

WAIS Swimming Scholarship Selection Guidelines, Criteria and Process

Approved by: Podium Performance Team Director

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1. Athlete Selection Guidelines

Selection for a WAIS Swimming scholarship will be based on the criteria outlined in Section 6.

Scholarship Objectives

The goals of WAIS athlete scholarships are to support enhanced athlete performance with the aim to:

- a) Maximise the WA contribution to Australian podium performances and
- b) Maximise WA representation on National teams at selected international competitions.

Scholarship Timeframe

WAIS Swimming scholarships will commence on 1st June concluding on 31st May annually.

Scholarship Categorisation

The athletes will be categorised according to their previous year's performances and other key selection criteria. Athlete categorisation will align with the National framework described in the table below:

Podium Pathway category	Description	Other category	Description
Podium	Athlete who had a medal performance at a world championship (or equivalent) event in the previous 24 months and is considered capable of a medal at the next world championship (or equivalent) event.		
Podium Ready	Athlete who placed fourth to eighth at the most recent world championship (or equivalent) event and is considered capable of progressing to Podium in the next two years		
Commonwealth Gold	Athlete who does not fit into the categories above but is considered capable of a gold medal at the 2018 Commonwealth Games.	International	Athlete who does not satisfy any of the Podium Pathway category criteria but has earned selection for the national senior team or squad preparing for the NSOs significant event.
Podium Potential	Athlete who is considered capable of progressing to at least Podium Ready in the next two years.		
Developing	Athlete who is considered capable of progressing to at least Podium Potential in the next two years.		
Emerging	Athlete who is considered capable of progressing to at least Developing in the next two years.		

Significant events are the Olympic Games, the FINA World Swimming and Open Water Championships and the Commonwealth Games.

Selection Process

All current WAIS scholarship holders will be automatically considered for selection.

Swimming Australia and Swimming WA may nominate additional athlete names and provide performance details regarding these athletes for consideration and assessment by the panel.

Swimmers not currently on scholarship who wish to be considered for scholarship must send a completed application form (Appendix 1) to WAIS Performance Team Director Michael Broadbridge (mbroadbridge@wais.org.au) by Tuesday 1st May 2018.

The selection meeting will occur in the first week of May annually.

The Swimming WA State Head Coach, WAIS Podium Performance Team Director and the Swimming Western Australia Performance and Development Manager will form a selection panel to review and select athletes against the Athlete Selection Criteria. If, for unforeseen circumstances, a panel member is unavailable, a proxy may be appointed with the approval of the remaining panel.

Coaches of athletes applying may be requested to compile and provide information or attend the selection panel meeting to give evidence in support of their athlete's application.

The WAIS Performance Team Director will recommend athletes for scholarship to the WAIS Executive Director.

The WAIS Executive Director will offer scholarships directly to successful athletes. Upon receiving the offer, athletes will be required to complete a variety of administration and medical requirements within 4 weeks. When all requirements have been completed, athletes will officially commence the full scholarship.

Athletes who have sent a nomination form and are unsuccessful will be notified by the WAIS Performance Team Director.

Special Circumstances

The Selection Panel may consider, at any time during the scholarship year:

- Athletes who are relocating from interstate and are Nationally categorised
- Athletes who achieve the performance criteria at a qualifying event (as per section 6)

2. Queries on Selection

Any questions concerning any aspect of selection must be in writing and addressed to the **WAIS Performance Team Director – Podium Sports within 14 days following notification.**

3. Appeal Process

If an athlete wishes to lodge an appeal about the selection outcome, this appeal is to be submitted in writing to the WAIS Performance Team Director.

Appeals will be reviewed thoroughly by the Selection Panel. The athlete will be advised of the outcome of the appeal in writing.

In the event that the athlete is unsatisfied with the outcome of an appeal, the appeal can be escalated by the athlete to the WAIS Executive Director, in writing. In this instance, the Performance Team Director will review the process followed by the selection panel and provide a further recommendation to the Executive Director. The Executive Director will then notify the athlete of the outcome of the appeal.

4. Cancellation of scholarship

An athlete scholarship may be cancelled if:

- The athlete informs the WAIS Performance Team Director – Technical Sports in writing of their wish to cancel their scholarship.
- The athlete fails to comply with the Athlete Scholarship Terms and Conditions.
- The WAIS Performance Team Director recommends the withdrawal of an athlete after review of the athlete's performance against scholarship selection criteria. Where the performance issue is considered a breach of the WAIS Athlete Code of Conduct procedures within the Athlete Code of Conduct will be followed.

In each instance;

- The Performance Team Director will recommend cancellation of scholarship to the Executive Director.
- The Executive Director will confirm cancellation of scholarship in writing to the athlete.

5. Athlete Eligibility Criteria

To be eligible for selection, swimmers must:

1. Be an Australian citizen
 - Swimmers with dual passports must intend to represent Australia.
 - If a WAIS scholarship holder chooses to swim for another country this would deem them ineligible to continue on a WAIS scholarship.
2. Meet the minimum performance criteria (if they are applying as a new scholarship holder - as per section 7).

