



## SELECTION POLICY

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## INTRODUCTION

The aim of this policy is to provide a fair and transparent framework for the selection of NSW players to participate in its invitational events, its State Team Squads and its representative State Teams. More flexible criteria apply to inclusion of players in its Development Squad(s).

## 1 VALUES

- a) All selection processes will be conducted without bias.
- b) They will be equitable, transparent, justifiable, and clearly communicated.
- c) All participants in selection processes - players, selectors, officials, and Board members - will be aware of their specific responsibilities and obligations; and
- d) Selectors and players will communicate freely, respectfully and with good will, with the aim of minimizing misunderstandings and/or problems.

## 2 DEFINITIONS

In this policy:

- a) CNSW means Croquet NSW.
- b) Board means the Croquet NSW Board elected under the CNSW Constitution.
- c) ACA means the Australian Croquet Association or Croquet Australia.
- d) Forms of croquet include:
  - i. Association Croquet (AC),
  - ii. Golf Croquet (GC)
  - iii. Ricochet (RC).
  - iv. Gateball has a separate selection process.
- e) Constitution means the CNSW Constitution.
- f) Selection Committees means the AC, GC and RC Selection Committees
- g) Invitational Events are those events agreed between the Selection Committees and the Board. They may vary year to year.
- h) Development Squads are AC, GC and RC squads formed to develop players with potential to become representative players.
- i) State Team Squads are the GC and AC squads formed to prepare for the coming annual interstate contest, and from which the State Team players will be selected.
- j) State Teams are the teams contesting the Eire Cup or the Interstate Shield.
- k) Team Officials include the Captain, Vice-Captain, Team Manager and Team Coach.
- l) The Player Agreement is the contract between CNSW and a player representing NSW in an ACA Gold + Silver Medal event or accepting an invitation to join a State Team Squad and/or a State Team. The Agreement continues to apply should the State Team Squad player be selected to a State Team.

## 3 APPLICATION

This policy applies to all aspects of the selection of croquet players to:

- a) Development Squads.
- b) State Team Squads.
- c) The team representing NSW in the Association Croquet Eire Cup.

- d) The team representing NSW in the Golf Croquet Interstate Shield.
- e) The ACA Bronze Medal Events hosted by CNSW.
- f) Selectors Invitational Events run by CNSW.

## 4 PLAYER ELIGIBILITY

For a player to be eligible for selection to those State Team Squads, State Teams or events listed in Clause 3, they must, at the date of selection and at close of entry:

- a) Be a financial member of Croquet NSW.
- b) Meet ACA 'Eligibility to Compete' criteria (Australian Tournament Regulations 3.2).
- c) Comply with all current policies and rules governing the sport of croquet; and
- d) Be not suspended from state, national, or international play for any reason.

## 5 SELECTION CRITERIA

### 5.1 SELECTION GUIDELINES FOR INCLUSION IN DEVELOPMENT SQUADS

Other than meeting a) below, there are no mandatory requirements for a player to be included in a Development Squad. However, in inviting players to join a Development Squad or responding to an EOI for inclusion, Selectors will consider the following:

- a) Players must meet the definition of an 'eligible' player (see Clause 4).
- b) Players should actively compete in tournaments and events.
- c) Players agree to working with other squad players to build knowledge and skills; and
- d) Players commit to a training, practice, and competition regime to make progress towards their goals.

### 5.2 SELECTION CRITERIA APPLYING TO BOTH STATE TEAM SQUAD & STATE TEAM

In selecting players for both the State Team Squad and the State Team, Selectors will continuously review performance and events played as part of their player appraisal. They will also consider all the following elements:

- a) Meets NSW Eligibility Criteria for players (see Clause 4);
- b) Whether the player, within reason, can confirm their availability for the next Eire Cup or ISS.
- c) World Ranking and Automatic Handicapping System (AHS) handicap and index;
- d) Playing Ability, especially the player's recent form:
  - If form is not being maintained, a plan to address this will be worked on by the player and Team Coach (and other players at the Team Coach's request);
  - If form is improving, then a player will work to maintain consistency and to step up to a higher level.
- e) Results from state, national, overseas and world events (weighted to events where the grade is relevant to a player's ranking).
- f) Results and experience in the past two Eire Cup or ISS championships.
- g) Prepared to sign and abide by the CNSW-Players Agreement

This Agreement sets out CNSW expectations re players' participation and performance in events, and squad and team activities. The Agreement reinforces the need for players to

act in accordance with all relevant Policies and Regulations. All players accepting a position in the State Team Squad are required to sign the Players Agreement, and then act in accordance with those commitments.

