DOCUMENT TITLE	Athlete Selection and Deselection Policy				
DOCUMENT OWNER	High Performance Director		DOCUMENT APPROVER		CEO
DATE APPROVED	05/06/2026	DOCUMENT VERSION	2.0	REVIEW DUE DATE	June 2029
Warning – uncontrolled when printed. This document is current at the time of printing and may be subject to change without notice.					

Athlete Selection and Deselection Policy

PURPOSE

The Western Australian Institute of Sport (WAIS) selects and deselects athletes for scholarship to achieve its goal of supporting athletes to Win Well at Olympic, Paralympic, and Commonwealth Games.

This policy provides a framework which is consistent with the national athlete categorisation framework endorsed by the National Institute Network.

SCOPE

This policy applies to all current and prospective WAIS athletes.

POLICY

1. Scholarships are offered for the duration of the current Olympic/Paralympic cycle, are aligned with WAIS resources and Program capacity. Scholarships are proactively reviewed throughout the cycle.
2. Athlete selection and deselection will follow the standard process outlined in this policy for each of the WAIS Program sports, using the relevant sport-specific standards and criteria aligned to the Australian Institute of Sport approved national categorisation framework.
3. Sport specific selection and performance standards and benchmarks will be reviewed and confirmed prior to the scholarship selection process commencement for the program's next scholarship year. See Appendix 2 Sport Program Scholarship Year Dates.
4. WAIS will make selection and deselection decisions based on the Athlete Success Factors described in Clause 21 and any strategic or operational requirements.
5. Panel reviews with the High Performance Director will occur at least annually.
6. This policy will be made available to the public via the WAIS website and other means as deemed appropriate.

Categorisation

7. All scholarship athletes will be categorised by their National Sporting Organisation (NSO) according to the National Framework set out in Appendix 1 Athlete Categories of this policy.

Eligibility and Nomination

8. To be eligible for nomination or considered for selection, an athlete must:
    a) be an Australian citizen;
    b) be affiliated with the sport's national governing body;
    c) be eligible to qualify for the Australian team at the Olympic, Paralympic, Commonwealth Games;
    d) be committed to competing for Australia if selected to do so;
    e) be nationally categorised by their NSO, or endorsed as a likely current cycle Pinnacle Event Representative;
    f) Para-athletes must be internationally classified
    g) in the case of a nomination for the Individual Athlete Program (IAP):
        i. be categorised at Developing level or above, or identified as a Representative athlete at a current cycle Pinnacle Event; and
        ii. have their nomination endorsed by the relevant NSO.

h) Athletes must be registered to compete for Western Australia or a Western Australian club recognised by the sport's state or national organisation.

9. In exceptional circumstances, the High Performance Director can grant an exemption for Clauses 8(e), (f), (g), or (h) if there is capacity in the relevant programs.
10. Athletes in the process of applying for Australian citizenship may request an exception to the requirement in Clause 8(a) by a written application to the High Performance Director supported by the relevant NSO. Exceptions under this clause may be granted by the High Performance Director at their absolute discretion.

Temporary or Intermittent Interstate Basing

11. Athletes who are temporarily or intermittently based interstate for training, competition, education, employment or other approved purposes may be considered for ongoing WAIS scholarship support where WAIS determines that:
    a) the athlete returns to Western Australia for a minimum of six months per year:
    b) the athlete maintains a meaningful connection and engagement with the WAIS program; and
    c) WAIS can provide impactful support that closes identified performance gaps required for podium-level performance.

Overseas Residence

12. Athletes who permanently reside overseas are not eligible for WAIS scholarship support.
13. Athletes who are temporarily reside overseas may be considered for scholarship support for the period they return to WA where:
    a) the athlete returns to Western Australia for a minimum of six months per year:
    b) the athlete maintains meaningful connection and engagement with the WAIS program; and
    c) WAIS can provide impactful support that closes identified performance gaps required for podium-level performance.
14. Categorised athletes based overseas who periodically return to Western Australia may access agreed services and support through a Visiting Athlete Agreement approved by WAIS.
15. Exceptions can be considered and approved by the HPD where an athlete returns to Western Australia for at least four months per year, provided support required to achieve the performance objectives is in place at the athlete's temporary training location.

Permanent or Long-Term Interstate Relocation

16. Athletes who permanently relocate, or establish a long-term primary residence, outside Western Australia are not eligible for WAIS scholarship support. Where appropriate, WAIS may support the athlete to transition to, and seek scholarship support from, the relevant State Institute or Academy of Sport (SIS/SAS), subject to that organisation's eligibility requirements and selection processes.

Scholarship Type

17. Eligible athletes may be selected for one of the following scholarships:
    a) WAIS Sport Program Scholarship (SPS): the scholarship holder is coached by a WAIS employed coach in their relevant sport and receives performance support services.
    b) WAIS Individual Athlete Support (IAS) Scholarship: the scholarship holder is not coached by a WAIS employed coach and receives performance support services.

