



Croquet Victoria

Selection Policy

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1. Preamble

The Victorian Croquet Association (VCA) provides the broad parameters of the VCA Selection Policy. The selectors operate within these parameters. The selectors wish to ensure that players are aware of the specific issues that the selectors will look for in the application of this policy. The policy is an open document available to players. Players can suggest modifications. The selectors will review the policy from time to time. Any changes made will be sent to the VCA Council for approval.

2. Objectives of the Selectors Committee

- 2.1. To select players and reserves from within Victoria to play in the various squads and tournaments run by the VCA as listed in section 4 below.
- 2.2. To select players to represent Victoria in the Interstate Cup (Eire Cup).
- 2.3. The committee aims to provide opportunities for competitive play and to improve the standard of croquet in players of all levels.

3. The Selection Committee - Composition, Activities and Duties

The Selection Committee

- 3.1. Will consist of up to five members plus the VCA President or his/her delegate (who shall be a VCA Director) as an ex-officio member.
- 3.2. Will be composed of experienced players, not necessarily active, but familiar with the standard of play for national and invitational events and be willing to attend medal events, important VCA fixtures and if possible some country events.
- 3.3. Will hold meetings throughout the year and keep records of these meetings. A copy of the minutes and copies of any supporting papers will be sent to the VCA Secretary within seven (7) days of the meeting. Selectors should not be present or part of any discussions that involve the selection of family members. A selector who is eligible for selection in an event shall leave the meeting during selection of that event.
- 3.4. Proceedings are confidential.
- 3.5. Will consult the Victorian Team Squad Coach on all relevant committee discussions and may be invited to attend meetings to provide the committee with information relevant to their deliberations. The coach does not have a vote.
- 3.6. May consult experienced players if appropriate.
- 3.7. Will report to the VCA Annual General Meeting with a summary of the season's activities. On other occasions will report as required to the Committee of Management (COM).
- 3.8. Will, prior to selection, determine the availability of players and reserves and inform the players concerned. Selectors will inform the President of the selections for the State Team prior to publication. Names of both players and reserves will be announced at this time.
- 3.9. Will manage the Selector's Invitation, Women's Invitation and Team Squad Doubles events.
- 3.10. Will recommend players to represent Victoria in any other event.
- 3.11. Chairperson of Selectors will be available to speak to players about their selection or non selection and in doing so will provide specific information regarding the selectors decisions as provided in the selectors policy.

4. Player Selection

Principles of Selection

- 4.1. For certain events the selectors may choose players considered to have good potential to promote the success of the particular event or as part of the development of the player.
- 4.2. Selectors consider tournament results, matches against specific players and current form as

major factors in assessing performance.

- 4.3. Selectors may take into account the current national and international rankings of player being considered.
- 4.4. Selectors may publicly specify that a player's performance in a set of specific events shall be a contributory factor in the process of selection. These events include both VCA events and those expected to have significant participation by state and interstate players.
- 4.5. When selecting players the selectors will normally only consider events that have occurred within the past twelve months.

The following principles apply particularly to selection of the State Team.

- 4.6. To be eligible for the Victorian Team players are expected to enter and participate in at least three of the following events: National Championships, Interstate Cup, Australian Croquet Association (ACA) Presidents Eight's, ACA Gold Medal, Australian Bronze Medal, Victorian Gold Cup, Victorian Silver Shield, the current Victorian Men's and Women's Open Championships, Victorian Women's Invitation, Selectors Invitation, Victorian Open Championships and the Team Squad Doubles.
 - 4.6.1. The selectors are looking for active and enthusiastic players. They expect that potential team players will enter for most of the major Victorian events held during the season.
 - 4.6.2. The Selectors understand that these players are also likely to be selected for national and international events some of which involve practice weekends.
 - 4.6.3. Players are usually working full time. All these events are weekend events and players sometimes have considerable distances to travel, which can encroach on working days. The selectors take these factors into account when considering players attendance at team squad practice weekends.
- 4.7. Attitude to officials, tournament managers, referees, team managers, team coaches and fellow players.
- 4.8. The Selectors look for compatible and supportive team members. The ability to perform under pressure is considered.
- 4.9. Willingness to assist the team coach in developing a working relationship in the team so as to promote a responsible attitude, commitment, trust, competence, respect, safety, honesty, professionalism, equity and sportsmanship among team members.
- 4.10. A good ambassador for the sport, the Association and their club.
- 4.11. Attend State Team practice sessions arranged by the Team Coach. Adhere to the State Squad training protocols as determined by the State Team Coach including mental, physical and tactical skills, nutrition guidelines and appropriate fitness levels.
- 4.12. Be assessed by the state squad coach as to fitness in strength, flexibility and endurance.
- 4.13. Any issues that arise concerning a player's attitude will only be taken into account where those issues arose within the last two years unless the player concerned has been advised by the selectors of issues that go back beyond this time frame.