### 5.3 ADDITIONAL SELECTION CRITERIA APPLYING ONLY TO STATE TEAM SQUAD

In addition to the general selection criteria listed in Clause 5.2, a player may also be included in the State Team Squad without necessarily showing the results if they have:

- a) shown the ability to improve through practice or playing in events.
- b) skills of a high standard as determined by Selectors or Team Coach; and
- c) potential to reach a higher standard of performance by the selection timeline.

### 5.4 ADDITIONAL SELECTION CRITERIA APPLYING ONLY TO THE STATE TEAM

At least 3-4 months before the interstate event the Selection Committee will select from the State Team Squad, the players who are to be offered places in the team.

A selected player must meet the selection criteria in Clause 5.2, plus clauses (a) and (b) below. Clauses (c), (d), (e) and (f) are desirable but not essential:

- a) meet the ACA 'Eligibility to Compete' criteria (Australian Tournament Regulations 3.2)
- b) meet all Player Agreement commitments.
- c) shown adaptability in playing doubles whilst in the State Team Squad.
- d) competed and performed in at least one doubles event during the previous 12 months.
- e) played and maintained form in a State, national or international championship event of 4 or more days, during the previous 12 months; and
- f) ability to build /maintain playing form from time of selection to competition.

## 6 RELEVANT EVENTS

CNSW encourages all players, especially those in contention for selection, to play in CNSW State events. This supports CNSW in its effort to develop the strength and depth of its player base, and helps Selectors assess relative strengths of candidates for selection. Results from other State, national or international events are also relevant

## 7 ROLES AND RESPONSIBILITIES IN SELECTION PROCESSES

### 7.1 PLAYERS

Players seeking selection, and players once selected, have a responsibility to abide by the CNSW-Player Agreement, and in particular:

- a) Have a clear understanding of rights and responsibilities, and act in accordance with all polices that cover professional participation in the sport.
- b) Have a clear understanding of, and comply with,
  - i. ACA Tournament Regulations
  - ii. The Laws, By-Laws, and Rules of AC and/or GC.
- c) Commit to constructive participation in State Team Squad and/or State Team training, competition, and preparation.
- d) Take responsibility for their own progress and playing form, and initiate contact with selectors, players, coaches as appropriate.
- e) Communicate with respect, accept difference and act professionally.

## 7.2 THE BOARD

- a) The Board, under the Constitution, may delegate functions. To this end, it has established AC and GC Selection Committees to make selections and manage selection processes.
- b) The Board confirms Selection Committee selection decisions unless there are any concerns about improper selection processes. If it concludes there has been a breach, the Board will take action as soon as possible in accordance with the Constitution.
- c) The Board may appoint a Board member as an Observer to each Selection Committee. These appointments enable any issues about selection processes to be addressed immediately, without waiting for selections to be sent to the Board;
- d) The Board acts on information about a breach by a player which might affect a selection decision. The Board informs the Selection Committee as soon as possible, and then takes action under the relevant Policy.
- e) The Board, in consultation with Selection Committees and the Events/Tournament Committee, approves an annual competition calendar, which includes invitational and medals events, championships, and other events timed to enhance State Team Squad and State Team interstate preparations.
- f) The Board approves an annual budget to fund events, squads and associated training, State Teams, State Team Managers and Team Coaches.
- g) The Board is responsible for approving the Team Coach for the next interstate cycle, following a process managed by the SC and monitored by the Board Observer. The Team Coach selection process starts after the conclusion of the previous event.
- h) The Board formally announces the State Team and Reserves, the Team Captain and Vice-Captain approximately three months before the interstate event.
- i) The Board informs players of their removal or replacement from a State Team, or State Team Squad; and
- j) The Board manages discipline and appeals processes in accordance with the CNSW Constitution or other relevant Policies

