



Water Polo

AUSTRALIA

NATIONAL SELECTION POLICY

for

NATIONAL AGE GROUP PROGRAM SQUADS AND TEAMS

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HISTORY

Reviewed by the High Performance Committee
Adopted by the Board:

21 June 2021
20 July 2021

2. INTRODUCTION

- 2.1. This Selection Policy (the “**Selection Policy**”) is made by WPA pursuant to the rule-making powers set out in the WPA Constitution. This Selection Policy comes into effect on the Date Approved by the Board and shall remain in force until amended, repealed or replaced, at which time the Selection Policy shall apply with the changes so made included. It is the individual’s responsibility to read and understand the Selection Policy and to seek legal advice in the event that an athlete is unclear or uncertain about the operation or effect of the Selection Policy. This Selection Policy is issued by WPA and WPA must provide, or otherwise make available, this selection policy to all eligible Athletes.
- 2.2. This Selection Policy applies to all athletes who are eligible, based on the eligibility criteria described in this document, for selection into a WPA National Age Group Squad or National Age Group Team.

3. DEFINITIONS

This Selection Policy is to be read in conjunction with the WPA Selection Appeals Policy and Conflict of Interest Policy which are available on the WPA website. For the purposes of this document, the following definitions apply:

Athlete(s) refers to the eligible participant(s) who wish to be considered for selection into a National Age Group Squad or National Age Group Team from time to time.

Athlete Assessment Matrix means the document which encompasses qualitative and quantitative assessments to reflect an athlete’s suitability for selection into a National Age Group Team for Competition. The document contains several parameters which have been agreed to by the Squad and TSPs, which contribute to an athlete’s potential and current capacity to be part of a National Age Group Team. A full definition of each of the parameters can be found along with the Athlete Assessment Matrix in Appendix D. This document may be updated from time to time by WPA senior management in consultation with the High-Performance Committee and will be made available publicly National Age Group Squad within 7 days of any changes being approved.

BME means Benchmark Event which for National Age Group Programs refers to FINA World Championships for the relevant age group.

Campaign Plan means the plan developed by the Head Coach in collaboration with the GM-Pathways and others relating to how the relevant National Age Group Squad will prepare for a Competition. The Campaign Plan for NAGP’s will be predominantly camps based.

CEO means the Chief Executive Officer of WPA as appointed from time to time.

Competition means any international water polo competition or match that any Australian National Age Group team competes in, including but not limited to the Age Group World Championships or equivalent competitions.

Constitution means WPA’s Constitution.

FINA means Federation Internationale de Natation being the sport’s International Federation.

GM-Pathways means the General Manager – Pathways of WPA as appointed by WPA from time to time.

GM-Performance means the General Manager – Performance of WPA as appointed by WPA from time to time.

HPC means the High-Performance Committee as appointed by WPA from time to time.

NAGP means the National Age Group Program, which includes the National Age Group Squads and National Age Group Teams selected from time to time by WPA where there is an age restriction on selection.

National Age Group Program Head Coach means the head coach of the relevant NAGP of WPA as appointed by WPA from time to time.

National Age Group Selection Policy means this Selection Policy as published on WPA's website and as amended from time to time.

National Age Group Squad (NAGS) means any group of players selected to participate in a Preparation Program which will be selected each year from the National State Championships. The National Age Group Squad will be the group of players, from which the National Age Group Team will be selected to participate in Competition.

National Age Group Team (NAGT) means any team selected by or with the approval of WPA to represent Australia in the sport of water polo.

PONI means Players of National Interest.

Preparation Program means the program relating to the preparation of a National Age Group Squad in the lead up to the selection of a National Age Group Team from players within the National Age Group Squad, to compete in a Competition.

Relevant Selection Panel means the Panel as appointed by WPA in accordance with clause 4 from time to time and related to the particular National Age Group Squad or National Age Group Team being selected.

Selection Policy Guide means the Selection Policy Guide as published on WPA's website and as amended from time to time.

Squad Selection Panel (SSP) is responsible for selecting a National Age Group Squad from the National State Championships to undertake the Preparation Program for the following year. The National Age Group Team to compete will then be selected from the National Age Group Squad by the TSP.

Team Selection Panel (TSP) is responsible for the selection of the National Age Group Team who will compete in a Competition(s). The TSP will focus their attention on the National Age Group Squad during the Preparation Phase and the National Age Group Team and athlete Performance in Competition.

Water Polo Australia and WPA mean Water Polo Australia Ltd ACN 159 573 403.