5. Player Selection.

Skills Assessment

- 5.1. Because results are not always definitive, selectors look at how the player achieves their results. The skills required and looked for in selecting for the State Team and for gold level events are not the same as the skills required in Silver and Bronze level events (the Australian Bronze Medal is the state qualifier for the Australian Gold Medal event).
- 5.2. In selecting teams, selectors look for specific tie-breakers in addition to results.
- 5.3. The tiers below list the more specific tie-breaker criteria.

- 5.4. Having specific criteria gives players a better guide to what selectors are looking for and for Coaches and players to identify areas for improvement.
- 5.5. Having specific criteria provides the Selectors with more concrete reasons for selecting one person ahead of another.

Gold Tiers A and B (For selecting players for the State Team and for Gold level events)

Gold Tier

- Success at triple peeling including delayed triple peeling
- A high % roquet
- Low % of unforced errors
- Demonstrates an excellent tactical knowledge of advanced play and pegged out games
- Demonstrates an excellent tactical knowledge of end games in timed games
- Successful, experienced and compatible doubles player
- A good knowledge of the Laws of Association Croquet
- Ability to regularly make a break from the third, fourth and fifth turn of the game
- Ability to build a maximum break from the opponents leave, from an opponent's failed break or from 'nothing' (e.g. a defensive leave or defensive opening)
- Ability to complete a break leaving a high quality attacking leave
- Ability to finish a break in control (an attacking leave or a quality defensive leave) after an uncompleted triple peel (no peels or 4 back peel only failed 4 back peel only)
- Ability to complete a second break to the peg with a peel of 4 back.
- A reasonable % of TPO's
- Doesn't indulge in low % play
- Completes games in under 2 hours

Gold Tier B

- Ability to consistently produce 9-12-5 or 9-11-6 breaks (9-11-6:deliberately delaying the rover hoop in order to peel during the final break
- A high % roquet
- A low % of unforced errors
- Demonstrates a good tactical knowledge of advanced play and pegged out games
- Demonstrates a good tactical knowledge of the end game in timed games
- Successful, experienced and compatible doubles player
- A good knowledge of the Laws of Association Croquet
- Ability to regularly make a break from the fourth and fifth turn of the game
- Ability to build a maximum break from the opponents leave, from an opponent's failed break or from 'nothing' (e.g. a defensive leave or defensive opening)
- Ability to complete a break leaving a high quality attacking leave
- Ability to finish a break in control (an attacking leave or a quality defensive leave) after a failed 4 back peel or disintegrating break)
- Ability to complete a second break to the peg including a peel of 4 back.
- Doesn't indulge in low% play
- Completes most games in under 2 hours.

Silver Tier

- Ability to regularly produce 9-12-5 breaks
- A reliable roquet
- A low to medium % of unforced errors
- Demonstrates a good tactical Knowledge of advanced play and a growing understanding of pegged out games
- Demonstrates a good tactical knowledge of end games in timed games
- Compatible doubles player
- A good knowledge of the Laws of Association Croquet
- Ability to make a break from the fourth and fifth turns of the game
- Ability to make a full break from the opponents leave or opponents failed break.
- A decreasing indulgence for low % play
- Completes most games within the 2.5 hour time limit.

Bronze Tier

- Ability to produce 9-12-5 breaks
- A reliable roquet
- A medium % of unforced errors
- Demonstrates an improving knowledge of advanced play and a growing understanding of pegged out games
- Demonstrates an improving knowledge of end games in timed games
- Has experienced doubles play
- A good knowledge of the laws
- Ability to build a full break from the fourth and fifth turns
- Ability to build a full break from the opponents leave or failed break
- A decreasing indulgence for low % play
- Most games are over two hours and go to time

6. Guidelines for Selectors When Selecting Players for the Various Squads and Scheduled Events

State Team Squad

- 6.1. The selectors will select players for the State Team Squad after verifying that those selected are willing to accept membership of the State Team if selected. From this Squad the State Team will be selected. Additional players may be added to the Squad during the season.

