

POLOCROSSE ASSOCIATION OF WESTERN
AUSTRALIA

SELECTION POLICY

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Philosophy

The Polocrosse Association of Western Australia (PAWA) aims to send competitive teams to participate in the Australian National Polocrosse Championships, which are held every two years, on a rotational basis, throughout the states and territories of Australia along with any other invitational Interstate Competition e.g. Barastoc. The mandate of the Western Australian selectors is to assess each nominee in a fair, equitable and independent manner.

The framework of this Document has been prepared using the skills, knowledge and expertise of both players and selectors and has been formulated with the intention that the Document is reviewed on a regular basis and changes made accordingly to define outcomes.

The objective is to cover all the known aspects of the selection process, bearing in mind that there will be situations arising that are not covered by the Document. In such instances it is hoped that common sense solutions will be found by those delegated the responsibility of overseeing the selection process with a duty of care whilst maintaining the well-being of the sport.

All nominees wishing to be considered for selection in a State Polocrosse team must:

- Be an affiliated member of an affiliated club in Western Australia.
- Complete the nomination form via the online database

Player Eligibility

All players must adhere to the PA Player Eligibility Guidelines to be considered for selection.

Review of the Selection Policy

Following the end of each Australian National Polocrosse Championships, the current and any newly appointed State Selectors will meet to debrief and discuss how the Selection process can be improved in future years.

Policy Review and Amendment Dates:

1. 01/06/2017
2. 02/05/2019
3. 20/04/2022
4. 13/04/2023
5. 05/02/2025

Nomination Process for the Australian National Championships

- Nominations for Players, Coaches, Managers, and the Overall State Team Manager are to be completed via the national database.
- Nominations for Players will extract the following information from the database:
 - Name, address, and contact details of the nominee.
 - Date of birth and gender
 - Nominated horse(s) - including a description. If the nominated horse is owned by anyone other than the player nominating, then the horse owner's permission must be provided.
 - Nominees under the age of 18yo require the signature or proof of permission from a parent or guardian to nominate.
 - For Masters, Intermediate and Junior Players, a copy of the nominee's birth certificate must be provided to the SEO at the time of nomination.
- Nominations will open 6 weeks prior to the first selection tournament and will close 5 days prior to the first Selection Tournament (Or at a time to be determined by the PAWA Executive).
- No late nominations will be accepted unless insufficient nominations are received for a division. In the event of this occurring the Director of Selectors (DOS) or the PAWA Executive reserves the right to accept a late nomination under extenuating circumstances or on a case-by-case basis.
- A list of nominees is to be in the hands of the Selectors prior to the first selection tournament.
- PAWA has the right to reopen nominations via the national database. The PAWA State Executive Officer (SEO) will acknowledge the receipt of nomination within 48 hours.

Nomination Fee

PAWA Executive may set a nomination fee prior to the selection period. Nomination fees from successful nominees will be retained by PAWA to cover Nationals expenses. Should further expenses occur related to players' participation in the Nationals, those costs will be invoiced to the players. Nomination fees from unsuccessful nominees may be refunded either in part or in full.

Selection Process for the Australian National Championships

Selection of Nationals Teams will be based on player and horse performance at selection tournaments. Selectors will utilize the skills listed under the Player Assessment Criteria and their best judgment to determine how to form the best available team in each division. When nominating for selection your age will determine the division you will be considered for.

Teams will be selected for the following divisions:

- Open Division – Men, Women followed by Open Mixed, followed by Masters.
- Intermediate Division – Intermediate Men, Intermediate Women followed by Intermediate Mixed – Order of team selection may be at discretion of selectors as per below.
- Junior Division – Junior Boys, Girls followed by the Junior Mixed – Order of team selection may be at discretion of selectors as per below.
- Master nominees may nominate for master's only.

It is preferred that players are selected in their age category as determined by the rulebook. Selectors are to use their discretion in selecting a player in a grade higher than their age division for Juniors and Intermediates and must be able to prove the capacity of that player to play in the higher grade. Selectors in both affected grades are to communicate with the DOS in this instance.