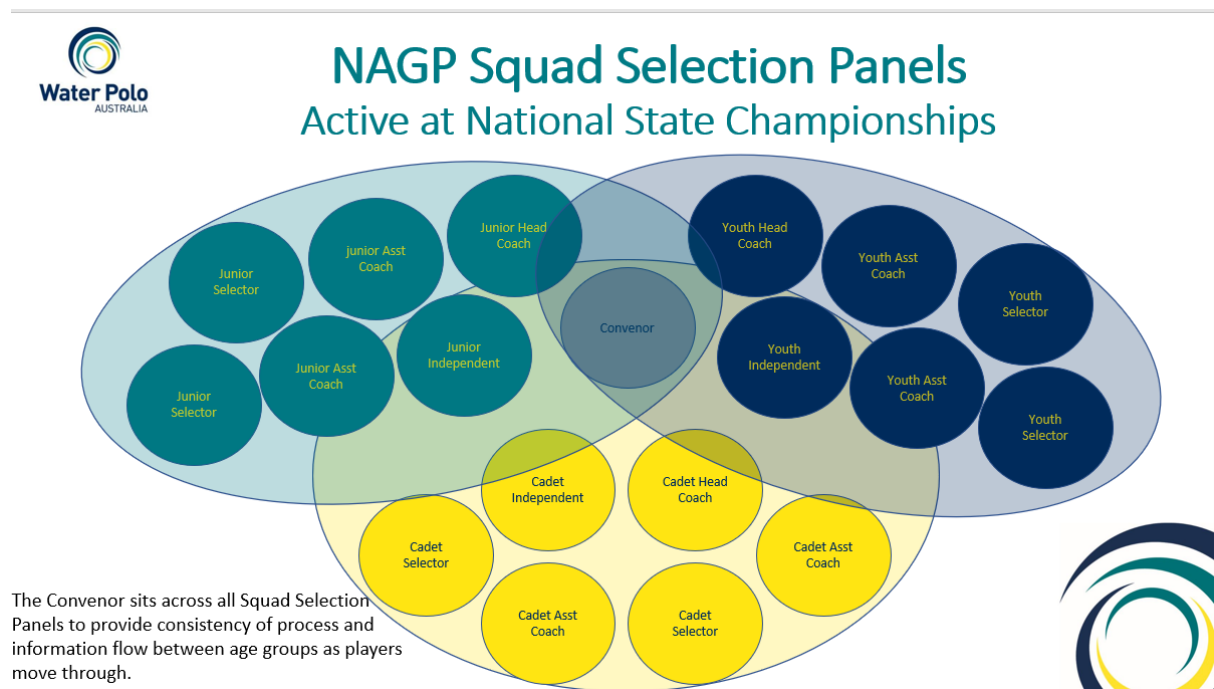
In the event of an inconsistency between the terms of the Selection Policy, the Constitution and the Selection Policy Guide, the following order of precedence will apply to the extent of the inconsistency:

- WPA's Constitution.
- the NAGP Selection Policy, and

4. OBJECTIVES

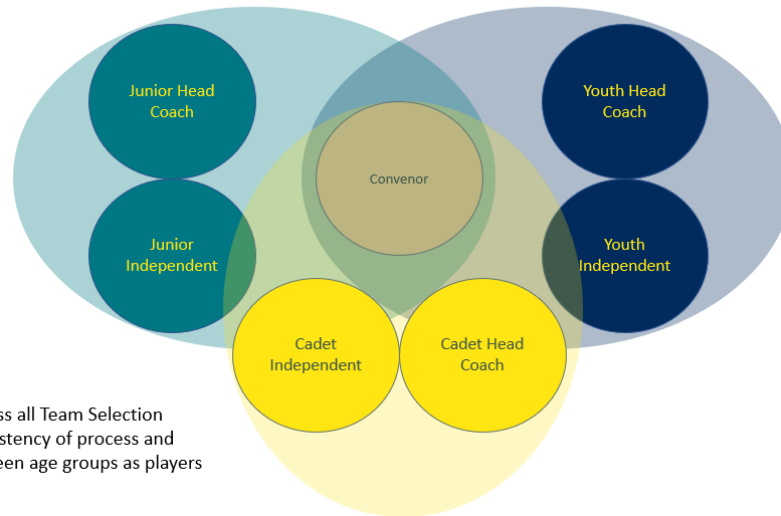
- 4.1. To ensure that athletes who are chosen to represent Australia at a Competition demonstrate a combination of current capacity and capability as well as future potential to represent Australia at a Senior National level.
- 4.2. A secondary objective is to ensure that WPA select athletes who demonstrate alignment with the WPA values and the Think.Act.Play guidelines in and out of the water.
- 4.3. To employ a fair and transparent selection process to ensure eligible athletes have the opportunity to challenge for positions in the National Age Group Squad and subsequently in the National Age Group Team.
- 4.4. This Selection Policy details the selection criteria by which WPA will select athletes to the National Age Group Squad for the preparation program and to the National Age Group Team to compete in Competition, which among other things, requires athletes to meet the eligibility requirements in clause 5.