Process of selection

- 6.1.1. The selectors will consult the State Team Squad Coach
- 6.1.2. There will be no specific number of players in the squad
- 6.1.3. The selectors will use the criteria listed in Gold, Silver and Bronze tiers and will choose active players who have been in the team in recent years and improving players who show team potential.

Requirements for Selection

- 6.1.4. Read and Sign the State Team Squad Agreement Form. See Page 11.
- 6.1.5. The Form to be completed when players are selected for the State Team Squad and

received by the due date.

Development Squad

Process of selection

- 6.2.1 The selectors will consult the State Director of Coaching and the State Team Squad Coach.
- 6.2.2 There will be no specific number of players
- 6.2.3 The selectors will select newer players showing potential and who would benefit from coaching.

7. Selectors Duties

State Team

- 7.1 Selectors will select players for the Victorian State Team
- 7.2 The team for the Interstate Cup will consist of four men and four women players. The selectors will also select two male and two female reserves.
- 7.3 The selectors will select a Captain and a Vice Captain from the members of the State Team, one female the other male. The Captain must be prepared for public speaking.

8. Basic Requirements for State Team Selection

- 8.1 Players must sign the State Team Player Agreement if selected for the team and return it to the VCA Secretary no later than 14 days after the final team is announced.
- 8.2 Players should acknowledge in the document signed that they have read, understood and agree to abide by the conditions of the documents listed below.
 - 8.2.1 Players should be conversant with the ACA Player Code of Behaviour, the ACA Member Protection Policy and the ACA Anti-doping Policy. The ACA Player Code of Behaviour, ACA Member Protection Policy and the ACA Anti-doping Policy are available on the ACA web site at <http://www.croquet-australia.com.au/Governance> The Victorian Selection Policy can also be obtained from the VCA Secretary, Chairperson of Selection Committee or the Office at VCA Headquarters.
 - 8.2.2 Any player who accepts an invitation for any event and fails to play in that event without good reason will not be considered for selection in any national event for at least the next 12 months. The selectors are unable to waive this requirement.
 - 8.2.3 If a player is selected and accepts but is then unable to play in an event, the selectors and the player should resolve this immediately. If the selectors, after considering the facts, do not believe that good reason has been shown the player will not be eligible for selection to represent Victoria during the next 12 months. The player may appeal this decision in terms of the appeals process detailed below.
 - 8.2.4 The ACA Player Code of Behaviour applies to players selected to represent Victoria. Breaches of this code may result in expulsion from the team and/or disqualification from selection for future teams or events for a period of up to 2 years.

- 8.2.5 The selectors cannot consider a player for selection to represent Victoria if that player is suspended in terms of ACA Regulation 63 - Doping Policy, 65.1 - Conduct of players or 66.2 - harassment free sport.
- 8.2.6 Players suspended from international, national or state play will not be selected
- 8.2.7 Players selected to be a state representative in the Interstate cup or to participate in the Australian Gold and Silver Medal Competition (see regulation 56 of the ACA handbook) must be
- A member of a club affiliated with the VCA
 - A qualified referee under the Australian Refereeing system
 - A full time resident of Victoria for a period of at least 3 months prior to the date of closure of entries for the Australian National Championships. Provided never the less that any player who is affiliated with a state and plays the majority of their tournament croquet within that administration.
- 8.2.8 Other considerations
- Selectors should not be influenced by consideration of cost in making their choice. The VCA will where possible assist those selected to play.
 - Age is not a consideration in selection of a player but physical fitness must be recognised as essential.
 - Ranking of players for seeding in the Victorian Men's and Women's Championships, the Victorian Open and other state events shall be based on the best players who have been accepted for entry to various events.
 - The VCA will ensure that players are informed of the timing of the selection of teams and squads. It would be expected that the state team would be selected at least 3 months prior to the event and that squads be selected at least 6 months prior to selection.
 - The selectors will use the Principles of Selection (Section 4 of this policy) and the criteria outlined in the Gold Tier Skill assessment.(Section 5 of this policy) to select the team.
 - The State Team will be selected from players fulfilling the basic requirements (Section 8 above)
 - It is recognised that not every player selected for the team will possess all of the skills that are listed.