## 7.3 SELECTION COMMITTEES

### 7.3.1 FORMATION AND OPERATION

The Constitution makes the Board responsible for the establishment and operation of selection committees:

- a) There will be separate Selection Committees for each form of croquet.
- b) Each Committee will comprise a minimum of three members and a maximum of 5 members, plus the Team Coach. The Board will nominate a Board member to be an Observer of each SC.
- c) Each Committee should have a gender balance.
- d) Committees are to operate by consensus as far as possible but may vote if necessary to reach a decision. The Chair has a normal vote but will not have a casting vote if voting is tied – if necessary, the Team Captain may break a deadlock.
- e) Details re the Appointment, Terms of Appointment, Job Description including desirable skills and experience, and Committee Proceedings are described in the policy document CNSW Duties of CNSW Officials and Committees Policy.

### 7.3.2 ROLE

- a) The SCs make their selections for squads, teams and invitational events, applying the criteria & processes outlined in this Policy in a fair, unbiased, justifiable and transparent manner.
- b) The SC prepares a comprehensive well-argued budget proposal for each coming interstate campaign, using a format agreed with the Board.
- c) The SC will invite interest in being the Captain & Vice-Captain and appoint those positions.
- d) The SC manages the appointment of the Team Coach by means of an Expression of Interest process which may include an advertisement and/or invitation. The process is monitored by the Board Observer and approved by Board. The Team Coach selection process starts after the conclusion of the previous event.

### 7.3.3 PROCEEDINGS

- a) The proceedings of a Selection Committee are confidential but must be recorded. Records should be capable of being redacted.
- b) Players are entitled to access unredacted records on matters relating to themselves. Should a player request information about themselves, the Selection Committee will provide that player with all relevant information within 7 days;
- c) If the Selection Committee considers that a player in contention for selection has issues which may affect their chances of selection, then the Chair of the Selection Committee, or their delegate, will discuss these issues with the player concerned:
  - i. The player has the right for the Team Coach to be a participant in these discussions.
  - ii. An agreed record of discussion should be then prepared. If any dispute arises concerning this record of discussion, the SC record, and a statement of reply from the player together form the record of discussion.

### 7.3.4 CONFLICTS OF INTEREST

- a) Any Selector, Team Coach or Observer who is a candidate for selection is precluded from discussions or voting on themselves or other selections which are competing for the same team place.
- b) Selectors, officials, and candidates for selection may be from the same club, or may have played in partnerships or developed friendships, but this in itself should not be immediately deemed as a significant conflict of interest. The onus is on the individual to act with integrity and declare any conflict of interest;
- c) Any person serving on the Selection committee is responsible for identifying a conflict of interest or a perceived conflict of interest involving a particular candidate. Such a conflict must be notified to the Chair (or other committee members if the Chair is involved) who will determine the relevance of the declaration and ensure the person is not involved in discussion or voting on a particular selection for which they are deemed to have a conflict of interest.

## 7.4 TEAM COACH

- a) The Team Coach is appointed via an EoI process managed by the Selection Committee, monitored by the Board Observer, and approved by the Board.

- b) The Team Coach is to work with the Selection Committee, State Team Squad and then the State Team members to produce the strongest playing performance by the NSW team in the interstate competition.
- c) The Team Captain may undertake the Team Coach duties if no Team Coach is selected; and
- d) Detailed duties are described in CNSW Policy Duties of CNSW Officials & Committees

## 7.5 TEAM CAPTAIN

- a) The Team Captain will usually be, but does not need to be, a member of the State Team.
- b) The Team Captain works with the Team Coach and State Team members to produce the strongest playing performance in the interstate competition.
- c) Detailed duties are described in the CNSW Policy Duties of CNSW Officials and Committees.

## 7.6 TEAM MANAGER

The Team Manager helps build and integrate the team, by:

- a) arranging appropriate transport, accommodation, and other needed services.
  - Supporting the Team Captain, Team Coach, and team members.
  - Trouble shooting.
  - Ensuring clear communication within the State Team; and
  - Monitoring team well-being throughout the preparation period and contest.
- b) The Team Manager is appointed by the Team Captain, in consultation with the Team Coach. The nomination will be sent to the Board for funding endorsement. The Board will announce the appointment.
- c) The Team Captain may undertake the Team Manager duties if no Team Manager is selected; and
- d) Detailed duties are described in CNSW Policy Duties of CNSW Officials & Committees.