5. SELECTION PANELS



NAGP Team Selection Panels

Active at National Camps and International Competition



The Convenor sits across all Team Selection Panels to provide consistency of process and information flow between age groups as players move through.



- 5.1. WPA will appoint both Squad and Team Selection panels for each of the Male and Female National Age Group Programs which will be reviewed every two years.
 - 5.1.1. For each of the Male and Female NAGP, the Squad Selection Panel (SSP) is responsible for selecting the National Age Group Squad annually from the National State Championships.
 - 5.1.2. For each of the Male and Female NAGP, the Team Selection Panel (TSP) is responsible for the selection of the National Age Group Team who will compete in Competition(s). The TSP will focus their attention on observing the National Age Group Squad in the Camps, which may also include Competitions.
- 5.2. The Squad Selection Panel (SSP) shall comprise the following roles, whose specific responsibilities are defined in Appendix A and may be reviewed from time to time by the HPC and approved by the CEO.
 - 5.2.1.1. GM - Pathways as the Convenor
 - 5.2.1.2. Relevant NAGP Head Coach
 - 5.2.1.3. Relevant NAGP Assistant Coaches (maximum of two)
 - 5.2.1.4. Up to two additional Selectors for the NAGP as appointed by WPA via an EOI process
 - 5.2.1.5. There may be no more than one person on the selection panel from any single State or Territory. The Convenor of the SSP should consult with the respective Head Coach of any State(s) who does not have a representative on the Squad Selection Panel to ensure a clear view is taken of players from that particular State or States.
 - 5.2.1.6. The members of the Squad Selection Panel should also be people who are likely to be at the selection event in other roles.
- 5.3. The Team Selection Policy (TSP) shall comprise:
 - 5.3.1.1. GM – Pathways who will be the Convenor
 - 5.3.1.2. Relevant NAGP Head Coach
 - 5.3.1.3. One Independent Selector (not connected to players in that age group)
- 5.4. All Selection Panels are obligated to make informed decisions using all relevant information available to them, which may include but not be limited to input from other coaches, relevant

physical Performance measures, relevant competition Performance, behaviour and character assessments from coaches and support staff and Performance analytics information relating to individual and National Age Group Team Performance in training and in competition and as used to inform ratings on the WPA Athlete Assessment Matrix (Appendix D).

- 5.5. The National Age Group Squad and Team selection decisions will be based upon the respective panel reaching a consensus, however, if consensus cannot be reached the respective Panel, under the leadership of the Chair, will revert to a voting process. All members of the relevant Panel who are eligible to vote with regards to WPA Policies, have a single vote. In the event of a tie in the votes, the relevant NAGP Head Coach will have the casting vote. If the relevant NAGP Head Coach is absent or unable to vote, the WPA GM-Pathways will have the casting vote. If both the relevant NAGP Head Coach and the GM-Pathways are absent or unable to vote the casting vote will lie with the Independent Selector on the respective Selection Panel.
- 5.6. The SSP and TSP may, from time to time, seek input from other personnel within the water polo community on the merits of identified athletes, however, must not share any confidential information in relation to the selection or non-selection of athletes. Actual selection deliberations are the responsibility of the relevant Selection Panel and must remain confidential prior to and after the announcement of the National Age Group Squad or National Age Group Team.
- 5.7. All appointees of the Board are bound by and must make themselves familiar with the WPA Privacy Policy and Conflict of Interest Policy and be bound by the confidentiality clause in their Selector's Agreement.
- 5.8. The WPA Conflict of Interest Policy (the COI Policy) applies to all members of the SSP and TSP and all procedures pertaining to the notification and management of any actual or potential conflicts of interest will be as defined in the COI Policy.
- 5.9. In the situation where an SSP or TSP member is excused from selection deliberations due to a conflict of interest, the GM – Performance with approval from the CEO may appoint an interim selector, who is appropriately qualified to fulfil the responsibilities outlined in Appendix A, to replace the excused panel member. The interim selector will assume the voting rights of the excused panel member.
- 5.10. The excused Panel member's input will still be gathered by the Chair of the relevant Selection Panel, but they will not have a vote or be involved in panel deliberations in relation to the National Age Group Team in any position or positions on the team where the actual or potential conflict of interest is a factor, as determined by the Chair of the relevant Selection Panel.
- 5.11. SSP and TSP members must be available, willing and able to:
 - 5.11.1. attend all agreed selection activities as outlined in the Selector's Agreement and as required by this Selection Policy.
 - 5.11.2. In the opinion of the Chair of the relevant selection panel, act with integrity, objectivity and impartiality in all aspects of the selection process in complying with this policy and other related policies and documents; and
 - 5.11.3. ensure the decisions made during selection meetings are documented and all such materials remain confidential to the Selection Panel and WPA Board.
- 5.12. A TSP member who is unable to fully meet all the requirements of clause 4.11 may resign or be removed by the GM – Pathways and replaced by an appointment made by the GM - Path, with approval from the GM – Performance / CEO.

