



Water Polo

ACT

SELECTION POLICY

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

REVIEW HISTORY

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1. SELECTION POLICY

1.1. Policy Statement

- 1.1.1. Water Polo ACT Inc. (WPACT) has developed this policy to provide a transparent process underlined by the philosophy of selecting the best possible representatives of WPACT.
- 1.1.2. This document lists the eligibility and selection procedures for WPACT State representative teams (including ACT Country), coaches, referees, officials, and management positions.
- 1.1.3. Water Polo ACT State representative teams will be known as the Canberra Dolphins and are not separate entities.

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 WPACT representative teams will be published on the WPACT website and distributed to Member Clubs via email.
- 1.3.2. Candidates seeking selection to a WPACT representative team should fully complete the application process prior to the due date.
- 1.3.3. WPACT will confirm receipt of the application by email.
- 1.3.4. No applications will be accepted after the due date.

2. ELIGIBILITY

2. Eligibility

2.1. Coaching and Team Management

- 2.1.1. Must be a primary registered and financial member of a WPACT Member Club.
- 2.1.2. Must not be subject to any disciplinary action or the investigation of disciplinary action.
- 2.1.3. Must be compliant with all applicable anti-doping policies, including those of FINA, SIA and WPA (appendix A).
- 2.1.4. Must hold the relevant WPA accreditation for the respective position.
- 2.1.5. Must hold a current Working with Vulnerable People Card.
- 2.1.6. Must hold a current First Aid and CPR.

2.2. Athletes

- 2.2.1. Must be a primary registered and financial member of a WPACT Member Club.
- 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, SIA and WPA (appendix A).
- 2.2.4. Must be medically fit for competition and travel.

2.3. Referees and Officials

- 2.3.1. Must be a primary registered and financial member of a WPACT Member Club.
- 2.3.2. Must not be subject to any disciplinary action or the investigation of disciplinary action.
- 2.3.3. Must be compliant with all applicable anti-doping policies, including those of FINA, SIA and WPA (appendix A).
- 2.3.4. Must hold the relevant WPA accreditation for the respective position

3. ROLES AND RESPONSIBILITIES

3.1. Roles and Responsibilities

- 3.1.1. All members of a WPACT representative team are responsible for ensuring they understand and adhere to the WPACT Code of Conduct, WPACT Member Protection Policy and WPACT Travel Policy and at all times behave in a manner that is appropriate to members of WPACT representative teams.
- 3.1.2. All members of WPACT representative teams must sign a coach, referee, official, team manager or athlete agreement as outlined in Section 10.

4. SELECTION PROCESS

The Water Polo ACT Board will be responsible for the selection of the following:

4.1. The Water Polo ACT Board will be responsible for the selection of the following:

- 4.1.1. Head Coach(es)
- 4.1.2. Assistant Coach(es)
- 4.1.3. Team Manager(s)
- 4.1.4. Athletes
- 4.1.5. Referees and officials
- 4.1.6. Any other officials as required

4.2. The selection panel for Representative Teams will be appointed by the Water Polo ACT Board and include:

- 4.2.1. Head Coach of the relevant team
- 4.2.2. Assistant Coach of the relevant team
- 4.2.3. WPACT Executive Officer

4.3. COMMUNICATION AND NOTIFICATION

- 4.3.1. Timing of selection and announcements will be provided to all respective stakeholders at the earliest possible opportunity via email.
- 4.3.2. Athletes who are selected into WPACT teams will be notified by WPACT via email prior to public announcements being made.
- 4.3.3. Athletes who are in the current relevant WPACT Squad but who were not selected in the WPACT Team, will be advised by their respective head coach prior to any public announcement.
- 4.3.4. Where an athlete is advised of the outcome of a WPACT Team selection prior to a public announcement, the athlete must keep the WPACT Team selection confidential and must not release any information or make any public or private statement regarding the WPACT Team selection, for the avoidance of doubt, this includes through all social media platforms until the WPACT Team selection is released to the public by WPACT.
- 4.3.5. WPACT squad and team selections will be made public on the WPACT website and social media channels.
- 4.3.6. At their discretion, non-selected WPACT Squad members are provided with an opportunity to seek feedback from the respective WPACT Coach, in accordance with the arrangements and process communicated at the time of WPACT team notification.
- 4.3.7. Athletes not selected in WPACT teams will be given instructions on how to enter the draft for the relevant event.

5. TEAM MANAGEMENT SELECTION PROCESS

5.1. Team Management Selection

- 5.1.1. Applicant completes application process fully as per process distributed via email to Member Clubs and available on the WPACT website.
- 5.1.2. The WPACT secretary collates applications and provides to the WPACT Board.
- 5.1.3. The WPACT secretary informs successful and unsuccessful candidates directly and announces successful candidates to WPACT Member Clubs and on the Water Polo ACT website.

