



Volleyball **NSW**
**PERFORMANCE
PROGRAM**

PHOENIX PATHWAYS SELECTION POLICY

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1. Application of the Pathways Selection Policy

1.1 Application

The processes and procedures outlined in this document apply to any selection into a NSW Phoenix Program or Team. This includes the following:

- a. Indoor Senior Phoenix
- b. Junior Phoenix – U23's/U19's
- c. Youth Phoenix – U18's/U17's/U16's/U15's/U14's
- d. Regional Academies of Sport (RASi) Volleyball Program

1.2 Responsibilities

- a. Volleyball NSW is responsible for overseeing the application of the Pathways Selection Policy.
- b. The Head of Pathways is responsible for the overall compliance by coaches, managers, selectors and athletes.
- c. The Head of Pathways is accountable to the Volleyball NSW Board, through the Chief Executive Officer of Volleyball NSW.

1.3 Application of the Policy and Process

Consistent and conscientious application of the policy, operational processes and procedures outlined in this document will help ensure:

- a. Transparency for all stakeholders who are involved in the process.
- b. Objectivity in selecting the right players in the right program at the right time.
- c. Clear communication and understanding between all stakeholders.
- d. Effective planning and execution associated with all aspects of selection.
- e. Flexibility to respond to the selection situations in a fair manner.
- f. Ongoing review of the selection process to ensure best practice is attained and sustained.

1.4 Volleyball NSW reserves the right and responsibility to oversee the pathway and the application of this document. Volleyball NSW assumes responsibility for the compliance of program participants. This includes but is not limited to athletes, coaches and managers.

2. Athlete Selection Criteria

A prediction of athlete performance, team fit and potential to progress on the performance pathway will be assessed by selectors given the following considerations:

2.1 Physical

- a. Height
- b. Speed
- c. Agility
- d. Power
- e. Strength

2.2 Technical

- a. Ball Skills
- b. Movement Skills
- c. Offensive Skills
- d. Defensive Skills
- e. Position Specific Skills

2.3 Tactical

- a. Offensive Systems
- b. Defensive Systems
- c. Game Plans
- d. Adaptiveness during game like situations

2.4 Psychological

- a. Coachable
- b. Determined
- c. Motivated
- d. Mental Toughness
- e. Ability to deal with pressure
- f. Growth Mindset
- g. Self-belief

2.5 Emerging Talent Behaviour

- a. Team Player
- b. Embrace Team Culture
- c. Display Leadership qualities
- d. Compliance with nutrition, hydration, recovery, injury management and well-being protocols

2.6 Additional Considerations

- a. Positional versatility
- b. Commitment and/or engagement with VNSW recognised programs and activities

2.7 The selection process requires selectors to assess the perceived standard of each individual player. It is acknowledged that despite the experience and expertise of the selection panels there is an element of subjectivity.

2.8 There will be extremely difficult choices to be made which require the selectors to exercise their discretion and judgement. Providing the Selector has properly followed the Policy and exercised their discretion and judgement in good faith, the Panel will have fulfilled its obligations under this Policy.

3. Confidentiality Requirements

- 3.1 The principle of confidentiality by all persons involved in the selection process is paramount. All members of the selection panel will be required to sign a Volleyball NSW Confidentiality Agreement and Code of Behaviour.
- 3.2 Selectors will not discuss selection matters outside selection meetings.
- 3.3 Contravention of the Confidentiality Agreement will lead to removal from the relevant panels.
- 3.4 Selectors will be required to declare any conflict of interest in relation to the athlete selection process they have been assigned to.

4. Athlete Eligibility Criteria

- 4.1 Whenever selecting athletes for any Performance Programs and/or Teams, the relevant selection panels shall apply the minimum eligibility criteria as set out below:
 - a. Be a current financial member of Volleyball NSW; and
 - b. Be a current resident of NSW or applying to represent NSW; and
 - c. Be of the appropriate age range as deemed necessary by the competition in which the program will participate.

5. Considerations for Age Specific Groups

- 5.1 Junior Phoenix programs are designed to cater for athletes between the ages of 18 and 22 in the year of competition.
- 5.2 Youth Phoenix programs are designed to cater for athletes between the ages of 13 and 17 in the year of competition.
- 5.3 Athletes deemed to be of an exceptional standard may be eligible to form part of an age group senior to that of their age in the year of competition in consultation with the Program Director and with the approval of the Head of Pathways.

6. VNSW Selection Processes

6.1 Objectives

To assess, Identify and Select program athletes in each age group to represent their Region or State at relevant local and national Championships.

6.2 Selection Period Process

- a. Volleyball NSW will identify and disclose a trial period for each program. These will be advertised across Volleyball NSW social media platforms and on the Volleyball NSW website.
- b. Where necessary, a nomination process may be incorporated to narrow the list of eligible athletes.
- c. Trials will be conducted in at least one phase with equal opportunity for each nominated athlete who receives an invitation.
- d. Coaches complete an assessment of each athlete who attends a trial and returns this information to VNSW.
- e. VNSW will review the assessment with the coach and any other selectors, prior to making any selection notice to athletes.
- f. Successful athletes will be notified by email to confirm their selection (this will be done at a time after the above steps are suitably completed – aiming for within 1 week where possible).