- 5.13. An SSP member who is unable to fully meet all the requirements of clause 4.11 may resign or be removed by the GM – Pathways and replaced by an appointment made by the GM – Path, with approval from the GM – Performance / CEO.
- 5.14. Once the SSP or TSP selects the athletes for the upcoming year or Competition respectively, the list will be forwarded as soon as practicable for verification by the GM – Performance and CEO of WPA and thereafter notification of the athletes prior to the public announcement.
- 5.15. The SSP must have at least five (5) members present or engaged via phone or digital medium to form a quorum.
- 5.16. The TSP must have all eligible members present or engaged via phone or digital medium to form a quorum.

6. ELIGIBILITY CRITERIA

- 6.1. To be eligible for selection to the NAGP Squad and, or NAGP Team an athlete must:
 - 6.1.1. be an Australian citizen who is eligible to represent Australia at the Competition as set out in the FINA General Rules.
 - 6.1.2. be in good financial standing with WPA.
 - 6.1.3. meet all eligibility rules (GR 1.1) imposed by FINA.
 - 6.1.4. be a registered member of WPA.
 - 6.1.5. have completed all Sport Integrity Australia requirements to compete in the National State Championships (See Appendix F)
 - 6.1.6. have at all times acted in a proper manner and not have engaged in any conduct that has, or is likely to bring WPA, FINA, the athlete or the sport of water polo into disrepute, censure or ridicule; and
 - 6.1.7. Upon selection to a WPA NAGP the athletes must sign and return the executed WPA Athlete Agreement, that stipulates their obligations as members of the WPA NAGP team within 14 days to the WPA GM-Pathways

7. SELECTION CRITERIA

7.1. NAGP Squad Selection

- 7.1.1. In selecting the NAGP Squad, the relevant Selection Panel will select those athletes who, to the satisfaction of the Selection Panel in its sole and absolute discretion, have demonstrated the adequate Performance and potential for further development. The Performance vs Potential Matrix (Appendix E) will be used to select NAGP Squads by the SSP. In addition, the SSP will also consider:
 - 7.1.1.1. If relevant, prior level of adherence by the athlete to the obligations contained in any current or prior WPA Athlete Agreement; and
 - 7.1.1.2. If relevant, the athlete's contribution to the NAGP both in and away from the competition environment which may include but not be limited to leadership capability, behaviour and overall contribution to the NAGP Performance and ability of the athlete to demonstrate WPA and relevant NAGP values and behaviours.
- 7.1.2. The SSP and TSP may, from time to time, seek input from other personnel within the water polo community on the merits of identified athletes, however, must not share any confidential information in relation to the selection or non-selection of athletes. Actual

selection deliberations are the responsibility of the relevant Selection Panel and must remain confidential prior to and after the announcement of the NAGP Squad or NAGP Team.

- 7.1.3. The size of the NAGP Squad will be as deemed appropriate and as approved by the GM-Pathways in consultation with GM-Performance, HPC and CEO, but in general will consist of approximately 26 players. To assist WPA to develop players and Water Polo around Australia, the SSP are required to include at least one player from each State in the selected Cadet (16U) and Youth (18U) squads. This should not be at the expense of another player deemed worthy of selection but in addition to.
- 7.1.4. An Athlete who is eligible for one NAGP Squad or Team may be considered and selected in another NAGP Squad or National Age Group Team. Any player who is considered for selection in more than one NAGP Team will be assessed against the Player Management Protocol to determine the most appropriate place for them. A player will not be selected in more than one NAGP Team in any given calendar year. For the avoidance of doubt though a player may be selected in a Senior National team in the same year as they are selected in a National Age Group team.

