

# Individual Athlete Program Selection Policy

**Owner:** Performance Team Director -  
National

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**Approved by:** CEO

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WESTERN AUSTRALIAN INSTITUTE *of* SPORT

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## 1. POLICY

Western Australian athletes who can contribute to the WAIS goals but do not train in a WAIS Sport Program, may be considered for a WAIS Individual Athlete Program (IAP) Scholarship or WA Connect Grant (WACG).

## 2. PURPOSE

To provide WA athletes considered capable of representing Australia at Olympic, Paralympic and World Championships and Commonwealth Games level with performance services and financial support to enhance their capability to achieve international success.

## 3. BACKGROUND

The stated purpose of WAIS is to enable Western Australian athletes to achieve international sporting success. This policy recognises that WAIS is unable to provide the daily training environment (DTE) for all WA athletes capable of achieving international success due a range of factors including;

- 3.1 The defined role of a WAIS Sport Program within a sports national high performance pathway.
- 3.2 The preferred and or required training location of an athlete.
- 3.3 The WAIS resources available to assist athletes.

The Individual Athlete Program (IAP) scholarship provides athletes with support which will include access to performance services and competition travel assistance.

The WA Connect Grant (WACG), provides assistance for athletes to remain connected to their WA family and friends by providing funding for return travel to WA.

## 4. STANDARDS

- 4.1 The IAP scholarship is separated into a summer cycle and winter cycle to reflect the differing sporting calendar.
- 4.2 All IAP and WACG athletes will need to apply annually for consideration.
- 4.3 The Selection Panel will consist of the WAIS Performance Team Directors and the Performance Services Program Manager.
- 4.4 The WAIS selection panel will determine athlete status as either an IAP or WACG athlete. The amount of time spent at the WAIS daily training environment (DTE) will be used as a guide to determine this.
- 4.5 Scholarship benefits will be awarded consistent with the WAIS Athlete Benefits Policy, the approved Individual Athlete Performance Plan (IAPP) and other WAIS policies. These benefits will only be activated upon completion of the WAIS IAP scholarship requirement process.
- 4.6 The total number of IAP scholarships and grant amounts available within any year will be limited by the resources allocated through the annual WAIS budget process.

## 5. ELIGIBILITY

- 5.1 Athletes must hold current Australian Citizenship. <sup>\*1</sup>
- 5.2 Athletes must satisfy general competition requirements as directed by the National Sporting Organisation (NSO), International Federation and Australian Olympic Committee or Paralympics Australia including, but not limited to, valid club affiliation and competition requirements.
- 5.3 Athletes must be eligible to qualify for the Australian Team at at the Olympic, Paralympic or Commonwealth Games and Senior World Championships (or equivalent).
- 5.4 The athlete must be nationally categorised by their National Sporting Organisation, at a minimum of Developing category or satisfy the requirements of the WAIS International category.
- 5.5 The athlete's application must be endorsed by their National Sporting Organisation.
- 5.6 The athletes' DTE must be approved by their NSO, either in Australia or overseas.
- 5.7 Athletes who are ineligible for dAIS<sup>\*2</sup>, for reasons including but not limited to country of residence and income earned per annum, are ineligible to receive the financial component of the WACG. Athletes ineligible for dAIS, however, are eligible for the service component of the WACG.

<sup>\*1</sup> Athletes may be considered for WAIS Scholarship or WA Connect Grant if they can provide written confirmation from the Australian Government (Department of Home Affairs) that they will hold valid Australian Citizenship within a specified timeframe, at the discretion of the Performance Team Director.

<sup>\*2</sup> Information on dAIS can be found here:

[https://www.sportaus.gov.au/grants\\_and\\_funding/dais\\_athlete\\_grants](https://www.sportaus.gov.au/grants_and_funding/dais_athlete_grants)

***WAIS reserves the right to deselect athletes, at any point during the scholarship period, should the athlete no longer meet the aforementioned eligibility criteria.***

## 6. SELECTION CRITERIA

- 6.1 Athletes will be selected based on the following criteria:
  - 6.1.1 The athlete's national athlete categorisation level approved by the AIS.
  - 6.1.2 The athlete's ability to achieve and/or maintain National representation in a Commonwealth Games, Olympic or Paralympic event.
  - 6.1.3 Key Result Areas<sup>\*3</sup>:
    - 6.1.3.1 Competition Performance
    - 6.1.3.2 Potential to Progress
    - 6.1.3.3 Demonstration of WAIS Values and Elite Athlete Conduct<sup>\*4</sup> and Champion Behaviours

<sup>\*3</sup> Definitions of Key Result Areas are listed in the WAIS Athlete Planning, Monitoring and Management Policy

<sup>\*4</sup> WAIS Values and the 'Guiding Principles for Elite Athlete Conduct' as outlined in the WAIS Athlete Code of Conduct

***WAIS reserves the right to deselect athletes, at any point during the scholarship period, should the athlete no longer meet the aforementioned selection criteria.***

## **7. APPLICATION AND SELECTION PROCESS**

- 7.1** Through open advertisement WAIS will electronically call for IAP scholarship applications biannually, to accommodate for summer and winter sport seasons.
- 7.2** A Selection Panel will be formed to assess, categorise applications as IAP or WACG and prioritise. WAIS will contact the NSO of eligible athletes to validate and prioritise applicants. The panel will then finalise WACG recommendations and select provisional IAP athletes.
- 7.3** The Performance Team Director - National will make WACG recipients recommendations to the WAIS Chief Executive Officer who will consider and approve as required.
- 7.4** All provisional IAP athletes will be offered the opportunity to complete a WAIS IAPP within four weeks. Based on the Performance Services Program Manager evaluation of the IAPP, recommendations of scholarship will be made by the Performance Team Director – National to the WAIS Chief Executive Officer who will consider and approve as required. Current IAP athletes who have been offered provisional IAP will have access to the WAIS facility and service providers as per their existing scholarship, though remain subject to the same timeframes for the development of a new IAPP.
- 7.5** Failure to complete an approved IAPP within the allotted timeframe may result in termination of the shortlist IAP scholarship offer.
- 7.6** All applicants will be notified of the WAIS decision on their application by electronic mail.

