

Policy Title	Athlete Awards Policy
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Related Policies/Documents	IAS Code of Conduct, RASi Award Criteria, Selection Guidelines

OBJECTIVE

To recognise and celebrate the very best local athletes undertaking the IAS program during the annual IAS Athlete Awards Function.

The awards recognise and celebrate individuals who not only demonstrate outstanding performance and commitment but also embody the core values and culture of the Illawarra Academy of Sport. Through their behaviour, leadership and sportsmanship, recipients serve as role models who uphold and reinforce the standards we stand for, inspiring others to contribute positively to our community and the broader sporting environment.

This policy summarises the awards on offer, and outlines athlete eligibility and selection for each award.

1. THE IAS AWARDS

To ensure consistency and alignment with broader sporting recognition frameworks, all IAS award categories are aligned with the Regional Academy of Sport Incorporated (RASi) Awards criteria, with the exception of the Tobin Family Award. The Tobin Family Award maintains distinct eligibility criteria to uphold its specific objectives. This alignment and the exceptions will be reviewed annually to ensure ongoing relevance and compliance.

1.1 Tobin Family Award – the IAS Athlete of the Year

The “Tobin Family Award” celebrates and recognises the contribution made to sport in the Illawarra region by the Tobin family and in particular Ted Tobin AM regarded as the founder and inspiration behind the Illawarra Academy of Sport.

The Award is to be presented to the Academy athlete who, during the course of their scholarship, displays an exceptional level of sport performance, dedication to their training & development, a commendable attitude to competition, and community spirit. The Award represents wholistic athlete development.

The assessment factors reflecting the priorities in sport development contained in the Schedule to these Rules represent factors suggested by the late Ted Tobin (on behalf of the Tobin Family) and agreed to by the Academy for the purpose of determining the winner of the award. These are to be rounded to the nearest 10%.

The award is to be known as the Tobin Family Award, prefixed if required, with the name of the then current sponsor.

The award is to be announced, and presented annually, at the Presentation Night as the premium award.

1.2 Athlete of the Year Award (specific sport program)

- 1.2.1 The “Athlete of the Year Award (specific sport program)” is to be presented to the Athlete who distinguishes him or herself as the highest achieving athlete in each program conducted by the Academy in each scholarship year.
- 1.2.2 The IAS Individual Athlete Program, referred to as the ‘Future Stars Program’, is not considered a sport-specific program. There is no award associated with the Future Stars program, however ‘Future Stars’ athletes are eligible to be considered for the Tobin Family Award.

The Academy may name a specific program award in honour of an individual whom has provided exceptional service to the academy and the specific previously.

1.3 Coach of the Year

The Academy Coach of the Year is to be presented to a coach that demonstrates outstanding commitment to the program and the development of athletes. This individual demonstrates a commitment to personal development, inspires excellence in others, and represents the IAS and their sport with dignity.

1.4 Athlete Leadership Award

The Athlete Leadership Award is presented to an athlete who demonstrates outstanding leadership throughout the scholarship year. This individual shows a strong commitment to personal development, inspires excellence in others, and represents the IAS and their sport with dignity. Additionally, they contribute positively to the community and show a consistent ability to commit to the program and other Academy activities.

1.5 Commitment to Excellence Award

The Commitment to Excellence Award is presented to a graduating IAS athlete that has demonstrated an outstanding commitment to their training and development, as validated by their engagement in IAS performance support services and strength & conditioning sessions.

2. ELIGIBILITY AND NOMINATION PROCESS

2.1 Athlete of the Year Award (specific program)

- 2.1.1 The coach of each program is required to nominate up to three (3) athletes via a prescribed nomination form provided by the IAS Sport Programs Manager by the nominated date.
- 2.1.2 Upon receipt of the completed nomination form, the Academy Sport Programs Manager shall contact each nominee and advise of the nomination and invite the nominee to complete and return the prescribed "Athlete Response Form" within 14 days. Failure to complete the form will not deem the athlete to be ineligible for the award.
- 2.1.3 The Sport Programs Manager will review each nomination, ensuring eligibility and completeness prior to submission to the Selection Panel for consideration.

2.2 Coach of the Year

- 2.2.1 All IAS coaches will be required to complete a prescribed performance evaluation form provided by the IAS Sport Programs Manager no less than two (2) months prior to the date of the annual awards function.
- 2.2.2 A coach will be deemed ineligible for the award should they fail to submit a complete evaluation form by the prescribed time.
- 2.2.3 IAS Program staff may nominate coaches for the Coach of the Year award via the prescribed nomination form provided by the IAS Sport Program Manager.
- 2.2.4 IAS Program coaches that submit a complete evaluation form by the prescribed time are eligible for and can be considered for the award, regardless of whether a nomination is received or otherwise.
- 2.2.5 The IAS Sport Programs Manager will review each evaluation, and any nominations received, ensuring completeness, prior to submission to the Selection Panel for consideration.

