

Umina SLSC POLICY STATEMENT

**Policy
Number
U5.5
Aug 2023**

SELECTION POLICY

The regulation and control of all matters in connection with the selection, management, and control of all Umina SLSC squads and teams representing Umina SLSC.

1 PHILOSOPHY

- 1.1 The objective of this Policy is to ensure the best possible Surf Life Saving squad(s) and teams are selected to represent Umina SLSC in competition(s).
- 1.2 This Policy applies to all athletes.
- 1.3 This Policy remains in force until revoked by Umina SLSC.

2 INTERPRETATIONS

- 2.1 No selection criteria shall be weighted more or less significantly by Reason only of the order in which that criterion appears in this Policy.

3 ELIGIBILITY

- 3.1 All athletes wishing to be considered for selection must:
 - (a) Be a proficient awardee; and
 - (b) Must be in good standing and not in default with their Club, Branch or State Centre or SLSCA in relation to their financial, discipline and/or patrol commitments.

4 SELECTION

4.1 Selection Criteria

- 4.2 Team Selection will be at the discretion of the Age Managers/Coach based on, but not fully dependent upon, anyone or all the following influences. The following influences are in no particular order or level of importance.
 - Results at Club Point Score events
 - Past performance at Carnivals
 - Attendance at Sunday activities
 - Expected conditions at the Carnival venue or on the day.
 - Attendance and performance at Club training sessions.

- 4.2.1 In the case of a team comprising members from multiple age groups i.e. All Age Events, the All Age Coach for the event discipline, will be responsible for nominating the team member representative from each age group, based on the same discretionary influences as detailed above, at least 7 days prior to the carnival. The nomination for any "All Age" team event should be made in collaboration the respective Age Managers.

(4.3) **Notification of Policy**

- 4.3.1 This Policy shall be available upon request to all Members of Umina SLSC.
- 4.3.2 Any change in the Selection Criteria or this Policy shall be notified to Club Members.
- 4.3.3 Umina SLSC shall have no general responsibility to give notice of this Policy to individual persons, other than in accordance with this Policy however; Umina SLSC may do so in its sole discretion.

4.4 **Selection Procedure**

- 4.4.1 The Age Manager and Coach shall have total discretion in athlete selection and may have regard to any one or more of the Selection Criteria in any selection process.
- 4.4.2 A majority decision of the Age Manager and Coach is required. The decision of the Age Manager/Coach shall be final. Reasons shall not be given for any selection or other decision of the Age Manager/ Coach unless requested by non-selected athlete(s). The Age Managers/ Coach may meet with non-selected athletes to explain their decision. This shall not prevent, limit or restrict the changing the selection of any squad, team, individual at any time in their sole discretion, having regard to all relevant Circumstances.
- 4.4.3 The Age Manager/ Coach may use their discretion to select an athlete who is not otherwise under consideration, in circumstances such as illness, injury, unavailability.

4.6 **Removal from a selected squad or team**

- 4.6.1 Any athlete who:
- (a) Breaches or fails to observe this Policy;
 - (b) Breaches or fails to observe any provision of the Umina SLSC Constitution or the Regulations;
 - (c) By reason of illness or injury is unable to perform to the required standard in

the opinion of the Age Manager/ Coach (after having received advice from a medical practitioner).

- 4.7** In ages U/8 – U/14, team selections shall be drawn from within their own eligible age group, firstly, then consideration may be given to the subsequent age category to fill any remaining free team spots. This is providing that the athlete who is going up an age, also does not have any conflicting timetabled events within their own age team events. In that instance that athletes own age event takes precedence.

5. APPEAL

Athletes, coaches and have the right of appeal against non-selection to any Squad or Team.

- 5.1 An aggrieved athlete may appeal against a failure of the Age Manager/ Coach to comply with the procedures set down in this Policy. That is, an appeal may only be made on procedural grounds not on the merits of a particular selection decision. Any appeal under this Policy will proceed in accordance with this clause.

5.2 Procedure for Appeal

- 5.2.1 Should there be a dispute with any Team selections by the Age manager, which cannot be resolved directly with the Age Manager/Coach; a Selection Appeals Committee (SAC) will be formed, with no less than five working days' notice.

- 5.2.2 The appeal must be lodged in writing to the Club President setting out the:

- (a) Particular alleged failure of the Age Manager/ Coach in question.
- (b) Grounds on which the appeal is made; and
- (c) Reasons or circumstances supporting the alleged ground of appeal.

- 5.2.3 Nothing in this Policy prevents the withdrawal of an appeal at any time in writing to the President.

- 5.2.4 On receipt of an appeal in accordance with this Policy, the President must immediately forward the appeal documents to the Selection Review Panel.

5.3 Composition of Selection Review Panel

- 5.3.1 Umina SLSC shall appoint the members of the Selection Review Panel.

- 5.3.2 The SAC Panel shall comprise the following representatives:

- (a) 1 x Member from the Club Executive (as nominated by the Executive)
- (b) 1 x U14 Junior Co Ordinator
- (c) 1 x Club Member Representative (as nominated by the Club Executive)

- 5.3.3 The Representatives must not have any direct or indirect involvement in the dispute being heard by the SAC. Should there be any suggestion of involvement, then the Club Executive will be responsible to nominate an alternative Club Member representative to the Committee.

5.4 Functions of the Selection Review Panel

- 5.4.1 It will be the responsibility of the SAC to take into consideration the selection influences as detailed above, as well as any other factors that may have influenced the decision of the Age manager/ Coach at the time of the Team Selection.
- 5.4.2 The Selection Review Panel has no power of selection or re-selection. The Selection Review Panel may review the matter(s) set out in the appeal and may (As appropriate) dismiss the matter or refer it back to the Age Manager/Coach for reconsideration.

5.5 Procedures for the Selection Review Panel

- 5.5.1 The Selection Review Panel shall, as soon as practical after receiving the appeal Documents under **clause 5.2.4** investigate and consider the matter and shall Within 7 days of receiving such notice, determine whether the matter:
 - (a) Should be dismissed, because in its determination, it is trifling in nature or Has no merit; or
 - (b) If the Selection Review Panel considers the ground(s) alleged by the Aggrieved person to be satisfied, it may direct that the Selectors again Consider the selection of the relevant squad, team or individual.
 - (c) The Age Manager/ Coach shall comply with any direction of the Selection Review Panel.
 - (d) Any further selection decision of the Selectors under the direction of the Selection Review Panel shall be final, and no other further appeal shall be Available to the aggrieved person in respect of that selection decision.