## **8. IAS SCHOLARSHIP FINALISATION PROCESS**

- 8.1** All athletes offered an IAP scholarship must complete the medical and administrative requirements within three (3) weeks of offer.
- 8.2** Failure to complete all medical and administrative requirements within the allotted timeframe may result in termination of the scholarship offer.

## **9. WACG OFFER FINALISATION PROCESS**

- 9.1** All athletes offered a WA Connect Grant must complete the Grant administrative requirements within three (3) weeks of offer.
- 9.2** Failure to complete all administrative requirements within the allotted timeframe may result in termination of the WA Connect Grant offer.

## 10. APPLICATION & SCHOLARSHIP DATES

### Summer Sport Athletes\*

The application process is as follows:

- |   |                              |
|---|------------------------------|
| • IAP applications open on the WAIS website                       | September 2019               |
| • Athletes to have completed and submitted the online application | October 2019                 |
| • WAIS to confirm all applications with the appropriate NSO       | October 2019                 |
| • Applicants notified via email                                   | October 2019                 |
| • Shortlisted athlete IAPP's due at WAIS                          | November 2019                |
| • IAS athletes confirmed via email                                | December 2019                |
| • Commencement of 2020 Individual Athlete Program                 | 1 <sup>st</sup> January 2020 |

### Winter Sport Athletes\*

The application process is as follows:

- |   |                           |
|---|---------------------------|
| • IAP applications open on the WAIS website                       | February 2020             |
| • Athletes to have completed and submitted the online application | March 2020                |
| • WAIS to confirm all applications with the appropriate NSO       | March 2020                |
| • Applicants notified via email                                   | March 2020                |
| • Shortlisted athlete IAPP's due at WAIS                          | April 2020                |
| • IAS athletes confirmed via email                                | May 2020                  |
| • Commencement of 2020 Individual Athlete Program                 | 1 <sup>st</sup> June 2020 |

*\*dates are subject to change*

## 11. QUERIES ON IAP SELECTION

Any questions concerning any aspect of selection must be in writing and addressed to the nominated **WAIS Performance Team Director - National** within **14 days** from notification of **unsuccessful application**.

## 12. APPEAL PROCESS

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

Appeals will be reviewed 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 Chief Executive Officer, in writing. In this instance, the Performance Team Director – National will review the process followed by the selection panel and provide a further recommendation to the Chief Executive Officer. The Chief Executive Officer will then notify the athlete of the outcome of the appeal.

## 13. CANCELLATION OF SCHOLARSHIP

An athlete scholarship may be cancelled via the following 2 methods:

*Athlete initiated* - An athlete wishing to withdraw from IAP may do so at any time by informing their WAIS Performance Team Director in writing.

*WAIS initiated* - An athlete's program scholarship may be suspended or terminated where he or she breaches the WAIS Athlete Code of Conduct or the Athlete Scholarship Terms and Conditions during the period of the scholarship or grant.

***WAIS reserves the right to deselect athletes, at any point during the scholarship period, should the athlete no longer meet the aforementioned selection and/or eligibility criteria. The process of deselection is bound by the WAIS Athlete Transition Policy.***

In each instance;

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

## 14. RESPONSIBILITIES & ACCOUNTABILITIES

Staff Member	Responsibility
Chief Executive Officer	<i>Approval of selection recommendations</i>
Performance Team Director - National	<i>Chair the selection panel and oversee selection recommendations</i>
Performance Services Program Manager	<i>Operate the selection process</i>
Performance Enhancement Coordinator	<i>Coordinate the selection process</i>

## 15. ATHLETE CATEGORIES

All athletes are categorised according to the WAIS athlete categorisation framework (WAIS athlete selection and categorisation policy). This categorisation framework is part of a national standard endorsed by the State Institutes and Academies of Sport.

Podium Pathway category	Description
<b>Podium</b>	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.
<b>Podium Ready</b>	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
<b>Commonwealth Gold</b>	Athlete who does not fit into the categories above but is considered capable of a gold medal at the Commonwealth Games.
<b>Podium Potential</b>	Athlete who is considered capable of progressing to at least Podium Ready in the next two years.
<b>Developing</b>	Athlete who is considered capable of progressing to at least Podium Potential in the next two years.
<b>Emerging</b>	Athlete who is considered capable of progressing to at least Developing in the next two years. <b>NOT ELIGIBLE FOR IAP or WA CONNECT GRANT.</b>
Other Categories	Description
<b>International</b>	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.

**NOTE - EMERGING INTERNATIONAL CATEGORY ATHLETES IN A NON-WAIS SPORT PROGRAM ARE NOT ELIGIBLE FOR IAP SCHOLARSHIPS AND GRANTS.**

## 16. LINKAGE TO OTHER POLICIES

WAIS Strategic Plan

WAIS Athlete Categorisation and Selection Policy

WAIS Athlete Benefits Policy

WAIS Athlete Planning, Monitoring and Management Policy

WAIS Athlete Agreement