Selection and Deselection

18. Athletes in WAIS program sports may be nominated for selection by:
    a) the relevant Sport Program Head Coach; or
    b) the National Sport Organisation.

19. An athlete may be nominated for deselection by:
    a) themselves, for any reason;
    b) the Sport Program Manager, if;
        i. the national body has advised that the athlete is not performing, has been de-categorised. or is not of national interest to the sport;
        ii. the coach has advised that the athlete's performance, conduct, commitment and/or potential to achieve the program's objectives are not meeting the applicable general or individual targets; or
    c) WAIS if, in its opinion, the athlete has engaged in conduct that breaches the Athlete Agreement Terms and Conditions and/or WAIS' policies and procedures.

20. WAIS will endeavor to advise athletes when their scholarship is at risk, and clear guidance will be provided on adjustments needed to maintain their scholarship e.g. performance, behaviour, potential.

Selection panels

21. Selection panels will:
    a) be chaired by the relevant Sport Program Manager;
    b) consist of:
        i. for Sport Programs - the Sport Program Manager (Chair), the NSO High Performance Director or Pathway Manager as appropriate, the State Sport Organisation Performance Director or equivalent;
        ii. for Individual Athlete Programs – the Sport Program Manager (Chair), the Individual Scholarship Manager, and the Performance Support Manager;
    c) assess the athlete's performance against the athlete success factors and individual targets contained within the athlete's performance plan;
    d) make recommendations to the High Performance Director as to whether each nominated athlete should, be selected or deselected; and
    e) record the recommendations made and the basis for the recommendation for each nominated athlete it considers on the Athlete Management System. Recommendations must be confirmed by each member of the selection panel in writing.

22. WAIS employed coaches and any person nominating the athlete for selection or deselection are not eligible to vote on athlete selection/deselection decisions.

23. Any actual, potential or perceived conflict of interest will be managed in accordance with the Conflict of Interest Policy.

24. The selection panel may, at its absolute discretion, recommend a scholarship for part of the scholarship year or for some other period if:
    a) the athlete is relocating from interstate and is nationally categorised; or
    b) for any other sufficient reason.

25. Where the selection panel exercises its discretion under Clause 18 above, it must provide its reasons for doing so to the High Performance Director.

26. The High Performance Director may stipulate conditions to scholarship approval based on the panel recommendation. Any conditions of approval must be documented in the Athlete Management System.

Athlete success factors

27. The selection panel will assess nominated athletes for selection or deselection against the following athlete success factors:
    a) potential to contribute to program outcomes (see Appendix Two);
    b) gaps to podium and NSO What It Takes To Win and Athlete Development frameworks;
    c) targeted representation at the Benchmark Event for the upcoming year;
    d) likelihood of podium performance, or representation at the current or next cycle Pinnacle Event;
    e) progress against performance objectives contained in an applicable Individual Athlete Performance Plan;
    f) the athlete's attitude and conduct in accordance with expectations set out in the Athlete Agreement Terms and Conditions, the Athlete Code of Conduct and behaviours exemplifying the guiding principles of elite athlete conduct as per the Athlete Performance Management Policy.

Notification of outcomes

28. Athletes will be notified in writing about the outcome of selection and deselection decisions.

Appeals

29. An athlete may lodge an appeal against the outcome of their nomination for selection or deselection by written application to the CEO.
30. An appeal under this clause must be lodged within seven (7) days of the date of the written notification under Clause 22.
31. The athlete's written application for an appeal must include details of the reasons why the athlete disagrees with the outcome of their nomination for selection or deselection and any supporting documentation.
32. The CEO will appoint an Appeals Administrator to manage the appeal process.
33. The Appeals Administrator appointed under Clause 26 may:
    a) recommend to the CEO confirmation or change to the outcome of the selection or deselection decision; or
    b) recommend to the CEO that the decision is sent back to the selection panel for reconsideration with any specific directions they think necessary.
34. The appeal will be decided by the CEO and their decision is final.
35. The CEO will advise the athlete of the outcome of their appeal in writing.
36. To avoid doubt, any failure of the selection panel to comply with the procedure set out in this Policy will not, in and of itself, mean that the outcome of the selection or deselection decision should be changed.

FEEDBACK AND CONTINUOUS IMPROVEMENT

37. We actively seek feedback on our policies and procedures from staff, contractors, athletes and athletes' families.
38. Any changes to policies or procedures and feedback received will feed into our continuous improvement process.

REVIEW

39. This policy will be reviewed every four years, aligned with the Olympic and Paralympic cycle. If at any time the policy is no longer appropriate in its current form, it will be reviewed immediately.
40. Any necessary revisions will be made in consultation with stakeholders.