6.3 Exemptions

- a. Athletes may apply for an exemption from trials for such circumstances as; illness, injury or competing in a NSW or National activity that may conflict.
- b. To be considered for exemption the athlete must provide sufficient supporting documentation to the Program Director or nominated Volleyball NSW delegate.
- c. If the application is successful athletes may be invited to attend a training camp/session as a means of trialling, should there not be a second phase.
- d. Where an athlete fails to attend a trial they have registered for, and that athlete believes that extenuating circumstances prevented them from attending, a written application may be made to the Program Director within 24 hours of the commencement of selection. The reason(s) for non-attendance must be disclosed and include relevant supporting documentation. The Program Director will determine if the athlete is to be permitted to be considered for selection.
- e. Volleyball NSW may grant athletes who have been identified by Volleyball Australia or Volleyball NSW an exemption from Trials.

7. Approval and Announcement of Programs and Teams

- 7.1 All programs and teams selected by the selectors are subject to ratification by the Chief Executive Officer or Volleyball NSW delegated officer.
- 7.2 Selection of Captains, Vice Captains and Leadership Groups are also subject to ratification by the Chief Executive Officer or Volleyball NSW delegated officer.
- 7.3 The Head of Pathways will submit the selections to the Chief Executive Officer or Volleyball NSW delegated officer for ratification.
- 7.4 Once selections are ratified by the Chief Executive Officer or Volleyball NSW Delegated officer:
 - a. The Board of Directors will be advised; and
 - b. Formal announcement will be made via the Volleyball NSW Website and Social Media.

8. Appeals

- 8.1 An athlete, who fails to be selected for a squad or team may appeal against omission from the team or squad as set out in this section.
- 8.2 Any appeal by an athlete against omission from the squad or team must be emailed to the Pathways Program Coordinator within 5 days of the announcement on the Volleyball NSW website or receiving notice of the athlete's non selection.
- 8.3 The request for the appeal must relate to the application of this policy in stating the grounds for appeal.
- 8.4 An appeal will not be considered on a subjective basis. I.e. an individual's belief that this athlete is better or more deserving than another athlete.
- 8.5 The Volleyball NSW Pathways Team along with the VNSW Board will determine the outcome of the appeal.

9. Withdrawals

- 9.1 An athlete may withdraw from program activities at any stage, knowing that they will not be able to compete with the program after their withdrawal.
- 9.2 Withdrawal will be deemed appropriate due to injury, illness or personal circumstances.
- 9.3 Any withdrawal from the squad must be emailed to the Pathways Program Coordinator as early as possible, and provide evidence of the circumstances resulting in the withdrawal from the program. In the circumstances of an athlete under 18 years of age, this withdrawal must be sent by a parent/guardian.
- 9.4 An athlete may be eligible for a partial or full refund of program fees after providing sufficient evidence for their withdrawal and depending on the timing of their withdrawal. A request for refund must be made by the withdrawing individual or a suitable representative (e.g. parent/guardian). Any refunds issued will be based on costs that will no longer be incurred as a result of their withdrawal. This refund will be determined by the Head of Pathways or Volleyball NSW delegate.

10. Replacement of Selected Athletes

10.1 Ground for Replacement

- a. Illness or injury:
 - i. An athlete who is ill or injured should be assessed by a doctor or medical practitioner.
 - ii. A final decision on the withdrawal of an athlete will be made following consultation with the Head Coach, Treating Medical Practitioner, Athlete, Parent/Guardian (if under 18) and Head of Pathways.
- b. Breach of Discipline:
 - i. An athlete may be considered for replacement due to a breach of discipline, including failure to observe any relevant Volleyball NSW policy, including but not limited to the Volleyball NSW Code of Conduct or the Athlete Agreement.
 - ii. The Head Coach will immediately advise the Program Coordinator of the situation.
 - iii. The Program Coordinator will initiate an appropriate disciplinary process in consultation with the Head of Pathways and Head Coach.

10.2 Replacement Process

- a. If a selected athlete is unable to continue or is to be removed from any program, the:
 - i. Program Coordinator will be advised and the relevant selection panel consulted.
 - ii. Consideration will be given to assessment of athletes at trials and needs of the team.
 - iii. The Program Coordinator will fill this position with the player deemed most suitable by the selection panel.

10.3 If an athlete is removed from a team, any payments paid will be refunded after deducting any actual costs incurred by Volleyball NSW for that athlete.

11. Payment

11.1 Payments are to be made to Volleyball NSW before or on the due date specified in the information packages and/or invoices provided.

11.2 If a payment has not been received by its due date, VNSW reserves the right to undertake the following:

- a. A phone call made to confirm the payment date. A maximum period of a further 7 days may be granted;
- b. If payment is not received within the agreed period, the athlete/parent/guardian be advised that the athlete for whom they are responsible may be removed from the program;
- c. The VNSW Board will consider any recommendation to remove an athlete from a team.