9. Selection Criteria for Teams and Events other than the State Team

The Victorian A Team

The Victorian A Team will consist of the next best 4 men and 4 women not in the State Team using the same criteria as the State team:

- The State Team will be selected from players fulfilling the basic requirements (Section 5 above)
- The selectors will use the principles of selection (Section 3 of this policy) and the criteria outlined in the Gold Tier Skill assessment.(Section 4 of this policy) to select the team.
- It is recognised that not every player selected for the team will possess all of the skills that are listed.

The Australian Bronze Medal

Selections are made in line with Australian Croquet Association Handbook Clause 56

Victorian players are selected using the Australian rankings just prior to the selection meeting. Inactive players whose rankings are historical can be excluded as the selectors decide.

Victorian Gold Cup (10 players). Silver Shield (8 players) & Bronze Shield (8 players)

These events include all available members of the Victorian State Team

The Australian rankings will be used as a guide taking into account new and improving players whose rankings may not be accurate. Selectors will list the 26 players in order of playing strength.

These events are all held on the one weekend. All 26 selected players will be notified and the first 10 acceptances in order of playing strength will play for the Gold Cup. The next 8 acceptances will play for the Silver Shield and the remaining 8 acceptances will play for the Bronze Shield.

Women's Invitation

The strongest 8 players using the same skills criteria as for the Victorian State Team.

Team Squad Doubles

To be decided by State Team Coach.

Selectors Invitation (16 players in 2 blocks)

Selectors have discretion to omit the ten players who were selected for the Australian Bronze Medal and include recent improvers and long standing players showing form and enthusiasm.

Victorian Silver Medal (8 players)

Players in the handicap range 2 to 5 particularly improving players. Players who have been in the state team are not eligible nor are players who have previously won this event. Players who have been in this event previously can be selected but preference is given to new players. Players outside this range can still be selected.

Victorian Bronze Medal (8 players)

For players in the handicap range 6 or more. Players outside this range can still be selected.

Clubs are invited to nominate players for this event. This is done by contacting club secretaries by e-mail and a notice in Malletsports Victoria magazine.

10. Further Matters Concerning State Team Squad and State Team Players Including Counselling Extenuating Circumstances, Player Replacement or Removal and Appeals

10.1 Counselling Process

- 10.1.1** Players should be made aware of any issues that may affect their chances of selection to represent Victoria .
- 10.1.2** Selectors should ensure that players are aware of these issues and provide the opportunity for players to discuss these issues with selectors. The Chairperson of the Selection Committee or the Chairperson's delegate will be responsible for liaising with players in any State Squad and other players that are in contention for selection.
- 10.1.3** Selectors will only consider issues that fall within the relevant time frame.
- 10.1.4** Issues will be documented and players will be given a copy of this document. Preferably this will be an agreed record of the discussion between the chairperson or his delegate and the person concerned should any dispute arises concerning this record. The Chairperson of selectors will attempt to resolve this dispute within one month. If the issue is not resolved within that time frame the record of discussion prepared by the chairperson will become the record for purposes of the Selection Committee.

10.2 Extenuating Circumstances

- 10.2.1** In considering the performances of players at events, trials, training camps of other attendances required under this policy the selectors may at their discretion give weight to extenuating factors. Players unable to take part in these events must advise the state coach in writing of this fact and the reasons for non-attendance before the commencement of the event in question.
- 10.2.3** In the case of illness or injury, players may be required to undergo a medical examination by a doctor or doctors nominated by the VCA. In case of bereavement, equipment failure, travel delays or other reasons a decision will be made by the Selection Committee.

10.3 Replacement of a player

- 10.3.1** If a player is injured the selectors may determine a standard of fitness needed to be met by that player.
- 10.3.2** If the player is unable to meet that standard the Selection Committee in consultation with the State Team Coach may select a replacement.
- 10.3.3** The State Team Coach together with the State Team Captain will select a replacement player for the Victorian Team on tour after consultation with any member of the Selection Committee or Committee Of Management member that may be present or contactable.

