

WAIS Water Polo Athlete Selection Guidelines, Criteria and Process

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1. Background

WAIS caters for the development and support of WA Water Polo athletes currently identified in Australian National Squads (Senior, Junior and youth) and/or considered capable of progressing to the highest representative levels of their sport through world-class coaching, training, facilities and support services to improve athlete competitive performance.

There are two types of scholarships available to these identified WA Water Polo players

- 1) WAIS Men and Women's Sport Program scholarships for athletes who spend the majority of the year in the WAIS Daily Training Environment (DTE).
- 2) Individual Athlete Scholarships for the Men's or Women's program athletes who spend the majority of the year outside the WAIS DTE.

2. Objectives

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

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

3. Scholarship Year

Water Polo Men's and Women's Scholarships will commence on approximately the **1st November** concluding on the **30th September** annually.

4. Selection Eligibility

Any athlete gaining a scholarship will have successfully competed in WPWA, WPA and/or FINA sanctioned events. An athlete who does not reside in WA but is eligible to represent WA at National Championships may also be selected.

All athletes must be Australian citizens.

Athlete benefits will vary between scholarship categories. *(See below Scholarship Classification).*

5. Selection Guidelines, Criteria & Process

The WAIS Water Polo Program Selection Guidelines, Criteria and Process will be ratified by the Joint Management Committee representatives from WAIS, Water Polo Australia and Water polo Western Australia.

Athlete selections will be considered by a Selection Panel consisting of:-

- WAIS Performance Team Director (acting as Chairman)
- National Head Coach
- High Performance Manager of Australian Water Polo
- Water Polo Western Australia delegate

The Selection Panel will select athletes against a criteria comprising of competition outcomes, potential to progress and personal excellence (as defined in the WAIS Athlete Performance Planning and Monitoring Policy). The athlete selection matrix will be informed by, the panel members, additional data gathered from the National Age and Senior Coach as well as Western

Australian Club Coaches and from WAIS service providers where appropriate. Once the panel has considered these factors, athlete names will be recommended to the WAIS Executive Director for endorsement. 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. All new athletes be required to attend an interview with the Head Coach and Personal Excellence. New athletes will also commit to completing a food diary and a psychological assessment/survey.

A scholarship to the Water Polo Program is not confirmed until the athlete has signed the WAIS Athlete Agreement and completed the relevant medical and musculoskeletal screening process.

Athletes may be offered a scholarship, spaces permitting, at any time, if the Selection Panel agrees athletes meet relevant performance criteria as set out in the Selection Criteria.

6. 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 by the WAIS Performance Team Director.

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 review the process followed by the selection panel and the recommendation of the Performance Team Director and notify the athlete of the outcome of the appeal in writing.

6.1 De-selection Process

Athlete initiated - An athlete wishing to withdraw from the Program may do so at any time by informing their WAIS Performance Team Director and/or Coach in writing.

Coaches initiated - The WAIS Coach may recommend to the Selection Panel the withdrawal of an athlete's scholarship after a formal review or at any other time deemed necessary, based on the athlete's current and future performance, commitment and potential to achieve the program's objectives.

WAIS initiated - An athlete's program scholarship may be suspended or terminated where he or she breaches the WAIS Athlete Agreement.

7. Athlete Selection Criteria

Athletes will be eligible for selection based on their performance relative to selection criteria and conditions listed below. It should be noted that satisfaction of the criteria and conditions does not automatically guarantee Selection.

There will be a finite number of WAIS Scholarships offered each year, and will depend on available resources available to the program, including coach athlete ratios.

Athletes will be selected on the following factors:

1. **Performances** – Competition outcomes at Domestic and International tournaments
2. **Potential to Progress** -
 - Physical characteristics and physiological testing (National Program Protocols, technical proficiency, coach-ability, psychological factors)
 - Commitment to training and achieving required Individual Athlete Performance Plan goals and targets (IAPP)
 - Health, fitness and injury status.
3. **Champion Behaviours** - Combination of organisation, attitude, support systems and life balance that supports stability and consistency of athletic performance. Assessment of their values and conduct, in and out of the pool.

4. Scholarship Categories

The athletes will be considered and ranked according to their previous year's performances and assessment using the Water Polo selection framework. A schedule of benefits will be defined and offered for each scholarship category. These categories are generically defined by WAIS as the following:

Podium Pathway 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.
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.
Other Categories	Description
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 benchmark event.