

ATHLETE SELECTION POLICY AND GUIDELINES

Policy Statement

Due to the different nature of sports, there are three separate processes by which athletes are selected. These are:

- i. Selections made based on the attainment of a specified standard as prescribed by the National/State sporting body or the Academy in consultation with the relevant body;
- ii. Selections made following an open selection trial process;
- iii. In instances where the i) and ii) above are not feasible due to lack of prescribed standards or inability to conduct trials, determination will be made by the Academy's Head Coach in consultation with the relevant SSO based on competition performance and personal assessment.

The Academy fosters elitism without being elitist. The Academy will conduct a selection process through open nominations and trials (where trials are relevant).

Selection Criteria

Athletes will be selected into their respective sport programs based on the following criteria:

1. Physical abilities and skills considered being essential for eventual success in the selected sport
2. Coachability
3. Attitude/Commitment
4. Potential

Selection Procedures

Attainment of a specified standard:

This is only possible for individual sports and should always be based on a measurable outcome (eg distance, time) rather than a performance result (eg 1st, 2nd, 3rd). In these instances, the qualification standard is to be specified by the SSO, and should be directly related to the goals of the program.

The process for conducting selections by specified standard will be:

1. The selection standard is to be identified by the SSO prior to the commencement of the nomination process.
2. A return date for nominations is to be identified, and should relate to the competition upon which selections are to be based, eg if an athlete must qualify for National Age, the return date should be after the last opportunity for qualification to this event. This gives each athlete the greatest opportunity to achieve the required standard.

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3. Nomination forms should clearly outline the required standard for selection.
4. Any current squad member seeking re-selection will be required to nominate for consideration of a place in the new squad.
5. The selection panel should include a representative of the SSO and the Program Coaches. In the event that the SSO is unable to send a representative, the Academy will forward the list of selected athletes to the SSO for ratification. Athletes will not be notified of the outcome of selections until SSO endorsement is received.
6. In the event that there are more athletes who attain the selection standard than there are places available, selections will be made using the sport's designated/preferred ranking system e.g. Swimming – National Age Qualifying Times and/or International Point Score (IPS) will be used.
7. Once selections have been made, notifications are to be sent to all athletes who have nominated informing them of the outcome. The email with letter sent to unsuccessful athletes is to be generic, and not detail any reason for their non-selection.

Selections through a trial process.

The process for conducting selections through a trial process will be as follows:

1. Selection Trial dates are to be set by the Academy in conjunction with a representative of the SSO.
2. Two trials will be conducted whenever possible to enable the maximum number of athletes to participate. However, if due to external factors the Sports Program Manager believes that only one trial will suffice – and following consultation with the State body and Academy CEO – one trial only may be conducted.
3. A final selection trial may be scheduled if coaching staff believe this is a necessary step in the process to select athletes.
4. A return date for nominations is to be identified, and should be at least a week prior to the first trial date. To allow the maximum number of athletes to participate in the trials, nominations may be considered after the return date at the discretion of the CEO.
5. All selection trial dates should be clearly identified on the nomination form.
6. Any current squad member seeking re-selection will be required to trial for consideration of a place in the new squad. These athletes are *not* permitted to wear their Academy uniform to the trials.
7. The selection panel should consist of a representative of the SSO, Sports Programs Manager (if applicable), Head Coach, and the Assistant Coaches. The composition of the selection panel should be consistent for all trials. In the event that the SSO is unable to provide a representative, the selections will be made by the selection panel as described above.
8. All selections are to be finalised at the conclusion of the trial. This process includes provision for any athlete who is recovering from injury and cannot demonstrate their full capacity at the trials.
9. The selection panel is required to provide the NIAS CEO with brief notes outlining the reasons for non-selection of athletes. This information will be destroyed six months after the final trial date. All

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athletes are to be notified in writing via email of the outcome of the trials. The email letter sent to unsuccessful athletes is to be generic in nature and not detail any one reason for their non-selection.

Selection through Head Coach and/or Program Personnel Assessment.

The process for Head Coach identification and assessment of athletes for selection into the Academy relates only to those sports where trials are not feasible and the relevant SSO does not prescribe specific performance criteria e.g. Cycling. In this instance, the process will be:

1. Head Coach consults with NIAS CEO and relevant SSO representative concerning appropriate selection criteria for assessment of athletes and agreement reached concerning criteria.
2. Head Coach undertakes ongoing talent identification and assessment in significant competitions and events featuring appropriately qualified athletes.
3. Program personnel and relevant NIAS partners interview athletes to determine their coachability, attitude and commitment as per the selection criteria above.
4. Final assessment and consultation between Head Coach, NIAS CEO and SSO concerning athlete selection.

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