6. TEAM MANAGEMENT & REFEREE/OFFICIALS SELECTION CRITERIA

6.1. Head Coach

6.1.1. When selecting the team Head Coaches and/or Team Coaches, the selection committee will consider:

- 6.1.1.1. Whether the applicant has satisfied all the eligibility criteria in clause 2.1.
- 6.1.1.2. Ability to meet requirements of the job description, role and responsibilities as defined in the call for nominations.
- 6.1.1.3. Previous experience with a WPACT representative team.
- 6.1.1.4. Compatibility with other representative team members.
- 6.1.1.5. Performance, behaviour and conduct of teams and athletes under their supervision at state and national events and WPACT sanctioned competitions, events or programs. This may include any previous incidents of reporting, citing or sanctioning for behaviour or code of conduct related incidents.
- 6.1.1.6. Behaviour at previous state and national events and WPACT sanctioned competitions, events or programs.
- 6.1.1.7. The applicant's availability to attend ALL representative squad/team trainings and meetings.
- 6.1.1.8. Demonstrated ability or previous experience as a coach.
- 6.1.1.9. Any additional qualifications and/or skills that contribute towards a successful team experience.
- 6.1.1.10. All relevant WPA Coaching Accreditations

6.2. Team Managers

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

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

6. TEAM MANAGEMENT & REFEREE/OFFICIALS SELECTION CRITERIA

6.3. Referees and Officials

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

- 6.3.1.1. Whether the applicant has satisfied all the eligibility criteria in clause 2.1.
- 6.3.1.2. Ability to meet requirements of the job description, role and responsibilities as defined in the call for nominations.
- 6.3.1.3. Previous experience on a WPACT representative team.
- 6.3.1.4. Compatibility with other representative team members.
- 6.3.1.5. Behaviour and conduct at previous state and national events and WPACT sanctioned competitions, events or programs.
- 6.3.1.6. Performance at previous state and national events and WPACT sanctioned competitions, events or programs. This may include any previous incidents of reporting, citing or sanctioning for behaviour or code of conduct related incidents.
- 6.3.1.7. Demonstrated ability or previous experience as a referee or official.
- 6.3.1.8. Any additional qualifications and/or skills that contribute towards a successful team experience.
- 6.3.1.9. All relevant WPA Refereeing and/or Officiating Accreditations.

6.4. Assistant Coaches

6.4.1. When selecting the team Assistant Coaches, the selection committee will consider:

- 6.4.1.1. Whether the applicant has satisfied all the eligibility criteria in clause 2.1.
- 6.4.1.2. Ability to meet requirements of the job description, role and responsibilities as defined in the call for nominations.
- 6.4.1.3. Previous experience on a WPACT representative team.
- 6.4.1.4. Compatibility with other representative team members.
- 6.4.1.5. Behaviour at previous state and national events and WPACT sanctioned competitions, events or programs.
- 6.4.1.6. The applicant's availability to attend ALL representative squad/team trainings and meetings.
- 6.4.1.7. Demonstrated ability or previous experience as a coach.
- 6.4.1.8. Performance, behaviour and conduct of teams and athletes under their supervision at state and national events and WPACT sanctioned competitions, events or programs. This may include any previous incidents of reporting, citing or sanctioning for behaviour or code of conduct related incidents.
- 6.4.1.9. Any additional qualifications and/or skills that contribute towards a successful team experience.

7. ATHLETE SELECTION PROCESS & CRITERIA

7.1. When Selecting athletes for a representative team, the Development Pathway & Selection Committee will consider:

- 7.1.1. Performance & improvement in events, these may include but are not limited to – state championships, talent identification camps, local club competition matches.
- 7.1.2. Physical capacities – includes speed over a variety of distances, aerobic capacity, strength, and agility.
- 7.1.3. Technical competence – core skills and position specific skills.
- 7.1.4. The demonstrated ability to contribute to the appropriate balance of athletes across the various specialist-playing positions.
- 7.1.5. ‘Tactical nous’ - includes reading the play, involvement in the game, on-field decision-making and positional flexibility.
- 7.1.6. Ability and willingness to apply and utilise information provided by coaching staff and related to team or individual performance.
- 7.1.7. Competitive ability – mental toughness, strength, temperament, determination, commitment, performing in adverse conditions, coping with setbacks/criticism and persistence.
- 7.1.8. Attitude – individual application in training and competition, attendance, availability and ability to rehabilitate from injury.
- 7.1.9. Team/Squad orientation – an individual’s ability to develop positive rapport with other team members and influence the squad/team in a positive manner.
- 7.1.10. 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.
- 7.1.11. Behaviour and Code of Conduct - includes consideration of any previous behaviour at state and national events and WPACT sanctioned competitions, events or programs. This may include any previous incidents of reporting, citing or sanctioning for behaviour or code of conduct related incidents

7.2. Team Selection Panel

- 7.2.1. The WPACT Board is responsible for ratifying final team selections referred by the Team Selection Panel including ensuring the selection process has been adhered to. Once ratified, the successful athletes shall be notified as per clause 4.3.