7.2. NAGP Team Selection

- 7.2.1. In selecting the NAGP Team, the relevant Selection Panel will select those athletes who, to the satisfaction of the relevant Selection Panel in its sole and absolute discretion, will achieve the optimum National Age Group Team compatibility and balance to achieve the best possible results for Australia in accordance with the Objectives at clause 3.
- 7.2.2. The Athlete Assessment Matrix (Appendix D) will be completed individually by each of the members of the relevant NAGP TSP and form the basis for the NAGP Team selection discussions. This matrix must be completed for all athletes in the relevant NAGP Squad being considered for selection in the NAGP Team, including those who have sought exemptions. It is expected that there will be variations in the assessments provided by each Panel member, however through discussion the relevant Selection Panel must form an agreed assessment of each player in contention. This document will then form the basis for feedback to each athlete on behalf of the relevant Selection Panel.
- 7.2.3. Supporting the information contained in the Athlete Assessment Matrix, noting that each may not be given the same weighting by the relevant NAGP TSP, the following will be considered by the relevant Selection Panel:
 - 7.2.3.1. consistency and quality of Performance in domestic competitions (AYC, Australian Leagues, National competitions, European Leagues or USA NCAA competitions, and WPA camps) within the past 24 months. For the avoidance of doubt, not all Performance during the 24-month period need to be considered, but Performance for a period of up to 24-months may be considered by the panel. Performance beyond that time frame will not be considered.
 - 7.2.3.2. composition and balance of the NAGP Squad and NAGP Team including but not limited to positional coverage.
 - 7.2.3.3. prior level of adherence by the athlete to the obligations contained in any current or prior WPA Athlete Agreement; and
 - 7.2.3.4. the athlete's contribution to the NAGP both in and away from the competition environment which may include but not be limited to leadership capability, behaviour and overall contribution to the NAGP Performance and ability of the athlete to demonstrate WPA and relevant NAGP values and behaviours.

- 7.2.4. The SSP and TSP may, from time to time, seek input from other personnel within the water polo community on the merits of identified athletes, however, must not share any confidential information in relation to the selection or non-selection of athletes. Actual selection deliberations are the responsibility of the relevant Selection Panel and must remain confidential prior to and after the announcement of the NAGP Squad or NAGP Team.
- 7.2.5. Considerations that may affect determination of numbers may include athletes playing overseas and the provision of targeted opportunities for a particular athlete cohort.
- 7.2.6. In determining which athletes will be selected for the NAGP Teams, the relevant Selection Panel will consider all of the selection criteria, with a particular emphasis on assessing whether the athlete has the ability to progress from a junior to an elite level senior athlete and with a reduced focus on previous international playing experience given the various rates of maturation in Youth athletes.
- 7.2.7. An Athlete who is a member of one NAGP Team may be considered and selected in another NAGP Team. Any player who is considered for selection in more than one NAGP Team will be assessed against the Player Management Protocol

8. EXTENUATING CIRCUMSTANCES / EXEMPTIONS

- 8.1. Notwithstanding anything contained within this Selection Policy, an athlete may notify the GM – Pathways of any extenuating circumstances that may prevent an athlete from attending a competition or camp or may have prevented them Performance to their highest ability at any of the competitions or WPA camps mentioned in clause 6.
- 8.2. An athlete or their representative must notify the GM-Pathways at their earliest opportunity in writing, which may include email or SMS. Once the athlete is in an appropriate condition, they should provide a more formal written summary of the extenuating circumstances / exemptions which may be submitted by email.
- 8.3. In considering the Performance of athletes, the Chair of the relevant Selection Panel at their absolute discretion, may recommend to the relevant Selection Panel that it gives weight to extenuating circumstances / exemptions which will be addressed on a case-by-case basis.
- 8.4. A decision as to whether extenuating circumstances / exemptions may apply to an athlete will be made by the relevant Selection Panel on a case-by-case basis.

9. SELECTION PROCESS

- 9.1. The selection process and timeline will be developed for each NAGP Squad and NAGP Team dependent on their respective competition cycles. This process may be updated from time to time and be included as an Appendix to this document.
- 9.2. The NAGP Squads will be named annually following the National State Championships.

10. OFFICIALS

- 10.1. This Selection Policy does not apply to the appointment of WPA officials and coaches, including the NAGP Head Coach and Assistant Coaches.
- 10.2. The CEO in conjunction with the HPC, GM-Performance and GM-Pathways has responsibility for and discretion in respect of the election and removal at any time of officials

and coaches, and any decision by WPA in that regard is final and not subject to any approval or appeal under the Selection Policy.

11. ENDORSEMENT AND RATIFICATION

- 11.1. In the first instance, NAGP Teams and NAGP Squads are required to be approved by the GM-Pathways, before being endorsed by GM – Performance and CEO.

