

POLOCROSSE ASSOCIATION OF WESTERN
AUSTRALIA

SELECTION POLICY

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Philosophy

It is one of the aims of the Polocrosse Association of Western Australia (PAWA) to send competitive teams to participate in the National Polocrosse Championships, which are held every two years, on a rotational basis, throughout the states and territories of Australia. 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 according to definite 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 to be hoped that common sense solutions will be found by those delegated the responsibility of overseeing the selection process and with a duty of care to the maintenance of the well-being of the sport as a whole.

All participants 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 and advise the SEO

Review of the Selection Policy

Following each Nationals, the current and any newly appointed State Selectors, will meet to debrief and discuss how the Selection process can be enhanced in future years.

Policy Review and Amendment Dates:

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

Nomination Process for the Australian National Championships

- Nominations for Players, Coaches, Managers, Overall State Manager and Selectors 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) - should the nominated horse be owned by anyone other than the player then a horse owner's permission form must be submitted
 - Nominees under 18yo require the signature of a parent or guardian to nominate and participate in the selection process
 - For Masters, Intermediate and Junior Players, a copy of the nominee's birth certificate must be emailed to the SEO at the time of nominating
- Nominations to open 6 weeks prior to the first Selection Tournament and closing 2 weeks prior to the first Selection Tournament. No late nominations will be accepted, a closing date and time will be provided at opening of nominations.
- A list of nominees is to be in the hands of the Selectors one week prior to the first selection tournament.
- The PAWA has the right to reopen nominations via the nomination form. The SEO will acknowledge the receipt of each members nomination to the nominee within 48 hours

Nomination Fee

A nomination fee may be set by PAWA Committee 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 player participation in the Nationals, those costs will be passed 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 primarily be based on player and horse performance at selection carnivals, the skill areas listed under Player Assessment Criteria and the selectors' determination as how best to satisfy the requirements to have 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 in the following divisions:

- Open Division - Men's and Women's first, then Open Mixed, followed by Masters.
- Intermediate Division – Intermediate Men and Women first, then mixed – Order of team selection may be at discretion of selectors as per below.
- Junior Division – Junior Boys and Girls first, then mixed – Order of team selection may be at discretion of selectors as per below

Master nominees may nominate for Masters only.

Junior and Intermediate players may be considered for a 'higher' division i.e. Intermediate to Open should the selectors deem the player is up to the standard required for this division, AND it is not detrimental to the team in the player's age bracket. Selectors may also use discretion following the first selection carnival based on the number of nominations received to select the most competitive team to best represent WA e.g. Intermediate Mixed instead of Intermediate Men's and Women's.

Selection Tournaments

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

- Zone Championships
- State/Club Championships
- Other nominated Tournament
- The State Club and Zone Series Championships are to be held on a rotational basis between the 3 Zones (to allow all Zones to host the Club Championships) and the facility must meet the Championship standards.
- Tournaments to be split across all 3 Zones i.e. no Zone to hold 2 Selection Tournaments
- The Tournaments are to be held within a 6-week period and run no later than October to allow for fair and equal opportunity for all Players.
- It is recommended that nominees play all 3 selection tournaments. A valid reason for not playing at any selection tournament must be conveyed, in writing, to the PAWA Executive Officer and Director of Selectors.
- At the end of the 3 selection tournaments the teams and 2 reserve players in each division will be notified by the Director of Selectors and invited to keep their horses in work and participate in State team training.

Player Assessment Criteria

All nominated players will be assessed by the selectors against the broad outline 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

After the final selection tournament Nationals Teams will be announced as soon as practicable, but no later than one (1) week from the final selection tournament.

- When teams are announced the horse on which that player has been selected on will also be announced.
- Successful players will also receive written confirmation of their selection and the preferred horse.
- If, 2 weeks or more, from the commencement of the Nationals, 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 course of Nationals or immediately prior, it is at the coach's discretion on how best to replace that player.
- If a player needs to change their horse that they have been selected and named on, the player must notify the Director of Selectors as soon as possible

- The player will then be reassessed by the selectors and coach as to whether the player's position within the team is still valid, or the selectors may reselect someone from the previous nomination pool to fill that vacant team position.
- The successful player will then be advised of their selection in to the team by the Director of Selectors.

Grievance

Except as provided for in this policy there is no right of appeal against any decision of the selectors. An aggrieved participant however may lodge with the Director of Selectors a grievance in writing against any alleged failure of the selectors to comply with the procedures set down in this policy. The Director of Selectors shall consider the written grievance in good faith, and make enquiries as the Director deems necessary in order to decide on the grievance and then communicate that determination to the participant and the Selectors. Participant is not to raise a grievance with selectors directly and all correspondence is to be directed to the Director of Selectors.

Veterinary Checks

- Veterinary checks may be called for on an individual basis during the selection process, the lead up to the Nationals or at the Nationals by:
 - the Director of Selectors
 - State team coach assigned to the individual team
 - In each case if the official calling for the veterinary check considers it is in the best interests of the horse, the team or the PAWA.
- Veterinary certification must be produced by the player in the time specified by the Director of Selectors.
- The cost of veterinary certification, should it become necessary, will be borne by the Player.

