeal the selection process. Appeals process is outlined in section 7 of this document.
- 5.5 Upon final agreement of the Team by the selection Panel, the selected Team will not be communicated to any player or parent until endorsed by the Executive. To achieve this, the Team Coach will submit

the names of all selected athletes to the Executive for formal approval. Once approval has been obtained the Team Coach will co-ordinate communication of the results of the selection process.

- 5.6 Teams will be notified by email via the Club Co-ordinators of each Gender. On particularly close decisions, the Coach will contact the athletes directly to explain the decision.

## **6 TEAM SELECTION CRITERIA**

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- 6.1 Selection into a State or National Barracudas Team will be based on subjective criteria. The following list provides an indication of the types of factors that the Selection Panel may use to select a State Team. This list is not exhaustive, is in no particular order and depending on the age group of a particular Team, the importance of each factor may be assessed differently:

- Ball handling skills
- Ability to “read and anticipate the game” (game sense)
- Decision making ability under varying levels of pressure
- Swimming speed, fitness and agility
- Individual competitiveness
- Position specific criteria (eg. Goal-keeping, centre-forward/back, attack, defense)
- Team balance (playing positions and age mix)
- Ability to learn and apply new skills and tactics
- Demonstrated ability to work with coaching staff, team officials and other players
- Demonstrated positive attitude and commitment to representing Barracudas
- Proven commitment to and general performance at training
- Ability to perform at the required level for the Planned Competitions
- Absence of any injury or illness which will or has the potential to impair, inhibit or prevent the athlete from performing at the requisite level

- 6.2 The ultimate decision for selection of the Team will be made by the Selection Panel and endorsed by the Board.

## **7 APPEALS**

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- 7.1 It is understandable that members are disappointed if they are not selected into the Team. If a member wishes to discuss their non-selection in the Barracudas team participating in State / National Titles, their first point of contact should be with the Team Coach to discuss the above factors and any major factors which contributed to their non-selection. If the Member is not satisfied with the explanation by the Team Coach or if the member (or their parents/guardians) believes the selection process as outlined in this Policy was not followed an Appeal may be lodged in the following manner:

- All Appeals must be lodged by the Parent / Guardian in writing to the Executive within 72 hours of the Team being announced. – through [tugunwaterpolo@hotmail.com](mailto:tugunwaterpolo@hotmail.com)
- Only one Appeal per team/ squad is permitted to be lodged with the Executive.
- Upon Receipt of an Appeal, a panel will be convened consisting of the Head Coach, a representative of the Executive – generally the President of the Club, and the Junior Boys or Girls Co-ordinator. The President of the Club will be the point of contact for the person making the appeal.

- 7.2 The role of the Appeals panel is to clarify whether the Selection Policy has been followed, it is not to over-rule the decision of the Selection Panel. The result of the Appeals Panel is expected to be one of the following:
- Affirm that the Selection Panel did correctly apply the Selection Policy and there is not basis to reconsider the athlete's selection in the State Team
  - The Selection Panel did not correctly apply the Selection Policy or the policy was correctly applied but there were extenuating circumstances not covered by the policy that were unfavourable to the athlete.
- 7.3 If either of the above situations arise, the Appeal Panel may direct the Selection Panel to re-consider their decision. If appropriate, additional Selection Events may be requested but the Selection Panel to assist their re-consideration.
- 7.4 All Trialing members will be notified that the assessment process is to be extended, with the reason of the re-assessment to be kept confidential.
- 7.5 If the affected athlete is not satisfied with the Appeals process, there is no further remedy.