12. COMMUNICATION AND NOTIFICATION

- 12.1. Athletes will be notified of NAGP Team and NAGP Squad selections in accordance with the agreed WPA Selection Communication Process (Appendix C)
- 12.2. Timing of selection and announcements will be provided to all respective stakeholders at the earliest possible opportunity.
- 12.3. Athletes who are in the current relevant NAGP Squad but who were not selected in the NAGP Team, will be advised by email at least the day prior to any public announcement by the GM - Pathways or their representative.
- 12.4. Any athlete who was a member of the most recent NAGP Team or NAGP Squad, prior to the selection of any new NAGP Team or NAGP Squad, and who is still eligible for selection in the same squad, and who is not re-selected, will be emailed directly by the GM – Pathways or their representative the day before any public announcement of the new NAGP Team or NAGP Squad. For the avoidance of doubt, athletes who were not in the most recent NAGP team or NAGP Squad will not be contacted individually if not selected in any new NAGP Squad.
- 12.5. At their discretion, non-selected NAGP Squad members are provided with an opportunity to seek feedback from the respective NAGP Coach, in accordance with the arrangements and process communicated at the time of NAGP team notification.

13. FEEDBACK AND WELLBEING

- 13.1. WPA follows the recommendations from the Australian Institute of Athlete Wellbeing and Engagement Selection Communication Guidelines.
- 13.2. Successful and unsuccessful athletes will be advised of the outcome of a NAGP Team selection prior to public announcement.
- 13.3. Where an athlete is advised of the outcome of a NAGP Team selection prior to a public announcement, the athlete must keep the NAGP Team selection confidential and must not release any information or make any public or private statement regarding the NAGP Team selection, for the avoidance of doubt, this includes through all social media platforms until the NAGP Team selection is released to the public by WPA.

14. WITHDRAWAL

- 14.1. Should an athlete withdraw from the NAGP Team or NAGP Squad following their selection, the NAGP Head Coach may request that the relevant Selection Panel select a replacement athlete. The NAGP Head Coach may also choose not to replace the withdrawn player, particularly in relation to NAGP Squads.

- 14.2. If the NAGP Head Coach requests a replacement player be added to the NAGP Team or NAGP Squad, the relevant Selection Panel may select any athlete based on the selection criteria (clause 6) and the needs of the team to replace an athlete who has withdrawn or is removed from the NAGP Team or Squad.

15. APPEALS

- 15.1. Appeals will be conducted in accordance with and will be governed by the National Sports Tribunal and be consistent with WPA's Selection Appeals Policy which is available on the WPA website.

16. AMENDMENTS TO THE SELECTION POLICY

- 16.1. This Selection Policy may be amended at any time by WPA in accordance with the provisions of the Constitution.
- 16.2. This Selection Policy can be also amended at any time by the Board of WPA if in its opinion such an amendment is necessary for any of the following reasons:
 - 16.2.1. as a result of any change in NAGP Team eligibility criteria or rules.
 - 16.2.2. as a result of any change in the rules governing a Competition or a particular event in a Competition.
 - 16.2.3. to give effect to the Selection Policy following a drafting error or oversight; or
 - 16.2.4. to clarify any ambiguity or otherwise give effect to the intended meaning of the Selection Policy.
- 16.3. WPA will publish amendments to the Selection Policy on its website and communicate the update to the relevant stakeholders within the WPA community, and those amendments shall take effect immediately unless otherwise stated.

18. APPENDIX A: ROLES AND RESPONSIBILITIES

The Squad Selection Panel (SSP) members will have the following specific responsibilities within the SSP along with providing overall identification and assessment of players.

ROLE	SPECIFIC RESPONSIBILITIES IN ADDITION TO GENERAL SELECTOR DUTIES
Chair and Selection Panel Convenor	Chair and Convene the Panel
	Ensure all processes are followed and policies are adhered to
	Ensure all relevant information is available and considered by the panel members
	Ensure communication processes pre and post selection are followed
	Ensure all risk management strategies are considered, including but not limited to injury coverage, NAGP culture, leadership, succession planning and depth chart management
	Provide contemporary Water Polo expertise and the ability to objectively evaluate selection options
	Ensure that all eligible players are viewed across the National State Championships
NAGP Team Head Coach	Focus on the team and Performance requirements of the of the current Campaign
	Provide contemporary water polo expertise and knowledge of National Age Group Team playing systems, strengths and weaknesses and how that impacts on the requirements of the NAGP team
	Identify and articulate a clear Performance vision and strategy including specific tactical systems, technical requirements and how individual athlete's roles and Performance contribute to this strategy ensuring these align to the broader WPA plans for the development of future National Senior Team players.
	Demonstrate leadership qualities to identify, balance and manage group dynamics with individual learning and Performance styles to create a high Performance team
	Ensure that all eligible players are viewed across the National State Championships
NAGP Team Assistant Coach(es)	Focus on the team and Performance requirements of the of the current Campaign
	Demonstrate clear understanding of individual athlete role(s) as well as capabilities within or across specific or multiple positions and their respective strengths and weaknesses
	Provide contemporary water polo expertise and knowledge of National Age Group Team playing systems, strengths and weaknesses and how that impacts on the requirements of the NAGP team
	Identify, manage and support NAGP team requirements both in and out of the pool
	Ensure that all eligible players are viewed across the National State Championships
Additional Selectors	Demonstrate clear understanding of individual athlete role(s) as well as capabilities within or across specific or multiple positions and their respective strengths and weaknesses.
	Ensure that all eligible players are viewed across the National State Championships
	Identify, manage and support NAGP team requirements both in and out of the pool