Appointment of Positions for the Australian National Championships

Appointment of Team Captains

Junior team captains and vice captains will be selected by the team coach assigned to that team. All other team captains will be elected by secret ballot by the team members at a meeting convened by the team and coach.

Appointment of State Team Coaches and Managers

Coaches - Ideally, State Coaches will be selected before final team selections are made. The Coach may be consulted during the Selection process and can request to view the reports submitted by the selectors following selection carnivals.

Only accredited coaches may nominate to coach a team. It is recommended that Level I coach have at least 30 hours "signed" coaching to be eligible for coaching a state team. To be eligible to coach a junior team, coaches must be both an accredited coach and have completed the Junior Coaching syllabus along with any necessary Working with Children compliance requirements. Coaches will be appointed by the PAWA State Council in consultation with the Director of Coaching. All coaches/managers must 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 Director of Coaching.

All coaches/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/managers' report.

Appointment of Overall State Team Manager

This will be done by the PAWA council

Appointment of State Team Veterinarian

The PAWA State Council will determine whether a veterinarian will travel to a national's event.

The State Team Veterinarian will be appointed by PAWA State Council and the successful nominee will be announced at the same time Nationals teams are announced (where possible) in order to allow plenty of time for planning and preparation. The State Team veterinarian is responsible for providing official horse welfare advice to players, coaches, and managers. The state team veterinarian is required to act in the best interests of the PAWA.

The State Team Veterinarian may charge for consumables and dispensaries directly to the player of the horse receiving the treatment. Consumables are not to be charged to the PAWA. The State Team Veterinarian will be reimbursed for the equivalent cost of a return airfare to the National Championships from the PAWA Nationals Budget.

Appointment of State Team Sports Trainer

The PAWA State Council will determine whether a Sports Trainer will travel to a national event.

Nominations for the positions of State Team Sports Trainer will be open at the same time as the nominations for players. The State Team Sports Trainer will be appointed by the PAWA State Council and the successful nominee will be announced at the same time Nationals teams are announced (where possible) in order to allow plenty of time for planning and preparation. The State Team Sports Trainer may charge for consumables and dispensaries directly to the player receiving the treatment. Consumables are not to be charged to the PAWA.

The State Team Sports Trainer will be reimbursed for the equivalent cost of a return airfare to the National Championships from the PAWA Nationals Budget.

Team announcements

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

Appointment of Selectors

- PAWA to advise clubs and zones when nominations for selectors open and close.
- Selectors will be appointed by council at the state AGM.
- Each zone to submit a selector for each of the following divisions; senior men, senior women, intermediates and juniors
- Selectors Nomination forms to include:
 - Name
 - Club
 - Zone
 - Preferred division the nominee would like to select
 - Any conflict-of-interest issues they are aware of
 - Advising whether they will be nominating as a Player as well, and therefore be a playing Selector
 - If nominee is a playing Selector, then confirming they have adequate support and assistance at Selection Tournaments to ensure that their duties as a Selector are not compromised
 - Details 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.

- The PAWA State Council shall consider each zone nomination on the basis of 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.
- Selectors will be given the details of all nominated players along with a description of the nominated horses at least one week prior to the commencement of the selection process.

Guidelines for Clubs and Zones when Nominating Selectors

No conflict of interest, with playing immediate family members (grandchildren, children, parents, siblings or partners) in the division they are selecting

- Prepared not to play at selection carnivals unless they have nominated (or intend to nominate) for Nationals themselves
- Must not play and select in the same division
- Have enough experience at playing, coaching or selecting polocrosse at a high level

Role of Selectors

Selectors shall recommend teams in accordance with the competition requirements and guidance from the appointed team coach and Director of Selectors if required and appropriate. Team selections are to be based on:

- current and past (no longer than 24 months) performances at National, Zone and Club level;
- the individual's current level of skill and physical fitness including any injury or condition which may limit the individual's ability to perform at the required level;
- where required, the ability, fitness and soundness of participants nominated horse;
- the demonstrated performance of the participant on their nominated horse;
- where required, the individual's ability to adapt to and ride unfamiliar horses without any significant loss of their competitiveness;
- the ability of the participant to assimilate into the particular 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 sets across all three positions in the team;
- capacity of the individual to be a good ambassador for PAWA and the sport of polocrosse. This includes:
 - personal dress and bearing,
 - conduct on and off the field, and
 - 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 and use with confidentiality and discretion any information/statistical data they may be given regarding any individual nominee.
- participate in meetings called by the Director of Selectors to analyse 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 carnival.
- provide player rankings to the Director of Selectors/Executive Officer following each selection

tournament within 48 hours. Players will be ranked 1 (best) going forward. These rankings will be collated after the first and second selection carnivals and used as a guide when selecting the final team.

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.