2.3 Athlete Leadership Award

- 2.3.1 All IAS athletes will be afforded the opportunity to complete a prescribed nomination form provided by the IAS Sport Programs Manager no less than two (2) months prior to the date of the annual awards function.
- 2.3.2 IAS athletes that complete and submit the prescribed nomination form by the nominated date will be eligible to be considered for the award.

- 2.3.3 The Sport Programs Manager will review each nomination, ensuring eligibility and completeness prior to submission to the Selection Panel for consideration.
- 2.3.4 The IAS Sports Program Manager may obtain additional information as deemed necessary to assist in ranking the nominees for the purpose of selecting an overall winner.

2.4 Commitment to Excellence Award

- 2.4.1 IAS athletes completing their final year in the IAS program, referred to as graduating athletes, are eligible for the Commitment to Excellence Award.
- 2.4.2 Graduating athletes will be afforded the opportunity to complete a prescribed nomination form provided by the IAS Sport Programs Manager no less than two (2) months prior to the date of the annual awards function.
- 2.4.3 The Sport Programs Manager will review each nomination, ensuring eligibility and completeness prior to submission to the Selection Panel for consideration.
- 2.4.4 The IAS Sports Program Manager may obtain additional information as deemed necessary to assist in ranking the nominees for the purpose of selecting an overall winner.

3. ELIGIBILITY CRITERIA FOR THE TOBIN FAMILY AWARD – IAS ATHLETE OF THE YEAR

- 3.1 With the exception of the Coach of the Year, the winners of each IAS Award are in contention for the Tobin Family Award.
- 3.2 IAS Future Stars athletes will be afforded the opportunity to complete a prescribed nomination form provided by the IAS Sport Programs Manager no less than two (2) months prior to the date of the annual awards function.
- 3.3 IAS Future Stars athletes that complete and submit the prescribed nomination form by the nominated date will be eligible to be considered for the award.
- 3.4 The IAS Sport Programs Manager will review each nomination, ensuring eligibility and completeness prior to submission to the Selection Panel for consideration.
- 3.5 Following assessment, the three (3) highest ranked Future Stars athletes will be deemed the nominees for the Tobin Family Award.
- 3.6 Past winners of the Tobin Family Award are ineligible for nomination for the Tobin Family Award.

4. SELECTION PANEL

- 4.1 For all Awards, with the exception of the Tobin Family Award, the panel charged with selecting the award recipients will comprise of:
- The CEO
 - The IAS Sport Programs Manager, and
 - A Member or Director of the IAS.
- 4.2 The panel may refer to the assessment factors outlined at the Schedule to determine the award recipients for each category.

- 4.3 The top three (3) nominees for each award category will be announced and invited to attend the awards function.
- 4.4 Upon completion of the selection of the winners of the IAS Awards, the Sport Programs Manager will convene the Selection Panel for the Tobin Family Award no less than four (4) weeks prior to the date of the awards function.
- 4.5 For the Tobin Family Award, the selection panel shall comprise:
- A representative of the current award sponsor (if appropriate)
 - An IAS Member or Director
 - A member of the Tobin Family
 - The CEO of the IAS, and
 - The IAS Sport Programs Manager in an advisory capacity only
- 4.6 The Sport Programs Manager will, at least seven (7) days prior to the scheduled panel meeting, provide the Panel with all material pertaining to the final nominees for the Tobin Family Award, including sufficient copies of the material for each member of the Selection panel.

5. SELECTION PROCESS

- 5.1 In a meeting convened by the Sports Program Manager, the selection panel is to identify the athlete who is the deserving winner of the Tobin Family Award.
- 5.2 Review each nomination and each panel member award a mark for each assessment factor (see Schedule) using the Athlete Ranking Form.
- 5.3 The results of each panel member are collated.
- 5.4 Athletes are then ranked from highest to lowest based on their total weighted score.
- 5.5 This provides the substantive basis upon which athletes are considered and informs the discussion amongst the panel.
- 5.6 The panel will decide any issue by majority vote.
- 5.7 The result of the Selection Panel will be announced at that year's awards function.
- 5.8 It is prudent that the audience at the awards function is advised of the criteria for the award and the process of assessment.

6. GENERAL

- 6.1 The members of the selection panels shall be requested to maintain confidentiality with respect to their deliberations and will be requested to return all documents relating to the selection process to the CEO or Sport Programs Manager upon completion of the judging.
- 6.2 In the event that any member perceives that they have a conflict of interest they will immediately advise the panel whereby another panelist will be required.
- 6.3 Only one nominated athlete will receive the Tobin Family Award.
- 6.4 No family members are to be involved in the nomination or judging process.

