



Gymnastics
Western Australia

Gymnastics WA State Team Selection Policy

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Department of
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Gymnastics WA State Team Selection Policy

1. Policy Statement

The selection onto a Gymnastics WA (GWA) State Team is a prestigious honour that only a handful of athletes and officials are recognized with each year.

To ensure the best possible performance at the National Championships, and to provide a transparent decision making process, GWA has developed this policy.

It should be used in conjunction with the sport specific criteria set out by each Sports Management Committee which can be found in the Technical Regulations of the respective Gymsport.

This document is to be used in conjunction with other GWA policies and State Team nomination forms. This document lists the eligibility and selection process for State Teams.

2. Policy Coverage

This policy applies to the selection of all GWA State Team members, including Athletes, Head of Delegation, Management, Judging and Coaching Positions.

3. GWA State Team Application

- The nomination forms for positions on the WA State Teams will be published on the GWA website early each year for all positions.
- Candidates seeking selection onto a State Team should complete all sections of the application form and return it to the GWA office prior to the forms due date.
- The due date will be published on the form.
- GWA will confirm receipt of the application form by email.
- No forms will be accepted after the closing date.

4. Eligibility

4.1. To be eligible for selection on a WA State Team all team members:

- a) Must have no outstanding financial obligations to GWA, in order to take part in the event.
- b) Must not be subject to any disciplinary action or the investigation of disciplinary action.
- c) Athletes must be a financial member of an affiliated club.
- d) Must complete the Working With Children's Check (over 18) (This is not relevant for athletes).

4.2. Athletes

In addition to the requirements within clause 4.1 athletes must be medically fit for National Competition and interstate travel.

4.3. Head Coaches and Coaches

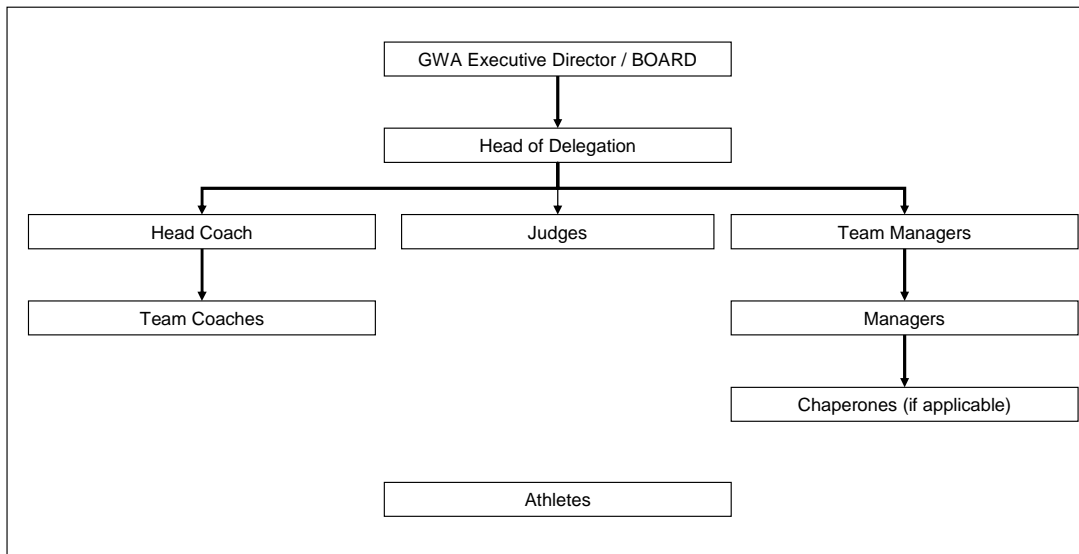
In addition to the requirements within clause 4.1 coaches must hold the minimum coaching accreditation required to coach the athletes selected in the GWA Representative Team. Please read the relevant Gymsports Technical regulations for more details.

4.4. Judges

In addition to the requirements within clause 4.1 judges must hold the minimum judging accreditation according to the level of competition.