6. Qualifying Events

Pool

Performances for selection will be considered from any event that meets the requirements outlined in the FINA Swimming Rules. Results for Olympic and Paralympic events only will be considered.

Open Water

Performances for selection will be considered from the Swimming Australia Open Water National Championships.

7. Athlete Selection Criteria

The following factors will be considered as part of the selection process:

1. PERFORMANCE

New scholarship athletes will need to meet the entry level performance standard outlined below:

Females 18 years or under and males 20 years or under as of 26 April 2018.

- Pool
 - Events up to a distance of 400m: swimmer has recorded a time at a qualifying event after January 1, 2018 that is within 7% of the fastest world time from 2017, or
 - 800m Freestyle: swimmer has recorded a time at a qualifying event after January 1, 2018 that is within 6% of the fastest world time from 2017, or
 - 1500m Freestyle: swimmer has recorded a time at a qualifying event after January 1, 2018 that is within 5% of the fastest world time from 2017, or
 - Member of the 2018 Australian National team for the Junior Pan Pacific Games.
- Paralympic
 - N/A
- Open Water
 - Placed 4-8 over the line (all Australian starters) at the 2018 SAL Australian Open Water Championships, with the final time within 1 minute of 1st place Australian finisher, or
 - Member of the 2018 Australian National team for the FINA Junior Open Water Championships

Females 19 years or over and males 21 years or over as of 26 April 2018.

All swimmers in the above age bracket that are not existing WAIS scholarship athletes will need to be a SAL Nationally categorised swimmer (Podium, Podium Ready, Podium Potential, International only) or meet the WAIS criteria below as a minimum standard to be considered eligible for a WAIS scholarship. Details regarding performance standards for SAL categorisation can be found in Appendix 2.

- Pool
 - Individual medallist at the SAL 2018 Australian Swimming Championships, or
 - Individual medallist at the FINA 2017 World Junior Championships, or
 - Ranked 17-25 in the world based on the 2017 World Rankings (2 per nation), or
 - Swum a time at a qualifying event that is equal to or better than 25th place in the 2017 World Rankings (2 per nation)
- Paralympic
 - Ranked 6-8 in the world based on the 2017 IPC Swimming World rankings (3/nation)
- Open Water
 - Placed 1-3 over the line (all Australian starters) at the 2018 SAL Australian Open Water Championships, with the final time within 30 seconds of 1st place Australian finisher

2. POTENTIAL TO PROGRESS

- a) Physical
- Body composition
 - Musculoskeletal assessment

- b) Technical
 - Performance history; athletes are required to demonstrate an upwards performance curve in their primary event
- c) Psychological
 - “Coachability” (communication, openness)
 - Engagement with training (commitment to plan, vigour, dedication, self-discipline, flexibility)
 - Management of the performance environment (competitiveness, ability to execute mental skills)
 - Mental skills (attention & emotional control, goal setting, decision making)
- d) External
 - Manages university, school or work without compromising training and/or performance
 - Is proactive in providing timely communication of training, camp and competition plans to the educational institution and/or work place to ensure neither external or training commitments are compromised
 - High level of communication between swimmer, family and WAIS

3. PERSONAL EXCELLENCE

- Athletes will be required to demonstrate a high level of commitment to training and competition programs
- In addition, athlete behaviour is expected to reflect the requirements of a high performance program, including
 - Exemplary discipline
 - A positive approach towards improvement
 - Respect for coaches, athletes and the program in general
 - Demonstrated behaviours aligned with WAIS values (People and Excellence)

Notes:

- Existing scholarship athletes will need to demonstrate positive progression in personal best times over a two year period and/or be selected on the National Team in order to remain on scholarship.
- Achievement of the Performance Criteria will not automatically result in scholarship selection. All three areas outlined above will be assessed equally when considering swimmers for scholarship selection.

APPENDIX 1 - WAIS SWIMMING SCHOLARSHIP APPLICATION FORM

The athlete completes the form and the coach must sign it. When the coach signs this form it means the coach is willing to engage with WAIS to assist with the final selection decision. This may include providing information about the athlete's potential to progress and personal excellence that will assist the selection panel to make an informed and fair judgement of the athlete's suitability for a scholarship.

Application Details

Name	
Date of birth	
Postal address	
Email address	
Phone - mobile	
Phone - home	
Education status	
Club affiliation	
Coach name and accreditation level	
Coach contact phone	
Coach email address	
Years coached by current coach	

Swimmer's Performance History

Year	Event	Time	% above World fastest time in previous year	National Ranking	Swim sessions per week	Km swum weekly
2018	1)					
	2)					
2017	1)					
	2)					
2016	1)					
	2)					

What is your ultimate goal in Swimming?