7. APPEALS

7.1 There is to be no appeal from the decision of the Selection Panel.

8. AWARD BENEFITS

8.1 Award recipients will receive:

- A suitably engraved trophy, and
- A monetary award or similar prize to be determined by the IAS Board of Directors annually.

9. POLICY REVIEW PROCESS

9.1 This policy will be reviewed at least annually, in line with the Board's policy review schedule, or as otherwise required by this Policy.

9.2 The Board may at any time initiate a review outside of the normal schedule.

SCHEDULE

ASSESSMENT FACTORS

SPECIFIC SPORT PROGRAM ATHLETE OF THE YEAR

FUTURE STARS PROGRAM ATHLETE NOMINEES

ASSESSMENT FACTOR	WEIGHTING
Sporting Performance & Achievement	40%
Engagement in and dedication to training & development	30%
Attitude to Competition (incl. sportsmanship)	10%
Dedication to Learning – academic development and commitment	10%
Community Support (incl. volunteer and charity work)	10%

Coach of the Year

ASSESSMENT FACTOR	WEIGHTING
Performance & Achievement	25%
Commitment to personal development	25%
Inspire excellence in others	25%
Represents the IAS and their sport with dignity through their conduct	25%

Athlete Leadership Award

ASSESSMENT FACTOR	WEIGHTING
Commitment to personal development	25%
Inspire excellence in others	25%
Community Contribution	25%
Represents the IAS and their sport with dignity through their conduct	25%

Commitment to Excellence Award

ASSESSMENT FACTOR	WEIGHTING
Commitment to their training and development	90%
Represents the IAS and their sport with dignity through their conduct	10%

Determined by attendance records.

Consideration given to athletic performance (eg; testing results).

TOBIN FAMILY AWARD

Assessment factors - reflects the priorities of each assessment factor in sport development as agreed between the late Ted Tobin (as representative of the Tobin Family) and the Illawarra Academy of Sport rounded to the nearest 10%. A description of each assessment factor follows.

ASSESSMENT FACTOR	WEIGHTING
Sporting Performance & Achievement	40%
Engagement in and Dedication to training & development	30%
Attitude to Competition (incl. sportsmanship)	10%
Dedication to Learning – academic development and commitment	10%
Community Support (incl. volunteer and charity work)	10%

Sport Performance – Directly looks at level of sporting achievement or attainment at the highest possible representative level. Assessed on results based performances eg: -personal bests, world rankings, qualification processes. As a member of a team assessment might include, team's performance, MVP awards, highest goal scorer awards, best defensive record etc.

Engagement in and Dedication to training & development– Includes attendance at and engagement with the Academy program, including sport-specific training sessions, sport camps, strength and conditioning sessions, and other scholarship events.

Attitude to competition – A professional attitude includes preparation, time management, punctuality, nutrition, sportsmanship, appropriate personal presentation, good communication and relationship with coaches and teammates, respect for referee, opposition players, team mates etc. As well as being a squad role model and leader. Good disciplinary record and fair play. Represents the IAS and its values through their conduct.

Dedication to learning – A proven commitment to studies including while absent from school for training or competition, IAS education or any courses, clinics or practical learning outside mainstream school. Include attendance and attitude towards to IAS sporting and non-sporting education sessions. At home application to training.

Community Support – Includes any unpaid community service, be it sport related coaching clinics, attending schools or presentations, public speaking and community involvement outside sport such as volunteering or charity work or acknowledging the support of sponsors.

ATHLETE RANKING FORM (example)

ATHLETE		ASSESSMENT FACTOR – each score out of - 100				
Name /Sport	Sport Performance	Engagement in & Dedication to training & development	Attitude to competition	Dedication to learning	Community involvement	TOTAL
Peter - Athletics	/40	/30	/10	/10	/10	/100
Sarah – Netball	/40	/30	/10	/10	/10	/100

RANKING SCALE (guideline for sport performance and achievement)

PERFORMANCE ACHIEVEMENT	SCORE
Australian Representative (open age / international competition) – Medal/MVP*	70
Australian Representative (age / international competition) – Medal/MVP*	65
Australian Representative (open age / international competition)	63
Australian Representative (age / international competition)	60
Australian Squad Representative (open age / no competition)	55
Australian Squad Representative (age / no competition)	50
Australian Development Squad (no competition)	45
State Representative (open age / national competition) – Medal/MVP*	50
State Representative (age / national competition) – Medal/MVP*	45
State Representative (open age / national competition)	43
State Representative (age / national competition)	40
State Squad Representative (no competition)	35
State Development Squad (no competition)	30
Regional Representative (open age / state competition) – Medal/MVP*	30
Regional Representative (age / state competition) – Medal/MVP*	25
Regional Representative (open age / state competition)	28
Regional Representative (age / state competition)	20

**Medal / MVP – gold, silver, bronze, race record, most valuable player etc*