# 8 DEVELOPMENT SQUADS

## 8.1 PURPOSE

Development Squads may be formed:

- a) To provide players moving towards State Team Squad selection with challenges and competition to improve their knowledge and skills; and/or
- b) To develop players with a potential to become state players in due course.

## 8.2 APPROACH

- a) The SC 's will advertise Development Squad opportunities widely and invite Expressions of Interest.
- b) Players with similar knowledge and skills should be grouped together, to optimize the effectiveness of Development Squads.
- c) These squads are likely to be regionally based; and
- d) They can operate on a standing basis with membership changing from time to time.

## 9 CNSW INVITATIONAL EVENTS

### 9.1 NSW BRONZE MEDAL EVENTS

NSW runs the annual ACA Bronze Medal invitation events (AC & GC), to select a winner to represent the State in the Australian Gold + Silver Medal events (AC & GC). Each event will comprise 6-10 players, selected primarily on their current World Ranking, as per Clause 30 of the ACA Tournament Regulations. Normally the winner of the Selectors First event is invited to be one of these players, as an avenue to recognising a rapid developer.

### 9.2 SELECTORS EVENTS

- a) The Selectors Events are held to assist SC to assess candidates for the State Team Squad/State Team;
- b) Available eligible players will be invited to compete in the above events, based on recent form, together with results and their World Ranking and Australian Handicapping System (AHS) handicap and index; and
- c) Players accepting the invitation to Selectors Firsts must be available to play in the Bronze Medal event.

## 10 STATE TEAM SQUADS

### 10.1 PURPOSE

State Team Squads bring together the best eligible and available players who meet the State Team Squad selection criteria. Over a period of months, State Team Squad players compete, train, and work separately and together, in order to provide a high performing, competition-ready group from which the strongest State Team will be selected.

A squad member accepts the invitation to the State Team Squad to:

- a) Improve their game, improve their skills and improve their match preparation, and
- b) Improve their team building and team performance skills and assist in improving and extending other players through, attendance, support and if requested, instruction.

### 10.2 COMMUNICATION WITHIN STATE TEAM SQUAD SELECTION PROCESSES

- a) The onus is on players to seek information and feedback from Selectors and the Team Coach, on ways to strengthen their position re selection to squads and teams.
- b) The Selection Committee will provide players with clear, transparent, and unbiased feedback as soon as possible. This feedback may cover what a player needs to do in order to enable the Selectors to make a sound decision in relation to their play (e.g., which events to enter, results, observation of play, appraisal of team skills).
- c) Feedback to players from Selectors shall be recorded.

### 10.3 SIZE OF STATE TEAM SQUADS

- a) The size of the State Team Squad is not mandated and will be determined by the Selection Committee in consultation with the Team Coach. The key principle

guiding this choice will be ensuring a reasonable base from which to select the Team;

- b) Players may be added to the State Team Squad after its formation and up until the last selection event to be played, if the Team Coach and SC consider such an inclusion is necessary to strengthen the base from which to choose the State Team;
- c) Players who are not eligible or available, but have high level skills and expertise, may be asked to input to the State Team Squad training program. Any costs should be from the coaching budget, or additional funding negotiated with the Board.

#### **10.4 STATE TEAM SQUAD SELECTION CRITERIA**

Selectors will continuously review performance and events played as part of their player appraisal. Selection Committees will select for the State Team Squad using the selection criteria at Clause 5.

#### **10.5 CONFIRMATION OF PLACES IN THE STATE TEAM SQUAD**

- a) The Selection Committee will advise the players of their selection to the State Team Squad by a means of communication that provides a record;
- b) Players that expressed an interest in being selected but were unsuccessful, are entitled to obtain reasons for non-selection from the Selection Committee;
- c) Non-selected players that expressed an interest in State Team Squad selection have the right to appeal their non-selection.

#### **10.6 SETTING PERFORMANCE CRITERIA FOR STATE TEAM SQUAD MEMBERS**

The Team Coach will determine if performance criteria are necessary for the evaluation of any players whilst they are in the State Team Squad. Players are to be advised by the Selection Committee or Team Coach in writing as to what those performance criteria are and how they will to be measured against those criteria.