8. SELECTION WITHDRAWAL

7.3. Selection Withdrawal

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

7.1.1.1 Breach of the code of conduct

7.1.1.2 Breach the terms of this policy

7.1.1.3 Breach of fail to comply with the WPACT Athlete Agreement

7.1.1.4. Brings WPACT and/or the sport into disrepute

7.1.1.5 Is suspended in accordance with WPACT Disciplinary Procedure

7.1.1.6 Has an illness or injury which in the relevant selection committee's opinion prevents the team member from meeting the overall principles of selection

7.1.1.7 Fails to meet the attendance requirements associated with their selections.

7.1.1.8 Fails to meet any financial obligations associated with their selection

9. APPEAL

9.1. Appeal Process

9.1.1. All appeals against the selection process must be directed in writing within 5 days of any decision to the WPACT Executive Officer for presentation and hearing by the WPACT Board. The appeal can only consider matters relating to a failure to follow the selection process as outlined in this policy.

10. PARTICIPATION AGREEMENTS

Athletes Agreement – under review

Coaches Agreement – under review

Team Manager's Agreement – under review

Referees/Officials Agreement – under review

11. APPENDICES

Appendix A: Sport Integrity Australia Requirements for Australian Youth Water Polo Championships and National State Championships.



Australian Youth Water Polo Championships (AYWPC)

Australian Youth Water Polo Championships	WWCC	Sport Australia Community Coach General Principles	WPA Recommended Accreditation	Clean Sport 101	Anti-Doping Fundamentals (formerly Level 1)	Annual Update 2021 (formerly Level 2)	Whereabouts	Introduction To Match Fixing	Illicit Drugs in Sport	Ethical Decision Making	Coaches Course	Medical Practitioners Course	Parents Guide to Clean Sport
Head Coaches	Required	Required	-	-	Required	Required	Recommended	Recommended	Recommended	Recommended	Required	Recommended	Recommended
Assistant Coaches	Required	Required	-	-	Required	Required	Recommended	Recommended	Recommended	Recommended	Required	Recommended	Recommended
Support Personnel	Required	-	-	-	Required	Required	Recommended	Recommended	Recommended	Recommended	Required	Recommended	Recommended
Managers	Required	-	-	-	Required	Required	Recommended	Recommended	Recommended	Recommended	Recommended	Recommended	Recommended
Table Official	Required	-	Competition Official	Recommended	Recommended	Recommended	-	Recommended	Recommended	Recommended	Recommended	Recommended	Recommended
Medical Officers	Required	-	-	-	Required	Required	-	Recommended	Recommended	Recommended	Recommended	Required	Recommended
Athletes – All (12U to 18U)	-	-	-	Recommended	Recommended	Recommended	-	-	-	-	-	-	-

*one of the three staff, Head Coach, Assistant Coach & Manager must have a First Aid & CPR certification.



National State Championships (NSC)

National State Championships	WWCC	Sport Australia Community Coach General Principles	WPA Recommended Accreditation	Clean Sport 101	Anti-Doping Fundamentals (formerly Level 1)	Annual Update 2021 (formerly Level 2)	Whereabouts	Introduction To Match Fixing	Illicit Drugs in Sport	Ethical Decision Making	Coaches Course	Medical Practitioners Course	Parents Guide to Clean Sport
Head Coaches	Required	Required	-	-	Required	Required	Recommended	Required	Required	Required	Required	Recommended	Recommended
Assistant Coaches	Required	Required	-	-	Required	Required	Recommended	Required	Required	Required	Required	Recommended	Recommended
Support Personnel	Required	-	-	-	Required	Required	Recommended	Required	Required	Required	Required	Recommended	Recommended
Managers	Required	-	-	-	Required	Required	Recommended	Required	Required	Required	Recommended	Recommended	Recommended
Table Official	Required	-	Competition Official	-	Required	Required	-	Required	Required	Required	Recommended	Recommended	Recommended
Medical Officers	Required	-	-	-	Required	Required	-	Required	Required	Required	Recommended	Required	Recommended
Athletes – All (15U,17U,19U)	-	-	-	-	Required	Required	Required	-	-	-	-	-	-

*one of the three staff, Head Coach, Assistant Coach & Manager must have a First Aid & CPR certification.