Selection Tournaments

Nominated Players will be assessed by Selectors at the following tournaments:

- Zone Championships
- Club Championships
- And any other nominated tournament

- The Club and Zone Championships are to be held on a rotational basis across the three (3) zones, to allow all zones the opportunity to host the Club Championships. The host club must meet the Championship Guidelines to host the Club Championships. (Available in a separate document)
- Selection tournaments are to be across all 3 zones i.e. no zone is to hold 2 selection tournaments
- The tournaments are to be held within a six (6) week period to allow for fair and equal opportunity for all players to attend.
- It is recommended that nominees play all three (3) selection tournaments. A valid reason for not playing at any selection tournament must be submitted, in writing, to the PAWA SEO and the DOS.
- At the end of the three (3) selection tournaments the teams in each division will be announced as soon as practical and no later than one (1) week from the final selection tournament.

Player Assessment Criteria

All nominated players will be assessed by the selectors using a selection of the following categories:

- Player skill level
- Horsemanship, including ability to play different horses with minimal effect on performance
- Player fitness level
- Horse fitness level
- Horse skill level
- Tactical skills
- Position play
- Team cohesion
- Presentation of horse/player
- Sportsmanship
- Versatility (ability to play in various positions)
- Accountability (the obligation of an individual to account for their actions and activities and to disclose the results in a transparent manner)
- If applicable, past performance in WA representative teams

- When teams are announced the horse/s on which that player has been selected will also be announced.
- Successful players will also receive written confirmation of their selection and the selected horse.
- If, 2 weeks or more, from the commencement of the competition, a horse or player is no longer available or there is a reversal of form then the affected player's position in the team is to be reviewed by the selectors in consultation with the coach.
- If a player withdraws after the teams are announced, then the selectors and coach will appoint the replacement player included in the affected team based on selection reports.
- If a player is injured during the competition or immediately prior to its commencement, it is at the coach's discretion on how best to replace that player.
- Players must notify the DOS prior to the commencement of the selection tournaments if they are playing their second nominated horse or a new horse. The DOS will then inform the selectors of which horse the player has selected to play.

- Players that have been nominated with more than 1 horse MUST play the second horse for 1 of the 3 selection tournaments, for that horse to be considered for inclusion at the announcement of the successful teams.
- If a player needs to change the horse that they have been selected and named on, the player must notify the Director of Selectors as soon as possible.
- If a horse is changed the player will then be reassessed by the selectors and coach as to whether the player's position within the team is still available.
- The selectors may choose to reselect someone from the unsuccessful nominees to fill that vacant team position.
- The successful player will then be advised of their selection into the team by the DOS.

Grievance

Except as provided for in this policy there is no right of appeal against any decision of the selectors. An aggrieved nominee may lodge a grievance in writing with the DOS. This may be for any alleged failure of the selectors to comply with the procedures set down in this policy or any other matter. The DOS shall consider the written grievance in good faith and investigate as the DOS deems necessary. Once the grievance is reviewed, a determination will be made and communicated to both the nominee and the selectors. The nominee should not raise grievance directly with the selectors; all correspondence must be directed to the DOS.

Veterinary Checks

Veterinary checks may be called for during the selection process, the lead up to the competition or during the competition by:

- The DOS
- The team coach

A veterinary certificate must be produced by the player at the time specified by the DOS and the cost of the veterinary certificate will be borne by the player.

Player Medical Clearance

A medical clearance may be called for during the selection process, the lead up to the competition or during the competition by:

- The DOS
- The team coach

A medical clearance must be produced by the player at the time specified by the DOS and the cost of medical certificate will be borne by the player.

Appointment of Positions for the Australian National Championships

Appointment of Team Captains

All teams will have the coach assigned to that team. They will determine the process by which they decide the captain and vice-captain of their team.

Appointment of State Team Coaches and Managers Coaches

Ideally state coaches will be selected before final team selections are made.

Only accredited coaches may nominate to coach a team. It is recommended that Level I coach have at least 30 hours of database logged coaching to be eligible to coach a state team. To be eligible to coach a junior team a coach must be at least Level 1 accredited and have an up to date Working with Children Card. Coaches will be appointed by the PAWA State Council in consultation with the Director of Coaching (DOC). All coaches and managers are encouraged to submit a resume with their nomination.