How do you believe that WAIS can help you achieve your goal?

Coach Comments:

Coach signature in support of the application: _____ Date: _____

APPENDIX 2 – SAL Categorisation

Podium Pathway Category		Description
Podium	AIS	<i>Athlete who had a medal performance at a world championship (or equivalent) event in the previous 24 months and is considered capable of a medal at the next world championship (or equivalent) event.</i>
	SAL	<ul style="list-style-type: none"> Athlete who had a medal performance in an individual Olympic or Paralympic event, at a World Championship, Olympics or Paralympics in the previous 24 months (inclusive of 2 benchmark events).¹ Finalist member of a relay team who had a medal performance in Olympic or Paralympic events, at a World Championship, Olympics or Paralympics at the most recent benchmark event.² <p>And considered capable of a medal performance at the next international benchmark event (Olympic/Paralympic Games or World Championships)</p>
Podium Ready	AIS	<i>Athlete who placed fourth to eighth at the most recent world championship (or equivalent) event and is considered capable of progressing to Podium in the next two years.</i>
	SAL	<ul style="list-style-type: none"> Individual or finalist member of a relay team, who placed 4th – 8th in Olympic or Paralympic events, at a World Championship, Olympics or Paralympics in the previous 12 months (most recent benchmark event). For years where there has not been an Olympic / Paralympic Games or World Championships within the last 12 months (2018), the following rankings for Pool and Para athlete based off the <i>Virtual World Championships</i>³ will be relevant: <ul style="list-style-type: none"> Individual swimmer ranked 1st – 8th Finalist member of a relay team ranked 1st – 8th⁴ <p>Note: For years where there has not been an Olympic / Paralympic Games or World Championships within the last 12 months (2018), Open Water athletes cannot attain a category higher than Podium Potential A⁵ (based on qualification for the benchmark team in an Olympic events) as there is no 'world' event and no way to rank the athlete performances at events such as World Cups.</p> <p>And considered capable of progressing to Podium in the next two years</p>
Commonwealth Gold	AIS	<i>Athlete who does not fit into the categories above but is considered capable of a gold medal at the 2018 Commonwealth Games.</i>
	SAL	N/A

1 Individual medallists who do not maintain a medal winning performance at the subsequent benchmark event and then fail to qualify for following benchmark team will be assessed at the Podium Potential B level after benchmark selection event.

2 Relay medallists who fail to qualify for the following benchmark team will be assessed at the Podium Potential B level after the benchmark selection event.

3 *Virtual World Championships

For the **Olympic Performance Stream**, the *Virtual World Championships* combines the results from the "A" final of Olympic events at the following Championships, limited to a maximum of two athletes per nation: 2018 Commonwealth Games, 2018 Pan Pacific Championships, 2018 European Championships, 2018 Asian Games, 2018 South American Championships

For the **Paralympic Performance Stream**, The *Virtual World Championships* combine the results of the "A" final of Paralympic events at the following Championships, limited to a maximum of two athletes per nation: 2018 Commonwealth Games, 2018 Para Pan Pacific Championships, 2018 European Championships, 2018 Asian Para Games.

4 Athletes categorised at the Podium Ready level who fail to qualify for the following benchmark team will be assessed at the Podium Potential B level after the benchmark selection event.

5 This excludes open water athletes that were a medallist in an Olympic discipline at the most recent benchmark event.

Podium Pathway Category		Description	
Podium Potential	AIS	Athlete who is considered capable of progressing to at least Podium Ready in the next two years.	
	SAL	A	<p>A Pool, Open Water or Para athlete who is a member of the current benchmark team (selected in an Olympic or Paralympic event), who also qualified for their first benchmark team within the last 24 months (two most recent benchmark teams)</p> <p>And considered capable of progressing to Podium Ready in the next two years</p>
		B	<p>A Pool, Open Water or Para athlete who did not qualify for the most recent benchmark team but who was a member of the previous benchmark team (selected in an Olympic or Paralympic event) and is still deemed as having potential to progress to Podium Ready level.</p> <p>A Pool or Para athlete who did not qualify for the most recent benchmark team but who has achieved a time in the current calendar year at the Australian Championships or a designated international meet that is ranked top 8 in the world (based on previous year 2/nation world rankings) for a Pool athlete, or top 5 in the world (based on previous year 3/nation world rankings) for a Para athlete.</p> <p>And considered capable of progressing to Podium Ready in the next two years</p>
International	AIS	Athlete who does not satisfy any of the Podium Pathway category criteria but has earned selection for the national senior team or squad preparing for the NSOs benchmark event.	
	SAL	A Pool, Open Water or Para athlete who is a member of the current benchmark team, but who has not progressed to and maintained Podium Ready category or higher within 24 months of making their first benchmark team.	
Developing	AIS	<p>N/A for WAIS scholarship categorisation –</p> <p>Please refer to performance criteria</p>	
	SAL		
Emerging	AIS		
	SAL		