Only individuals that satisfy all eligibility criteria will be eligible to be considered by the Selection Committee for selection onto a WA State team

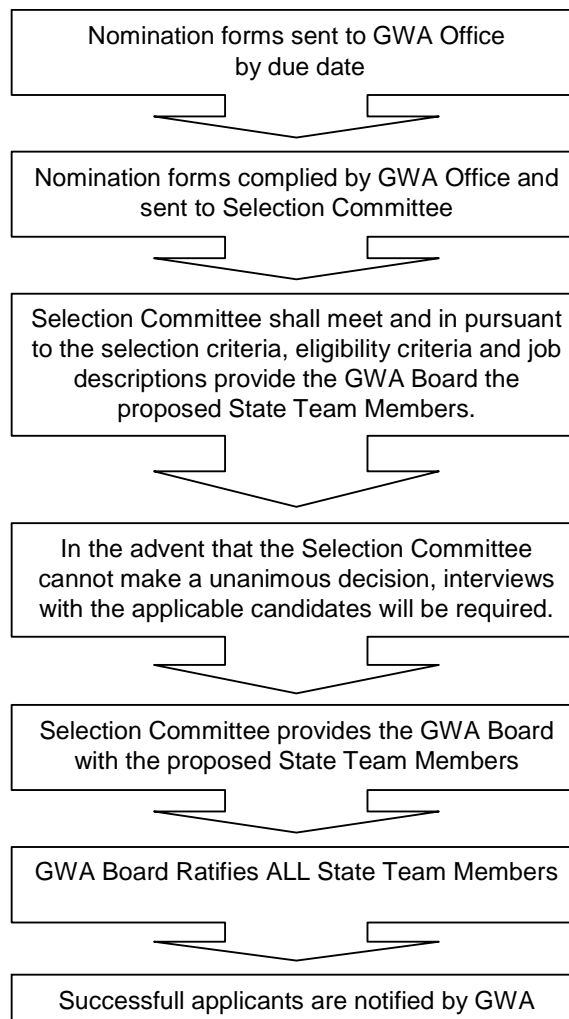
5. Roles and Responsibilities



- The GWA Executive Director / Board are responsible for the ratification of all GWA State Team Members.
- The Head of Delegation is responsible for all members of the GWA State Team at all State Team commitments, including pre-competition training & meetings and whilst at the Australian Championships.
- All members of the GWA State Team are responsible for ensuring they understand & implement their respective 'Code of Ethics and Conduct' and at all times behave in a manner that is appropriate to being a member of a GWA State Team.

6. State Team Selection Process

The following diagram summarises the GWA Selection Process for ALL State Team positions:



6.1. Selection Committee Responsibilities

The Selection Committee is responsible for selecting, pending final ratification by the Board of Directors, the WA State Team positions for their respective discipline.

- The selection of the State Team positions shall be by majority vote.
- In the event of a tied vote the Meeting Chair (as specified below) shall have the casting vote. The Chair has the right to pass the casting vote onto the GWA Board, who will then have the final voting decision.
- Candidates that do not meet the eligibility criteria will not be selected onto a State Team.
- When selecting the State Team the Selection Committee shall refer to the selection criteria in clause 4.

When the Selection Committee has agreed upon the final State Team positions, the list of Team members must be provided to the Board of Directors for final ratification.

The successful and unsuccessful candidates will not be advised of selection until ratified by the Board.

There are two Selection Committees responsible for the selection of the GWA State Team personnel:

- a) Head of Delegation & Head Coach
- b) All other GWA State Team positions

6.2. Head of Delegation & Head Coach Selection

6.2.1. Selection Committee

The Head of Delegation and Head Coach Selection Committee shall comprise of:

- GWA Executive Director or GWA President (Meeting Chair);
- SMC Chairperson (or representative *);
- SMC Representative **; and,
- GWA Gymsports Manager.

** A Representative from the SMC is nominated by the SMC if the SMC Chair is nominating for selection.*

*** The SMC Representative can not be applying for either position.*

NB. *SMC Representative should be elected by the SMC; it is preferable that the Representative has knowledge and / or experience with State Team Travel.*

6.2.2. GWA Board of Directors

The Board of Directors is responsible for ratifying the State Team Head of Delegation & Head Coach positions referred to it by the Selection Committee in clause 6.2.1.

The membership and quorum of the Board of Directors is defined within the Statement of Purpose and Rules of Gymnastics Western Australia.

Teams and Positions referred to the Board of Directors shall be ratified by majority vote of the members present at the meeting. Once ratified the Team shall be announced and members notified by GWA.

The Board of Directors may refuse to ratify one or more people from selection onto a State Team for one or more of the following grounds:

- a) The candidate does not meet the eligibility criteria.
- b) The candidate has previously brought the sport into disrepute or has acted in a way that a reasonable person would think would bring the sport into disrepute.
- c) Failure to comply with Gymnastics WA Policies and Procedures.
- d) Failure to have or applied for Working With Children's Check.

If all candidates are ratified by the Board of Directors, the GWA Gymsports Manager shall be notified by email by the Executive Director.