Coach Input into the Selection

Prior to finalisation of any team, selectors can discuss team composition with the coach (where one is appointed)

Role of the State Team Coaches

- The PAWA State Council will call for nominations for coaches for state teams.
- The Director of Coaching may be used in a resource/advisory capacity in the nomination/selection of coaches.
- Coaches must hold at least Level I Coaching accreditation, and those coaching juniors must also have a relevant Working with Children clearance.
- Nationals team coaches should preferably be non-playing coaches.
- 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 carnivals.
- Coaches and managers to review their players' preparation program regularly, coaches may appoint players to mentor/assist with player development to provide an alternative sounding board or ears for the player to discuss issues they might be having. Coaches are to check with mentors to ascertain if they are being utilised as an effective development tool for player improvement.
- State and Nationals team coaches, in consultation with the team captain, have absolute discretion as to how they formulate their teams using all seven or eight players. Each player must have at least one chukka per game during the National Championships (barring reasons of player or horse injury that render either unfit to participate). Should a player not be used at least once in each game the PAWA committee may, upon application, make restitution
- In the case of a team having no chance of reaching the finals, it is in the best interest of the State that the coach gives all players as much on field time as possible.
- State team coaches and managers shall ensure players that attend any interstate competition treat horses/gear for any infectious diseases before re-entering WA in accordance to 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 National 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 lists/information given by each selector after each selection tournament. All information held by the Director of Selectors is to be sent to the PAWA Executive Officer immediately after each selection tournament where information will be recorded and maintained by the State.
- To reach agreement with the selectors as to the time frame in which selection lists will be handed in.
- To act in a consultative/problem solving role to all involved in the selection process such as: player injuries, horse injuries/lameness, drug or alcohol related issues
- May appoint, train and oversee statisticians and to 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 as a guide.
- To submit a full report of the selection process to the PAWA Committee at the completion of selections.
- In the case where a dispute cannot be settled at the level of the Director of Selectors - to liaise with the PAWA President and, if necessary, have the matter escalated to and dealt with by the PAWA Committee.
- May be required to participate in WA disputes committee at Nationals.
- The Director of Selectors is eligible for an annual honorarium, to be determined at the PAWA AGM.
- To inform the PAWA Committee 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 agreements between selectors and a player, which is outside the selection policy.
- To organise a post-Nationals debrief for selectors.

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 any all officials of any junior teams have the relevant Working with Children clearances, including their own, and provide them to the PAWA Executive Officer for cross check and retention.
- Co-ordination of social events, find out times, dates, dress code. Collect money if applicable.
- Security of equipment - make adequate arrangements to ensure the security of equipment, riding gear etc. for allocated teams both on and off the field. To be stationed by the gear during

games, not only for security purposes but also to facilitated easy access for the replacement of equipment e.g. broken gear.

- Find location of services i.e. farrier, vet, feed outlets and inform team.
- Ensure players that attend any interstate competition treat horses/gear for any infectious diseases (before re-entering WA) in accordance to veterinary approved treatment.

Duties:

- Check 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.
- Nominate names of team members and their sections to scrutineers prior to the commencement of a game. To be handed to the timekeeper/scorers in an envelope.
- 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/Squad is expected to practice together in the months prior to departure and ensure that they and their horses are fit for the competition. Trainings other than PAWA organised trainings to be localised where possible, unless directed by the Team Coach.

All nominees must:

- Sign a code of conduct agreeing to standards of behaviour that have been ratified by the Association as acceptable for a State Team Representative. Failure to comply with the codes of behaviour will be dealt with under the rules of the Association;
- abide by the Constitution;
- notify the Director of Selectors at the earliest opportunity of intention to withdraw from the selection process;
- notify the Director of Selectors in writing if they are unable to play at any selection tournament;
- display team cohesion, sportsmanship and fellowship at all times;
- conduct themselves during the selection process and subsequently the National Championships in a manner befitting a Western Australian State Team representative;
- give 100% commitment to the selection process and subsequently the State Team if selected;
- refrain from the use of intoxicating substances and abstain from the use of illegal substances;
- submit a player profile, current passport sized photograph and any medical exemptions/medication lists on request;
- Notify the Director of Selectors immediately should you require medical attention or if your horse requires veterinary attention during the selection process. Notify your team coach immediately should you require medical attention or if your horse requires veterinary attention after the completion of the selection process.

Uniforms

State team representatives will receive notice in writing from the PAWA Executive Officer immediately after final teams are announced of the uniform requirements and outlets for the purchase of same. 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 National Championships unless otherwise specified. All players must adhere to the PAWA's Uniform Policy for Representative Teams.

Player Eligibility

For State teams representing WA at the National Polocrosse Championships and or Barastoc, these teams fall under the PA rulings: where the player must have been affiliated with the PAWA the season prior to the National Polocrosse Championships. The player must have been affiliated with PAWA first and NOT transferred from another state or country.

The player MUST have paid (if a nomination fee has been requested) the nomination fee, completed all paperwork required and sent this to the SEO before the closing date of nominations.

The player MUST play at ALL three (3) selection carnivals and preferably on all horses nominated. When playing the second horse must notify the Director of Selectors so the selectors know which horse is being played at that selection carnival.

For State teams to play touring teams, Perth Royal Show or to attend another state carnival that does not run under the PA ruling, the player must be affiliated with a PAWA club.