The Team Selection Panel (TSP) members will have the following specific responsibilities within the TSP along with providing overall identification and assessment of players.

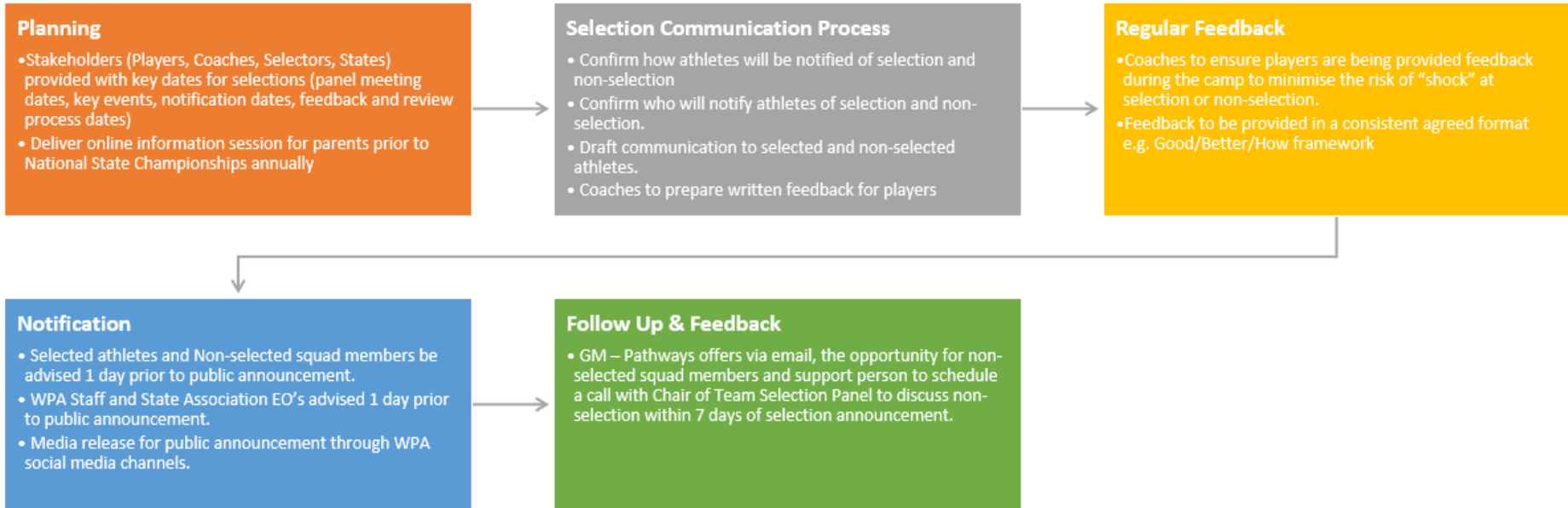
ROLE	SPECIFIC RESPONSIBILITIES IN ADDITION TO GENERAL SELECTOR DUTIES
Chair and Selection Panel Convenor	Chair and Convene the Panel Ensure all processes are followed and policies are adhered to Ensure all relevant information is available and considered by the panel members Ensure communication processes pre and post selection are followed Ensure all risk management strategies are considered, including but not limited to injury coverage, NAGP culture, leadership, succession planning and depth chart management Provide contemporary Water Polo expertise and the ability to objectively evaluate selection options
NAGP Team Head Coach	Focus on the needs of the current campaign Provide contemporary water polo expertise and knowledge of National Age Group Team playing systems, strengths and weaknesses and how that impacts on the requirements of the NAGP team Identify and articulate a clear Performance vision and strategy including specific tactical systems, technical requirements and how individual athletes' roles and Performance contribute to this strategy Demonstrate leadership qualities to identify, balance and manage group dynamics with individual learning and Performance styles to create a high Performance team
Independent Selector	Focus on the needs of the current campaign Provide contemporary water polo expertise and knowledge of National Age Group Team playing systems and individual athlete strengths and weaknesses and how that impacts on the requirements of the NAGP team Play the role of "critical friend" or "devil's advocate" by replicating how an opposition coach will seek to defeat the NAGP Team, or NAGP Team plans in Competition and assist to reducing the possibility of this occurring.

