

Policy Title	Sports Policy: Athlete Selection
Reference Number	S1.0
Date of Board Adoption	June 2024
Date of Review	January 2027

OBJECTIVE

To provide an opportunity for sports persons to display the necessary qualities and abilities allowing them possible entry to the IAS. These qualities and abilities comprise the selection criteria which will help the athletes move to an elite level of performance in their sport.

Scholarships are offered to selected athletes who are willing to make a strong commitment to achieve excellence in their chosen sport. This commitment together with the benefits and services offered by the Academy, are necessary for success at the state and national sporting levels.

SCOPE

The primary aim of the Illawarra Academy of Sport is to enhance the skills, physical competencies, and knowledge of talented and potentially elite young athletes to maximise the opportunities for advancement in their chosen sport.

ATHLETE SELECTION

1. ATHLETE ELIGIBILITY

- 1.1. For an Athlete to be eligible to nominate for (or receive) a scholarship:
 - 1.1.1. Must satisfy the residential criterion which is; the parents/guardians principal address must reside within the local government area of Kiama, Shellharbour, Shoalhaven, Wingecarribee or Wollongong ("Illawarra")
 - 1.1.2. Athletes residing within the Illawarra but affiliated with a recognised sporting association outside of the Illawarra are eligible for selection.
 - 1.1.3. Must be within the age range established from time to time by the Board for the subject sport.

- 1.1.4. Must be registered with the State Sporting Organisation or equivalent.
 - 1.1.5. In the event of dispute as to any of the above, the decision of the Board shall be absolute and final.
- 1.2. On occasions, the Academy will receive inquiries and/or nominations from athletes who live outside of the Illawarra Region. A scholarship may be offered to these athletes in the following circumstances:
- 1.2.1. If the athlete meets ALL other selection criteria for that sport, and
 - 1.2.2. If the athlete successfully completes the trial and interview process, and
 - 1.2.3. If the Regional Academy in which the athlete resides does not have a program in the sport and agrees with the athlete being offered a scholarship and is prepared to support this financially.

2. SELECTION CRITERIA

- 2.1. Squad-based sports – athlete selection is undertaken by Academy coaches in consultation with the State Sporting Organisation (SSO), or a representative nominated by the SSO, unless otherwise stated within the MoU's between SSO's and the Academy.
- 2.2. Future Stars – selected based on sporting performance demonstrated by the athletes via the nomination form.

3. DATES

- 3.1. The selection trials must be held at the time of the year which would generate the most effective participation and attendance of athletes.
- 3.2. Dates of all trials to be determined by the IAS Sport Programs Manager, in conjunction with the Head Coach, with respect to availability of selectors, athletes, venues and Representative commitments.

4. VENUES

- 4.1. Trials will be held at venues available or most convenient as determined by the Sport Programs Manager.

5. APPLICATION FORMS

- 5.1. The CEO, or their delegate, will advertise the dates and venues of the various selection trials through the IAS promotional platforms, including but not limited to the website, newsletter, social media, and media outlets.

- 5.2. Forms to be sent to Sporting Associations/Clubs, Schools (State and Independent), Councils and to sport specific venues (for example stadiums), shops etc.
- 5.3. Applicants are required to complete and submit an application as instructed on the form prior to attending a trial.

6. SELECTORS

- 6.1. At the trial the selectors shall consist of the Academy coaching staff with invitations sent to a member of the relevant State Sporting Organisations, or a suitable nominee who should be of significant stature in the sport, to act as observers and/or in an advisory capacity.

7. SELECTION TRIAL

- 7.1. Selection trial locations to be spread out across the Illawarra region, where suitable facilities exist to give the opportunity to all athletes who may wish to trial for a scholarship.
- 7.2. Trial locations to be chosen at the discretion of the IAS Sport Programs Manager in consultation with the Head Coach, considering facilities and travel for those concerned.
- 7.3. Non-attendance at the trial eliminates selection for an Academy scholarship unless an exemption has been granted.
- 7.4. Exemptions due to injury, sickness or unavailability must be made through notification to the IAS Sports Programs Manager and Head Coach prior to the trial. Exempt athletes will be required to submit video footage of performances, as well as a letter of endorsement from the SSO (if applicable) in order to be considered.
- 7.5. The IAS Sport Programs Manager is required to inform all trialists of the outcome of their trial in writing, including suggestions for improvement to non-successful trialists.

8. INTERVIEWS

- 8.1 All athletes that are successful at selection trials and are first-year scholarship holders, must attend an athlete and parent interview with Academy representatives. Returning athletes are not required to attend an interview.
- 8.2 Athlete interviews will be conducted by the CEO, Sports Programs Manager and / or a member of the Board.

9. NOTIFICATION

- 9.1. All athletes will be notified in writing, whether successful or unsuccessful after the selections have been ratified by the Board.

- 9.2. The Selectors will select the required number for their sport and list them in order of merit. Reserve list – additional names, also in order of merit, should be included in the event that one of the selected athletes does not accept the scholarship.

10. RATIFICATION

- 10.1. Ratification of athletes selected for scholarships is made by the Board prior to any notification of athletes or others. The CEO submits a recommended list to the Board for ratification, with an explanation outlining circumstances where selections deviate from the selection objectives and /or Academy policy.

11. CONDITIONS

- 11.1. Athletes are required to remain registered with an SSO or equivalent while under scholarship with the Academy.

12. THE NUMBER OF SCHOLARSHIPS AWARDED

- 12.1. The number of scholarships awarded will be determined by the following criteria:
- 12.1.1. The number of athletes meeting eligibility criteria.
 - 12.1.2. For squad-based sports, the appropriate size of the squad for a particular sport or discipline, as advised by the SSO or equivalent.
 - 12.1.3. The number of athletes meeting sporting performance standards, particularly for the Future Stars Program.
 - 12.1.4. Utilisation and availability of resources to provide an efficient quality program for scholarship athletes.
 - 12.1.5. Financial considerations.

13. PROGRAM DELIVERY

- 13.1.1. Reasonable endeavours will be made to deliver sporting programs fairly and equitably across the IAS local government areas.
- 13.1.2. Sporting programs include training sessions, education programs, strength and conditioning sessions, trials, camps, tournaments, and competitions.
- 13.1.3. The location of scheduled activities shall take into account the residential distribution of athletes.

POLICY VARIATION

Any variation of the above policy in exceptional circumstances must be given approval by the Board on the recommendation of the CEO.

POLICY REVIEW

This policy is required to be reviewed a minimum of every three (3) years from the date of its adoption.