



2023

## Athlete Selection and Placement Policy

### Nunawading Swimming Club Athlete Selection and Placement Policy

#### A. Purpose

Nunawading Swimming Club is committed to establishing and endorsing a reasonable selection process for squads and to provide the best opportunity for Club success at State, National and International competition. The aim of the policy is to ensure all athletes receive transparent information on selection criteria used for selection in to squads and to support a broad understanding of the process of squad selection and placement.

#### B. Scope

This policy applies to all members and athletes at Nunawading Swimming Club.

#### C. Related Policy

The Code of Conduct should be read in conjunction with:

- *Swimming Australia Member Protection Policy* (found on their website)
- Nunawading Swimming Club *Member Grievance and Complaints Handling Policy*
- All applicable legislations and guidelines as relevant to the swimming industry.

#### D. Breach of Policy

Nunawading Swimming Club may consider a failure to observe or demonstrate respect to this policy as misconduct and may take appropriate disciplinary actions accordingly (See Swimming Australia Member Protection Policy Section 9 – Disciplinary Measures –) and this may include cancellation of membership/lessons (for members).

#### E. Key Principles

- a. We strive to provide an environment where safety and clarity of communication with swimmers is priority in the planning
- b. We exist to achieve a consistent high standard of swimming performance at State, National and International Levels.
- c. Selection is made on a foundation of sound operational principle and policy, endorsed by a Board, and in alignment with the strategic priorities of the Club.
- d. We strive to provide communication and notification of selection that is timely, clear, direct and honest.



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- e. As with all competitive sport, feedback on performance is relevant and necessary within the coaching context and this may include constructive criticism and feedback on:
  - o tardiness and absenteeism and the repercussions of these on swimming performance;
  - o conduct and behaviour in and out of the pool while representing Nunawading Swimming Club;
  - o individual performance feedback around form, commitment, speed and fitness for swimming (see *Key Selection Criteria Section G*).
- f. Our Coaches are responsible for determining the selection of athletes to squads;
- g. Our Coaches use their sole and absolute discretion in selecting the composition of each squad and team at Nunawading Swimming Club;
- h. All Coaches have demonstrated competition level coaching experience, hold a minimum coach accreditation and are employed by Nunawading Swimming Club;
- i. Athletes will only be eligible for a position in a Nunawading Swimming Club Squad if they are:
  - i. A registered and paid member of Nunawading Swimming Club;
  - ii. Have not by their actions or omissions brought themselves or Swimming in to disrepute.

### F. General Eligibility

- a. Be a registered and paid member of Nunawading Swimming Club Inc;
- b. Sign and agree to the NSC Code of Conduct (renewed every 12 months);
- c. Meet the NSC squad selection criteria as set out by the Nunawading Swimming Club Director of Coaching, Head Junior Coach and all coaching staff.
- d. Not use any prohibited substance or commit and other doping offence under the relevant anti-doping policy applying to Swimming;
- e. Maintain or improve the performance standard on which they were selected; and maintain attendance standards as set out by the NSC Director of Coaching and Head Junior Coach.
- f. Be aware of, and conduct yourself within, Nunawading Swimming Club rules, standards and policies as well as those governing the sport;
- g. Consistently demonstrate the Club's values and display appropriate behaviour, sportsmanship and good character;
- h. Have medical capacity to be able to complete all required training and competition requirements (see Injury Management Policy).



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### G. Key Selection Criteria (KSC)

Training Performance	An assessment of performance in training throughout the season. The athlete's key performance indicators are primarily speed / race times, as well as starts, turns, finishes, stroke technique, breathing technique, stroke length, stroke count, kicking ability, pulling ability, training intensity and position in the group.
Attendance	An assessment of the number of sessions attended /missed sessions and the athletes willingness to do all the training sessions required by the squad. The athlete's and/or parent/guardians' communication around missed sessions is also taken into consideration.
Competition Results	Qualifying times as set by Peak Bodies and results achieved through the current season.
Age	Age plays an important role in determining squad selection but is taken in consideration with all other KSC.
Attitude and Work Ethic	An assessment of the athlete's dedication, behaviour, maturity, and willingness to be coached. <ul style="list-style-type: none"> <li>• Will they encourage their peers and promote Club values?</li> <li>• Will they accept constructive advice and support to improve?</li> <li>• Will they communicate positively in and out of training and competitions?</li> <li>• Have they demonstrated commitment to their own improvement through hard work, commitment and focus?</li> <li>• Have they demonstrated that they can or are striving to work under pressure of the competitive environment and the onset of physical and mental fatigue?</li> <li>• Have they been able to cope reasonably well with the sporting environment or are the rigours of competition negatively affecting their wellbeing or health.</li> </ul>
Fitness for Swimming	Ability to meet the demands of the squad is assessed. The athlete must display the physical fitness indicators that they have the required muscular endurance, cardiovascular strength, stamina, range of movement and endurance. Fitness includes any injuries, potential injury or medical condition which may impair, inhibit or prevent the athletes attendance and performance to the requisite level for their squad. Fitness standards differ for selected squads and age groups. An accredited coach is suitably qualified to assess fitness criteria and decide on a plan to address this.