10.4 Removal of a player from the squad or team

- 10.4.1 A player may be removed from the squad or team if he or she:
- Breaches or fails to observe this policy
 - By reason of illness or injury is unable to perform to the required standard in the opinion of the selection committee (after having received advice from a medical practitioner).
 - Breaches or fail to fulfil a requirement of the ACA anti-doping Policy
 - Breaches or fails to observe the State Squad /Team Agreement
 - Breaches the ACA Player Code of Behaviour
 - Fail to adhere fully to the specified training

11. Appeals

- 11.1 A VCA Appeal Panel will hear any appeal on:
- 11.1.1 Non-selection in any State Development/Training or Team Squad, or,
- 11.1.2 Removal of a player from any State Development/Training or Team Squad, or
- 11.1.3 Withdrawal of any VCA endorsement for a player to represent Victoria in any individual event, including where good reason has not been shown for not playing in an event in terms of Paragraph 5.5.
- 11.2 The only grounds for appeal are that the Selection Policy was not properly followed and /or implemented.
- 11.3 There is no right of appeal against any decision made by the Selection Committee in respect of:
- 11.3.1 Principles of Selection, Section 3 above, providing that the counselling process, page 8 of the Policy, has been followed or,
- 11.3.2 Replacement or Removal of a player, Page 8 of the policy
- 11.4 An appeal by a player against non-selection or removal from the State Team must be made to the VCA Appeal Panel.
- 11.5 Any appeal must accord with the following procedure:
- 11.5.1 The appellant must give written notice of their appeal to the VCA Secretary within 48 hours of the announcement of the decision against which the appeal is being made.
- 11.5.2 Within 5 working days of submitting their written notice of appeal the appellant must submit to the VCA Secretary the grounds for that appeal in writing and accompanied by a deposit of \$200 payable to the Victorian Croquet Association.
- 11.6 The VCA Appeal Panel will comprise the following persons appointed by the VCA Committee Of Management:
- 11.6.1 Two persons with a thorough knowledge of elite croquet and who preferably has had recent national or international competition experience in croquet. The COM at its discretion may add one other person of experience and skills suitable to the

function of the panel.

- 11.6.2 No person is eligible to be appointed to the panel if that person is a member of the VCA Committee of Management or the VCA Selection Committee or by reason of their relationship with the appellant or any member of the COM or Selection Committee that may be seen as rendering that person as other than impartial in the consideration of the appeal.
- 11.7 The Chairperson of the Panel will convene a meeting as soon as possible after the submission of the grounds of appeal. The hearing may occur in such manner as the Chairperson decides, including telephone, video conferencing, e-mail or other such format as agreed by the Panel.
- 11.8 The Panel may dismiss the appeal or refer the issue back to the Selection Committee for reconsideration. If the matter is referred back to the Selection Committee that committee will consider the Panels reasons for the referral when reconsidering its decision. The decision of the Selection Committee will be final and no further appeal can be considered.
- 11.9 The Panel is not bound by the rules of evidence but will observe the principles of procedural fairness. The Panel may obtain information from any player likely to be disadvantaged by its decision.
- 11.10 No party to the appeal will be legally represented except where the Panel believes that involvement of lawyers is warranted in the case of complex legal issues. However, the legal representatives of the appellant or of the Selection Committee may make written submissions to the Panel.
- 11.11 Prior to the hearing the Selection Committee will provide to the Panel and to the appellant a written statement outlining the reasons for the decision against which the appeal is being made.
- 11.12 The Panel will give its decision as soon as practicable after the hearing and will provide the VCA Secretary and the appellant with a statement of the reasons for its decision.
- 11.13 Failure to observe the above time limits will render any appeal a nullity, provided that an athlete may apply to the body to hear the appeal in question for an extension of time in which to commence the appeal. Any extension of time to commence the appeal will only be granted in extenuating circumstances outside the control of the athlete concerned.
- 11.14 The findings of the VCA Appeal Panel are final.
- 11.15 The Panel may, at its absolute discretion, refund all or part of the deposit referred to in 6.5 above where an appeal is partly or wholly upheld. The Panel in using its discretion should favour the appellant in determining the amount of the deposit to be refunded where an appeal is partly or wholly upheld.

Victorian Croquet Association

Acceptance of selection for the State Team Squad

I, Name
..... Postal Address
.....
..... Phone
..... E-mail

accept selection for the State Team Squad

At the time of signing this form I acknowledge that:

- a) I am conversant with the current VCA Selection Policy, ACA Member Protection Policy and the ACA Player Code of Behaviour.
- b) I agree to abide by the terms and conditions of the selection policy.
- c) Should I be selected, I will be available to play for the Victorian State Team or in the Victorian A Team.
- d) I understand that there may be some expense involved in attending the squad practice sessions, camps and competitions that may be arranged by the State Squad Coach.

Player's signature.....

Date.....

When completed please return this form to the VCA Secretary.