If a candidate is not ratified by the Board of Directors the Executive Director shall notify the GWA Gymsports Manager by email as soon as practicable following the decision. The email shall include the Boards reasons for its decision.

Appeals against a refusal by the GWA Board to ratify an individual should be made pursuant to the GWA Grievance Policy.

6.2.3. Selection Criteria

6.2.3.1. Head of Delegation

When selecting the State Team Head of Delegation the Selection Committee will consider:

- a) Demonstrated ability or previous experience as a Team manager or Head of Delegation.
- b) Demonstrated leadership ability.
- c) Whether the candidate has the qualities of empathy, patience and initiative.
- d) The candidate's ability to manage a number of tasks at once.
- e) Any additional qualifications and/or skills that may contribute towards a successful team's experience.
- f) All other criteria outlined on the GWA Head of Delegation Nomination form.
- g) All criteria specific to Technical Regulations.
- h) If any applicant has any Gymnastics Australia (GA) Commitments at the event; this is required to be outlined in the application.

6.2.3.2. Head Coach

When selecting the State Team Head Coach the Selection Committee will consider:

- a) Whether the applicant has satisfied all of the eligibility criteria.
- b) Previous experience on a WA State Team.
- c) Compatibility with other State Team members.
- d) Behaviour at previous State and National events.
- e) Whether the applicant is available to attend State Team Training.
- f) All other criteria outlined on the GWA Head Coach Nomination form.
- g) All criteria specific to Technical Regulations.
- h) If any applicant has any Gymnastics Australia (GA) Commitments at the event; this is required to be outlined in the application.

6.3. All other GWA State Team Positions Selection

(Including Athletes, Judges, Management, Chaperones & Coaches)

6.3.1. Selection Committee:

The Athlete Selection Committee shall comprise of:

- SMC Chairperson (Meeting Chair);
- Head Coach;
- GWA Gymsports Manager or GWA State Team Officer; and,
- Gymsports SMC Coaching Coordinator.
- **Gymsport SMC Judging Coordinator**

*Please note if any of the above members of the Athlete Selection Committee are related to a nominating athlete, they are to stand down from the committee and be replaced by a representative from the SMC which will be nominated by the SMC.
If this applies to the SMC Chairperson then the Head Coach will become the Meeting Chair.*

The Team Coach, Team Manager, Assistant Manager, Chaperone, Judge and Mentee position Selection Committee shall comprise of:

- SMC Chairperson (Meeting Chair);
- Head of Delegation;
- Head Coach;
- GWA Gymsports Manager or GWA State Team Officer;
- Gymsports SMC Coaching Coordinator; and,
- Gymsports SMC Judging Coordinator *(voting only on Judges)*.

Please note that if any of the above Selection Committee Members have applied for an above State team position, they must abstain from voting on that role. If it is the SMC Chairperson (the Meeting Chair) then the Meeting Chair role will be given to the GWA Gymsport Manager or GWA State Team Officer.

6.3.2. GWA Board of Directors

The Board of Directors is responsible for ratifying the State Team referred to it by the Selection Committee in clause 6.3.1.

The membership and quorum of the Board of Directors is defined within the Statement of Purpose and Rules of Gymnastics Western Australia.

Teams and Positions referred to the Board of Directors shall be ratified by majority vote of the members present at the meeting. Once ratified the Team shall be announced and members notified.

The Board of Directors may refuse to ratify one or more people from selection onto a State Team for one or more of the following grounds:

- a) The candidate does not meet the eligibility criteria.
- b) The candidate has previously brought the sport into disrepute or has acted in a way that a reasonable person would think would bring the sport into disrepute.
- c) Failure to comply with Gymnastics WA Policies and Procedures.
- d) Failure to have or applied for Working with Children's Check (*excluding athletes*).

If all candidates are ratified by the Board of Directors, the GWA Gymsports Manager shall be notified by email by the Executive Director.

If a candidate is not ratified by the Board of Directors the Executive Director shall notify the GWA Gymsports Manager by email as soon as practicable following the decision. The email shall include the Boards reasons for its decision.

Appeals against a refusal by the GWA Board to ratify an individual should be made pursuant to the GWA Grievance Policy.

6.3.3. Selection Criteria

6.3.3.1. Athletes

The selection criteria for State Team athletes can be found in the respective Gymsport Technical Regulations. Only athletes that satisfy all eligibility criteria will be eligible for selection onto a State Team.