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Composition, capacity and balance in a squad or relay team	<p>Consideration to the capacity of the squad – the number of athletes that can safely and effectively be coached and adequately supervised with available resourcing.</p> <p>At all levels, squad composition and balance of skills with the squad is a vital consideration and is at coach discretion.</p> <p>At all competitions relay team composition will be made at the discretion of coaches with the aim to achieve a balance of skills to achieve the fastest team.</p>
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### H. Extraneous Factors affecting squad participation

#### Illness and injury

In considering the selection of athletes, the Coach can use their discretion and may give weight to extenuating factors namely an injury or illness preventing meaningful participation in a squad.

Athletes unable to participate in the required squad standards due to a medical condition will be required to provide a medical certificate of capacity which outlines in detail the athletes physical limitations and timeline of recovery.

All relevant information will be considered and a decision will be made by the Coach as to their inclusion in a squad overall or level of participation in training with their squad (including timeline of transition).

NSC encourages transparent communication between the athlete, their care provider(s) and the coach to ensure a safe and successful transition back to full participation. (See Injury Management Policy.)

### I. Deselection and Squad Moves/ Placement Decisions

An athlete selected for the Squad may be deselected from the Squad if NSC Coaching Team, at its absolute discretion, considers that the athlete;

- a. Has consistently underperformed as defined by the Key Selection Criteria from Clause F & G.
- b. Due to illness or injury, becomes unable to attend training required to perform to a standard deemed satisfactory for the squad level. NSC may seek to obtain medical advice for determining whether a player's physical condition warrants deselection for this purpose.
- c. Breaches of, or failure to adhere to, any policy, regulation, by-law, Squad agreement, or any other regulation, of Nunawading Swimming Club, Swimming Australia, Swimming Victoria, applicable to the athletes membership in the Squad and/or their participation in the sport of swimming.
- d. Is not participating or behaving in accordance with the Club's values and provides risk for removing duty of care to all athletes in the squad.



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## J. Squad Structure (as of May 2023)

Performance Stream	Nationals Stream	General Competition Stream
High Performance	National Open	Nugent Squad
Open Performance	National Youth	Smith Squad
Age Performance	National Age Development Junior Hanson	

## K. Athlete Communication Process

- a. During the first three weeks of May, written communication will be provided by NSC to all Members to notify of the intention to enact squad movements or changes ;
- b. Members / Athletes will receive notification of their squad placement from NSC and will be provided a timetable of the squad they will be part of;
- c. All athletes may request further feedback be provided to them via a planned meeting with their original squad coach. If the athlete is under 18 years of age, the request must be arranged by the parent / guardian.

## L. Appeals Process

Athletes and/or their parent/guardian may appeal non-selection or de-selection in a Squad. The sole ground for any appeal is:

- a. That the NSC Members Squad Selection Policy was not properly followed and/or implemented;

Any appeal must accord with the following procedure:

- i. The appellant must first speak to their coach regarding the decision of their squad placement and listen to feedback that informed the decision.
- ii. The appellant must inform, via written notice of their appeal to the Director of Coaching within 72 hours of the announcement of the decision against which the appeal is made. [Jol.finck@nunawadingswimmingclub.com](mailto:Jol.finck@nunawadingswimmingclub.com). The Director of Coaching will consult with the coaches and provide a brief report to the Executive General Manager for notice.
- iii. Within 5 working days of submitting the written notice of appeal, the appellant must submit an appeal in writing addressed to the Executive General Manager – Nunawading Swimming Club [nicole.webster@nunawadingswimmingclub.com](mailto:nicole.webster@nunawadingswimmingclub.com)



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- iv. The Executive General Manager will be provided by the Director of Coaching with a briefing as to the reasons for the decision about the athlete's placement.
- v. An appeal committee comprised of the Executive General Manager plus the Director of Coaching and one other NSC coach who is not the deciding coach (with the experience and skills suitable for assessing squad placement) will form a decision.
- vi. The decision will be communicated to the athlete (and/or parent) in writing within 5 working days after receiving the written appeal.
- vii. The decision is final.

### **M. Acceptance of Policy**

By observing these standards, you acknowledge your responsibility to immediately report any breach of this policy to the Child Safety Officer – Bride Bell via [confidential@nunawadingswimmingclub.com](mailto:confidential@nunawadingswimmingclub.com)

### **N. Review**

The Athlete Squad Selection Policy will be reviewed every 6-12 months.