Managers Members are encouraged to nominate for the position of manager of a state team. Prior experience would be an advantage, however not a requirement. Nominees must be highly organised and motivated. Managers will be appointed by the PAWA State Council in consultation with the DOC.

All coaches and managers may receive a remuneration to cover out of pocket expenses to be determined by the PAWA State Council on the completion of a satisfactory coaches or managers' report.

Appointment of Overall State Team Manager

This will be done by the PAWA State Council

Appointment of State Team Veterinarian

This will be done by the PAWA State Council

Appointment of State Team Sports Trainer

This will be done by the PAWA State Council

Team announcements

Once a state team, national or otherwise, has been selected it is the responsibility of the SEO or their representative as authorised, to release said teams via social media channels, website, newsletter or any other way deemed appropriate.

Appointment of Selectors

- The PAWA requires five (5) selectors per division. Of the five (5), a maximum of three (3) selectors can play at any selection tournament at one time.
- The PAWA are to advise all affiliated clubs and zones when nominations for selectors open and close.
- Selectors will be appointed by the council at the PAWA AGM.
- Each zone is to submit a nominee for each of the following divisions: senior men, women, intermediate and junior. Should there not be five (5) nominees in each division the PAWA may also approach members to fill the vacant roles.

Selectors Nomination forms to include:

- Name
 - Club
 - Zone
 - Preferred division the nominee would like to select
 - Any conflict-of-interest with playing family members (i.e. Grandchildren, children, parents, siblings or partners) in the division they are selecting
 - Advising whether they will be nominated as a playing selector
 - If the nominee is a playing Selector, then confirming they have adequate support and assistance at selection tournaments to ensure that they can fulfil their role as selector.
 - Detailed resume of previous experience at playing, coaching or selecting polocrosse at a high level.
 - Confirming they have read the Selection Policy and that they will adhere to it.
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- The PAWA State Council shall consider each zone nomination based on the nominee's qualifications and experience and either accept the nomination or request the zone find an alternative
 - Appointed selectors will receive a confirmation letter and an up-to-date copy of the Selection Policy upon appointment to the position.

Role of Selectors

Selectors shall select teams in accordance with the competition requirements and guidance from the appointed team coach and DoS if required.

Team selections are to be based on but not limited to:

- Current and past (no longer than 24 months) performances at National, Zone and Club level.
- The current level of skill and physical fitness of the nominee. Including any injury or condition which may limit the nominee's ability to perform at the required level.
- The ability, fitness and soundness of the nominee's nominated horse/s.
- The performance demonstrated of the nominee on their nominated horse/s.
- The nominee's ability to adapt to and ride unfamiliar horses without any significant loss of their competitiveness.
- The ability of the nominee to assimilate into the competition environment.
- The team composition, in particular the ability of players to combine to meet the needs of a competitive team.
- How best to satisfy the requirements to have the correct skill set across all three positions in the team.
- The capacity of the nominee to be a good ambassador for the PAWA and the sport of polocrosse.
 - This includes:
 - personal dress
 - conduct on and off the field
 - willingness to support team activities and objectives
 - any other factor considered relevant in the circumstances.

Further to this, selectors are expected to:

- Conduct themselves with honesty, integrity and independence in their assessment of nominated players.
- View information and statistical data with confidentiality and discretion regarding any nominee.
- To be able to send and receive emails and text messages.
- Participate in meetings called by the DOS.
- To analyze collated data and reach consensus regarding the selection of final teams.
- Work collaboratively with the team coach should one be appointed prior to the first selection tournament.
- Must be able to substantiate why players are unsuccessful in the team they nominated for.

At the conclusion of a selection tournament a selector shall provide the following information within 48hrs:

- **Selection Tournament 1:** Each Selector will provide an individual report to the DOS and SEO showing their preferred team(s), player positions and horse.
- **Selection Tournament 2:** Selectors have the choice to send the individual report as per Selection Tournament 1 OR provide a collective report on behalf of the Selecting group.
- **Selection Tournament 3:** The Selecting group must provide ONE collective report encompassing all five (5) selectors preferences to the DOS on completion of this tournament in preparation for the team announcements.