6.3.3.2. Team Coach, Assistant Coach & Mentee Coaches

When selecting the State Team Coaches the Selection Committee will consider:

- a) Whether the applicant has satisfied all of the eligibility criteria.
- b) Previous experience on a GWA State Team.
- c) The number of coaches from WA permitted on the floor at the competition.
- d) Compatibility with other State Team members.
- e) Behaviour at previous State and National events.
- f) Whether the applicant is available to attend State Team training and meetings.
- g) Demonstrated ability or previous experience as a Coach.
- h) Any additional qualifications and/or skills that may contribute towards a successful team experience.
- i) Ability to meet requirements of job description, role & responsibilities.
- j) Any other criteria set out in the relevant GWA Gymsport Technical regulations.
- k) If any applicant has any Gymnastics Australia (GA) Commitments at the event; this is required to be outlined in the application.

6.3.3.3. Judges

When selecting the State Team Judges the Selection Committee will consider:

- a) Whether the applicant has satisfied all of the eligibility criteria.
- b) Previous experience on a GWA State Team.
- c) The number of judges from WA permitted on the floor at the competition.
- d) Compatibility with other State Team members.
- e) Behaviour at previous State and National events.
- f) Whether the applicant is available to attend State Team training and meetings (as required).
- g) Demonstrated ability or previous experience as a Judge.

- h) Any additional qualifications and/or skills that may contribute towards a successful team experience.
- i) Ability to meet requirements of job description, role & responsibilities.
- j) Any other criteria set out in the relevant GWA Gymsport Technical regulations
- k) If any applicant has any Gymnastics Australia (GA) Commitments at the event; this is required to be outlined in the application.

6.3.3.4. Team Managers, Assistant Managers & Mentee Managers

When selecting the State Team Manager and Assistant Managers the Selection Committee will consider:

- a) Demonstrated ability or previous experience as a Team Manager / Assistant Manager.
- b) Whether the candidate has the qualities of empathy, patience and initiative.
- c) The candidates ability to manage a number of tasks at once.
- d) Demonstrated leadership ability.
- e) Any additional qualifications and/or skills that may contribute towards a successful team's experience.
- f) All other criteria outlined on the GWA Team Manager Nomination form.
- g) Ability to meet requirements of job description, role & responsibilities.
- h) All criteria specific to Technical Regulations.
- i) If any applicant has any Gymnastics Australia (GA) Commitments at the event; this is required to be outlined in the application.

6.3.3.5. Chaperones

When selecting State Team Chaperones the Selection Committee will consider:

- a) Previous experience on a GWA State Team.
- b) Whether the candidate has the qualities of empathy, patience and initiative.
- c) The candidates ability to manage a number of tasks at once.
- d) Demonstrated ability or previous experience as a chaperone.
- e) Any additional qualifications and/or skills that may contribute towards a successful team experience.
- f) Compatibility with other State Team members.
- g) Whether the applicant is available to attend State Team training and meetings (as required).
- h) Behaviour at previous State and National events.
- i) Whether the applicant has satisfied all of the eligibility criteria.
- j) Ability to meet requirements of job description, role & responsibilities.
- k) If any applicant has any Gymnastics Australia (GA) Commitments at the event; this is required to be outlined in the application.

7. Announcement / Team Notification

For expedience the Selection Committee for each Gymsport will announce the preliminary State Team as soon as practicable following the final selection trial.

The Selection Committee shall announce the final team, following ratification by the Board of Directors.

8. Team & Travel Expenses

All outstanding team related expenses must be paid within seven (7) days of invoicing on team selection.

Team Members will be withdrawn from the team if all outstanding debts have not been paid.

9. Other Relevant Policies

Other relevant policies can be found on the GWA website at <http://www.gymnasticswa.asn.au>

GWA State Team Travel Policy
GWA Member Protection Policy
GWA Health Policy

10. Appeals Policy & Procedure

Please refer to the Gymnastics WA Appeals & Grievance Regulations
(*This includes injury petition appeals*).

11. Confidentially and Reporting

Gymnastics Western Australia's administration responsible for implementing this Policy will keep confidential, in line with the Privacy Policy, the names and details relating to complaints, unless disclosure is:

- necessary as part of the corrective process or
- required by law

12. Additions and Changes to Policy

Recommended changes to this policy may be submitted to Gymnastics Western Australia for consideration. Management will review the recommendations and forward to the GWA Board who have the authority to make any changes to this policy.

Should changes be accepted, the policy would be updated, dated, and circulated to members.

In addition, Gymnastics Western Australia is committed to ensuring all policies are up to date and reflect current times, therefore, reviews are undertaken annually.