20. APPENDIX B: SELECTION PROCESS

- 20.1. In selecting the NAGP Squad and NAGP Team, the Selection Panel will select those athletes who, to the satisfaction of the Selection Panel in its sole and absolute discretion, will achieve the optimum NAGP Team compatibility and balance to achieve the best possible results for Australia in accordance with the Objectives of clause 3.
- 20.2. NAGP Squad will be selected annually from the National State Championships.
- 20.3. NAGP Teams will be selected as and when required for Competition and these dates will be made publicly available as early as practicable.
- 20.4. Athletes will be monitored and assessed across a range of camps over the year with the selection of the NAGP squads from the National State Championships as per the National Competitions Framework.
- 20.5. The size of the NAGP Squad will be as deemed appropriate and as approved by the GM-Pathways in consultation with GM – Performance, CEO and HPC.
- 20.6. Considerations that may affect determination of numbers may include athletes playing overseas and the provision of targeted opportunities for a particular athlete cohort.



WPA NAGP Team Selection Communication Process



24. APPENDIX D: ATHLETE ASSESSMENT MATRIX

Please note this is an excel spreadsheet containing calculation and comments to further explain the parameters begin assessed. Below is an image of the template used.

Player Assessment Matrix										
Name (first, last)	Position 1	Position 2	Age	International Games Played	Technical Rating	Tactical Rating	Physical Rating	Team Performance Behaviours	Performance Factor	Overall Rating
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25. APPENDIX E: SPORT INTEGRITY AUSTRALIA REQUIREMENTS



Australian Waterpolo League (AWL)

Australian Water Polo League	WWCC	Sport Australia Community Coach General Principles	WPA Recommended Accreditation	Clean Sport 101	Anti-Doping Fundamentals (formerly Level 1)	Annual Update 2021 (formerly Level 2)	Whereabouts	Introduction To Match Fixing	Illicit Drugs in Sport	Ethical Decision Making	Coaches Course	Medical Practitioners Course	Parents Guide to Clean Sport
Head Coaches	Required	Required	-	-	Required	Required	Recommended	Required	Required	Required	Required	Recommended	-
Assistant Coaches	Required	Required	-	-	Required	Required	Recommended	Required	Required	Required	Required	Recommended	-
Support Personnel	Required	-	-	-	Required	Required	Recommended	Required	Required	Required	Required	Recommended	-
Managers	Required	-	-	-	Required	Required	Recommended	Required	Required	Required	Recommended	Recommended	-
Table Official	Required	-	Competition Official	-	Required	Required	-	Required	Required	Required	Recommended	Recommended	-
Medical Officers	Required	-	-	-	Required	Required	-	Recommended	Required	Required	Recommended	Required	-
Athletes (18&U)	-	-	-	-	Required	Required	Required	Required	Required	Required	-	-	Recommended
Athletes (19&O)	-	-	-	-	Required	Required	Required	Required	Required	Required	-	-	-

National State Championships (NSC)

National State Championships	WWCC	Sport Australia Community Coach General Principles	WPA Recommended Accreditation	Clean Sport 101	Anti-Doping Fundamentals (formerly Level 1)	Annual Update 2021 (formerly Level 2)	Whereabouts	Introduction To Match Fixing	Illicit Drugs in Sport	Ethical Decision Making	Coaches Course	Medical Practitioners Course	Parents Guide to Clean Sport
Head Coaches	Required	Required		-	Required	Required	Recommended	Required	Required	Required	Required	Recommended	Recommended
Assistant Coaches	Required	Required	-	-	Required	Required	Recommended	Required	Required	Required	Required	Recommended	Recommended
Support Personnel	Required	-	-	-	Required	Required	Recommended	Required	Required	Required	Required	Recommended	Recommended
Managers	Required	-	-	-	Required	Required	Recommended	Required	Required	Required	Recommended	Recommended	Recommended
Table Official	Required	-	Competition Official	-	Required	Required	-	Required	Required	Required	Recommended	Recommended	Recommended
Medical Officers	Required	-	-	-	Required	Required	-	Required	Required	Required	Recommended	Required	Recommended
Athletes – All (15U,17U,19U)	-	-	-	-	Required	Required	Required	-	-	-	-	-	-

26. APPENDIX F: PERFORMANCE VS POTENTIAL MATRIX