### **11 THE ISC AND ISS**

#### **11.1 SIZE OF STATE TEAMS**

- a) The ACA Tournament Regulations Clauses 28 & 29 allows teams of no fewer than 8 players (i.e., 4 men + 4 women) and no more than 10 players (i.e., 5 men + 5 women);
- b) The Regulations (Clauses 28.4, 28.9, 29.4 and 29.9) also allow for the inclusion of Reserves and the circumstances for Reserves substituting for players;
- c) The Selection Committee, in consultation with the Team Coach, will decide the team size plus reserve(s). This should be done as early as possible, so that the State Team Squad is aware of this decision.

#### **11.2 BOARD ENDORSES SELECTION COMMITTEE SELECTIONS**

With an emphasis on timely communication and engagement between all parties within selection processes, issues should be resolved ahead of selections being made. This should result in the Board immediately confirming selections in nearly all instances [see Clause 7.2 (c)]:

- a) The Selection Committee will submit its selections to the Board and confirm that it has considered all the selection criteria within this Policy; and

- b) The Board is to confirm or decline to confirm selections as soon as possible, and at most within 2 days. If the Board declines a selection, it must notify the Selection Committee of its reasons for doing so.

### **11.3 THE GROUNDS UPON WHICH A SELECTION MAY BE DECLINED**

- a) The board has evidence that proper processes have not been followed; or
- b) The Board has received recent information about a serious breach by a player which merits investigation before selections are finalised.
- c) In such cases the Board will investigate the circumstances in question and amend or repeal a decision of the Selection Committee.
- d) Any subsequent investigation is to be concluded as quickly as possible, and the Board's decision to accept or decline those selections is to be communicated to the Selection Committee within 28 days of receiving the recommendations, along with the reasons for doing so.

### **11.4 NOTIFICATION TO SUCCESSFUL AND UNSUCCESSFUL STATE SQUAD MEMBERS**

- a) The Selection Committee will advise players in the State Team Squad of their selection or non-selection to the State Team;
- b) Selected players have seven days to confirm their acceptance of a State Team place, by signing the [on-line] Player Agreement.

### **11.5 REMOVAL OF A PLAYER FROM THE STATE TEAM SQUAD OR STATE TEAM**

A player may be removed from a State Team Squad or a State Team, if in the opinion of the Selection Committee, in consultation with the Team Coach:

- a) The player breaches or fails to observe State Team Squad protocols, conditions in the Player Agreement, or CNSW or ACA policies applicable to participation in the sport of croquet;
- b) The player is unable to perform to the required standard due to illness or injury;
- c) The player has experienced a loss of form or has not reached the expected level of proficiency.

The Selection Committee will advise that player of the reasons for their removal from the State Team Squad or State Team.

### **11.6 RIGHT OF APPEAL AGAINST A SELECTION DECISION, OR REMOVAL FROM A STATE TEAM SQUAD OR STATE TEAM**

A player may appeal their non-selection to a State Team Squad or State Team, or their replacement or removal from a State Squad or State Team:

- a) Provided this is before the cut-off date for notification by CNSW to the ACA of team members for the ISC or ISS (if after, see 11.7);
- b) A Player must register an Intention to Appeal within 7 days of them being advised of their non-selection, replacement, or removal;
- c) The grounds for appeal are that this Selection Policy was not properly followed and/or implemented; and
- d) Appeal processes are set out in NSW Policy on Discipline of Members, Resolution of Disputes & Complaints, and Resolution of Appeals against Selection Decisions.

### 11.7 REMOVAL FROM A STATE TEAM PRIOR TO OR DURING AN EVENT

- a) This Clause applies immediately after the cut-off date for notification by CNSW to the ACA of team members for the ISC or ISS, until the conclusion of the event;
- b) A Team Official or player may be removed from the State Team by the Board, if the Board has been advised by the Selection Committee, Captain and/or the Team Manager that a player is in serious breach of the Players Agreement and/or has brought CNSW into disrepute; and
- c) There is no right of appeal against a decision made under this Clause, but a player has a right of reply to the Board.

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