Selectors are actively encouraged to communicate with each other and the coach (where appointed) throughout the selection process, to work the best possible team for each division rather than individual players being 'ranked'. Selectors and Coaches are to keep a copy of all notes and reports throughout the selection period and produce the final selected team(s) to the DOS at the completion of the last Selection Tournament. Selectors may be reimbursed an amount, to be reviewed annually by PAWA State Council, to assist with out-of-pocket expenses incurred during the selection process.

Selection of other State Competitions i.e. Barastoc, Albury, The Perth Royal Show

For other competitions outside of the Australian National Polocrosse Championships the following will apply:

- The PAWA will advise the opening and closing dates of nominations
- The PAWA will advise if the tour or competition is self-funded.
- The PAWA will advise the team composition required for the competition at the opening of nominations.
- Once nominations have closed the selectors will receive the nominees for review.
- Selectors will use the players form from the past season and latest state representation if required to select the team/s
- Selectors can use live-streaming services of competitions to help select players and horses.

Team Coach Input into the Selection

Prior to finalization of any team, selectors can discuss team composition with the coach where one has been named.

Senior Nominated Players Input to Director of Selectors

After the second selection tournament, nominated players in the Senior divisions will be invited to provide voluntary feedback on team selections. Players will be asked to provide their preferred teams including the player and horse combination, positions and sections along with their reasoning for this selection.

Role of the State Team Coaches

- The PAWA will call for nominations for coaches for state teams.
- The DOC will be used in an advisory capacity in the selection of coaches.
- Coaches must hold at least Level 1 Coaching accreditation, and those coaching juniors must also have a Working with Children card.
- Nationals team coaches should preferably be non-playing coaches. If the coach is a playing coach, then a qualified assistant coach must be named.
- Ideally, state coaches should be selected before final team selections are made. The coach may be consulted during the selection process and may request to view the reports submitted by the selectors following selection tournament.
- Coaches should review their players' preparation program regularly. Coaches may appoint other players to mentor and assist with individual player development. This is to provide an alternative for the player to discuss issues or problems that may arise in the preparation program. Coaches should regularly monitor mentors to ensure they are being utilized effectively for player improvement.
- State team coaches and managers should ensure players that attend any interstate competition treat horses/gear for any infectious diseases before re-entering WA in accordance with veterinary approved treatment.

Role of Disputes Committee

A disputes committee consisting of three people will be nominated at a PAWA State Council meeting prior to the state teams' departure for the Australian National Polocrosse Championships.

The suggested composition of the disputes committee (subject to availability) is the PAWA President, the Director of Selectors and one other experienced person determined by the PAWA State Council. A member of the committee shall remove themselves if they are deemed to have a conflict of interest in a dispute.

All disputes that cannot be resolved at the level of team coach and captain will be heard and arbitrated on by the Disputes Committee.

Role of the Director of Selectors

The position of Director of Selectors is an annual appointment, nominated and elected each year at the Annual General Meeting.

The responsibilities of the position are as follows:

- To oversee a fair and equitable process of selection for all nominees
- To facilitate meetings of and give clarification of the selection process to selectors
- To ensure that all selectors have accurate and current information regarding nominees and their nominated horse/s.
- To collect and collate selection information submitted by each selector after each selection tournament. All information held by the DOS is to be sent to the PAWA SEO immediately after each selection tournament. This information will be recorded and maintained by the PAWA.
- To reach agreement with the selectors as to the time frame in which selection lists will be handed in.
- To act in a consultative role to all involved in the selection process regarding: player injuries, horse injuries, drug or alcohol related issues.
- May appoint, train and oversee statisticians and ensure that the collection of data is fair and equitable to all nominees. To collect and distribute any statistical data gathered so all selectors can use this information as a guide.
- To submit a full report of the selection process to the PAWA Executive at the completion of selections.
- In the case where a dispute cannot be settled by the DOS they will liaise with the PAWA President and, if necessary, the disputes committee and or the PAWA Executive.
- To participate in WA disputes committee at Australian National Polocrosse Championships, if required
- The DOS is eligible for an annual honorarium, to be determined at the PAWA AGM.
- To inform the PAWA Executive of any matters regarding selection between selectors and a player, which may go outside the selection policy.
- Inform all nominated players (in the affected division) of any agreement between selectors and a player, which is outside the selection policy.
- To organize a debrief for selectors after the conclusion of the Australian National Polocrosse Championships.