LEGISLATION AND FRAMEWORKS

WAIS Strategic Plan 2025-2032

RELATED DOCUMENTS

The following documents support the implementation of this policy:
Athlete Performance Support Policy
Athlete Agreement Terms and Conditions
Athlete Benefits Policy
Athlete Code of Conduct
Conflict of Interest Policy

DEFINITIONS

Athlete: means current, former and prospective athletes in relation to their selection and deselection from a WAIS sport program.

Eligible athletes: means an athlete who is eligible under Clause 8 of this policy.

Selection: means selection for a scholarship in a WAIS sport program.

VERSION HISTORY

Version	Submitted By	Date	Approved By	Date	Details
1.4			CEO	08/08/2017	Policy updated
1.5			CEO	26/10/2020	Policy Updated
1.6			CEO	01/09/2021	Policy Updated
2.0	High Performance Director	14/05/2026	CEO	05/06/2026	Reformatted to new policy format. Removed “categorisation" from title. Incorporated clauses previously only in the separate sport-specific selection policies to ensure consistency of nomination, selection and deselection across sports. Separate sport-specific policies have been rescinded. Addition of Conflict of Interest requirements. Addition of interstate and overseas residence clauses. Minor changes to reflect new WAIS organisational structure.

APPENDIX ONE

CATEGORISED ATHLETES

CURRENT CYCLE ATHLETES		
PERFORMANCE CATEGORIES	**Podium:** Performance Confirmation	Medalled at pinnacle event or has been the World #1 or medalled at a World Championship event (in current cycle Pinnacle Event/discipline) in the past 24 months and demonstrates a trajectory capable of winning a medal at current cycle pinnacle event aligned to the WITTW as referenced in the NSO athlete performance matrix.
	Podium Ready: Performance Ready	Displays performance capability aligned with WITTW, demonstrating a trajectory capable of winning a medal at current cycle Pinnacle Event as referenced in the NSO athlete performance matrix.
	Podium Potential: Performance Potential	Displays performance capability to qualify and compete in current cycle Pinnacle Event, contributing to inspiration and wellbeing outcomes AND performance capability is aligned to WITTW demonstrating a trajectory capable of podium performance as referenced in the NSO athlete performance matrix.

FUTURE CYCLE ATHLETES		
DEVELOPMENT CATEGORIES	**Developing:** Athlete Development Verification	Displays performance potential aligned with WITTW and demonstrates a trajectory capable of contributing to future (next) cycle outcomes as referenced in the NSO athlete performance matrix.
	Emerging: Athlete Development Confirmation	Displays performance progression informed by the sport specific athlete development framework as it relates to WITTW for future cycle outcomes as referenced in the NSO athlete performance matrix.

OTHER RECOGNISED PATHWAY ATHLETES

CURRENT CYCLE ATHLETES	
Representative: Pinnacle Event Selection	Athletes identified as having the potential to be selected to represent Australia at the CURRENT cycle Olympic Games, Paralympic Games or Commonwealth Games who will contribute to HP2032+ Strategy outcomes of wellbeing and inspiration.

APPENDIX TWO

SPORT PROGRAM SCHOLARSHIP YEAR DATES

Sport Program	Program Information	New scholarship commencement dates
Athletics	**Outcome:** Pinnacle Event selection **Scholarship types supported:** SPS and IAS **Representative athletes supported:** Subject to program capacity	1 August
Canoeing	**Outcome:** Graduation (sprint); Pinnacle Event selection (Para) **Scholarship types supported:** SPS **Representative athletes supported:** Subject to program capacity	1 May
Cycling	**Outcome:** Graduation (Olympic disciplines); Pinnacle Event selection (Paralympic disciplines) **Scholarship types supported:** SPS and IAS **Representative athletes supported:** Subject to program capacity	1 June
Hockey	**Outcome:** Graduation **Scholarship types supported:** SPS **Representative athletes supported:** N/A	1 July
Rowing	**Outcome:** Graduation (classic rowers); Pinnacle Event selection (Coastal rowers) **Scholarship types supported:** SPS and IAS **Representative athletes supported:** Subject to program capacity	1 November
Sailing	**Outcome:** Graduation (target classes with designated national squad); Pinnacle Event selection (target classes without designated national squad) **Scholarship types supported:** SPS **Representative athletes supported:** Subject to program capacity	1 December
Swimming	**Outcome:** Pinnacle Event selection **Scholarship types supported:** SPS and IAS **Representative athletes supported:** Subject to program capacity	1 November
Women's Basketball	**Outcome:** Graduation (pathway athletes); Pinnacle Event selection (Elite and professional athletes) **Scholarship types supported:** SPS **Representative athletes supported:** Subject to program capacity	1 March
Wheelchair Basketball	**Outcome:** Pinnacle Event selection **Scholarship types supported:** SPS **Representative athletes supported:** Subject to program capacity	1 March
IAP	**Outcome:** Pinnacle Event selection **Scholarship types supported:** IAS **Representative athletes supported:** Resource dependent	1 March