Duties and Responsibilities of State Team Managers

Responsible for:

- Coaches and managers to review their players' preparation program regularly
- Prepare a team budget for expenses that are likely to be spent.
- Discuss with the team who will be responsible for securing sponsorship or funding the team budget. Note: the manager should not be solely responsible for securing team sponsorship.
- Ensure that all officials of any junior teams have the relevant Working with Children card and provide a copy to the PAWA SEO for cross check and retention.
- Co-ordination of social events, timing, dates, dress code. Collect money if applicable.
- Security of equipment - make adequate arrangements to ensure the security of equipment and riding gear for their team both on and off the field.
- To be stationed by team equipment during games, for security purposes and for easy access to equipment in the event of broken gear.
- Find location of services i.e. farrier, vet, feed outlets and inform team.
- Ensure players that attend any interstate competition treat horses and gear for any infectious diseases (before re-entering WA) in accordance with veterinary approved treatment.

Refer to the PAWA Managers Pack for duties roles and responsibilities including:

- Check the board for game times, field numbers and any umpiring duties allocated to team members.
- Organise and nominate one scrutineer (timekeeper, scorer) and two goal judges for each game.
- Submit names of team members and their sections to the timekeeper/scorers prior to game and each chukka commencement.
- Be responsible for the collection and returning of State saddle cloths, brow bands and tail rosettes -these must be washed prior to returning to the State. Where necessary help with team presentation - tail plaiting etc. Ensure that the team has adequate water, sponges etc. available on the sidelines.
- Have available a small supply of emergency equipment i.e. band aids, tape, electrical tape, scissors etc.
- Be available to coaches and team captains to render assistance with other tasks.

Responsibilities of the Nominee/Player

It is the responsibility of the Player, Squads and Teams to organise their own suitable fitness and preparation, to be reviewed and overseen by the Coach and Manager.

Player attendance at the PAWA organised trainings is the absolute bare minimum and every member of a team is expected to practice together in the months prior to departure and ensure that they and their horses are fit for the competition. Training outside of PAWA organized training sessions are to be localized where possible, unless directed by the coach.

All nominees must:

- Sign a code of conduct agreeing to standards of conduct that have been ratified by the PAWA. Failure to comply with the codes of conduct will be dealt with under the rules of the PAWA.
- Abide by the Constitution and all other policies.
- Notify the DOS at the earliest opportunity of their intention to withdraw from the selection process.
- Notify the DOS in writing if they are unable to play at any selection tournament.
- Display team cohesion, sportsmanship and fellowship always.
- Conduct themselves in an exemplary manner during the selection process and subsequently the Australian National Polocrosse Championships.
- Give 100% commitment to the selection process and the state team they are selected in.
- Refrain from the use of illegal and banned substances.
- Submit a player profile, current passport sized photograph and any medical information required when asked.
- Notify the Director of Selectors immediately should you require medical attention or if your horse requires veterinary attention during the selection process. If a coach has been appointed, notify your team coach immediately should you require medical attention or if your horse requires veterinary attention after the completion of the selection process. Vet and Doctor's certificates may be required. These are to be sent to the DOS and the coach of the team.
- Failure to comply may jeopardize your place during the selection process, placement or even removal from or in a team.

Uniforms

Successful state team representatives will receive the Players Information Pack that outlines all uniform requirements and where they can be sourced. The PAWA will supply a playing shirt to each selected player. The cost of all other uniform requirements is the responsibility of the player.

State uniform will be worn at all official functions and any nominated unofficial function/s during the Australian National Polocrosse Championships unless otherwise specified. All players must adhere to the PAWA's Uniform Policy as outlined in the Players Information Pack.