



Croquet Victoria

Golf Croquet Selection Policy

Adopted by Council 9th December 2010

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1 PREAMBLE

The Victorian Croquet Association (VCA) provides the broad parameters of the selectors' 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, and players can suggest modifications to this policy. The selectors will review the policy from time to time. Any changes 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 train in various squads and tournaments run by the VCA as listed in section 4 below.
- 2.2 To select four men and four women players and one male and one female as non-travelling reserves from within the Victorian Croquet Association to represent Victoria in the Interstate Golf Croquet Shield.
- 2.3 The committee aims to provide opportunities for competitive play and to improve the standard of golf croquet in players at 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 who will attend as an observer. The president will not necessarily be required to attend every committee meeting and will not have a vote
- 3.2 Will be composed of experienced players, not necessarily active, but familiar with the standard of play for national events and willing to attend important VCA fixtures and if possible some country events.
- 3.3 Selectors will hold meetings throughout the year and will keep records of these meetings. Selectors should not be present or part of any discussion that involves 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 The proceedings of the committee meeting are confidential.
- 3.5 The selectors may consult the Team Squad Coach and experienced players if appropriate.
- 3.6 Will report to the VCA Annual General Meeting with a summary of the season's activities. On other occasions the committee will report to the Committee of Management
- 3.7 Prior to selection will 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.
- 3.8 Will select a Captain and Vice Captain from the members of the state team, one female and one male. The captain must be prepared for public speaking.
- 3.9 Will rank the players for the Victorian Open Golf Croquet Championships and other events if appropriate.
- 3.10 Will recommend players to represent Victoria in any other event.
- 3.11 The 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 selection policy.

4. PLAYER SELECTION.

4.1 Principles of Selection.

- 4.1.1 Selectors will consider tournament results, matches against specific players and current form as the major factors in assessing performance.
- 4.1.2 Selectors may take into account the current national and international rankings of players being considered.
- 4.1.3 Selectors may publicly specify that a player's performance in 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 players.

- 4.1.4 When selecting players the selectors will normally only consider events that have occurred within the last twelve months.

The following principles apply particularly to the selection of the state team.

- 4.1.5 To be eligible for the Victorian Team players are expected to enter and participate in VCA Golf Croquet Championships and at least two other significant open tournaments e.g. Golf Croquet Regional Championships qualifiers; a Selectors Invitation; National Golf Croquet Championships including the previous Interstate Shield; World Championships.
- 4.1.6 The selectors are looking for active and enthusiastic players.
- 4.1.7 The selectors expect that potential team players will enter most of the VCA events held during the season.
- 4.1.8 The selectors understand that players usually work full time. Most of 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 attendance at team squad practice days.
- 4.1.9 Attitude to officials, tournament managers, team members and fellow players.
- 4.1.10 The selectors will look for compatible and supportive team members. The ability to perform under pressure will be considered.
- 4.1.11 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
- 4.1.12 Be a good ambassador for the sport, the association and their club.
- 4.1.13 Attend State squad practice sessions as arranged. Adhere to the state squad training protocols including mental, physical and tactical skills, nutrition guidelines and appropriate fitness levels.
- 4.1.14 Be assessed as to their fitness in strength, flexibility and endurance.
- 4.1.15 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.

4.2 **Skills Assessment.**

- 4.2.1 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 in recommending players for national representation are not the same as the skills required in Open Club Tournaments and Pennant
- 4.2.2 In selecting teams, selectors look for specific tiebreakers in addition to results.
- 4.2.3 The list below gives the specific tiebreaker criteria that selectors take into consideration
- 4.2.4 Having specific criteria gives players a better guide to what selectors are looking for and for Coaches and players to identify areas for improvement.
- 4.2.5 Having specific criteria provides the Selectors with more concrete reasons for selecting one person ahead of another.

Specific Tiebreaker Skills

1. A high % accurate hit
2. Ability to run long hoops
3. Ability to hit the opponent away from a long distance.
4. Ability to hit a partner ball accurately towards the next hoop
5. Ability to accurately place a ball from any distance
6. Ability to play hard (stun?) clearing shots.
7. A consistent % in executing the full and half jump shot
8. A low % of unforced errors
9. Demonstrates an excellent tactical knowledge (or and excellent knowledge of tactics)
10. A good knowledge of the Rules of Golf Croquet

5. **BASIC REQUIREMENTS FOR STATE TEAM SELECTION.**

- 5.1 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.
- 5.2 Players should acknowledge in the signed document that they have read, understood and agreed to abide by the conditions listed below.
- (a) Players must be conversant with the ACA Player Code of Behaviour, The ACA Member Protection Policy and the ACA Anti-doping Policy. These may be found on the ACA web site at <http://www.croquetaustralia.com.au/Governance>
The Victorian Selection Policy can also be obtained from the VCA Secretary, Selection Committee Secretary or the office at VCA Headquarters.
 - (b) If a player is selected and accepts but is then unable to play, the selectors and the player should resolve this immediately. If the selectors, after considering the facts, do not believe that a 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.
 - (c) 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 for a period of 2 years.
 - (d) The selectors cannot consider a player for selection to represent Victoria if that player is suspended in terms of ACA Regulation-63 Anti-doping, 65.1-Conduct of players, or 66.2-Harassment free sport.
- 5.3 Players suspended from international, national or state play will not be selected.
- 5.4 Players selected in the state team for the interstate shield must be
- 5.4.1 A member of a club affiliated with the VCA
 - 5.4.2 A qualified referee under the Australian Refereeing system
 - 5.4.3 A Full time resident in the jurisdiction of the VCA for a period of at least 3 months prior to the selection of the team.
 - 5.4.4 Other considerations
- 5.5 Selectors should not be influenced by consideration of costs in making their decision The VCA will where possible assist those selected to play
- 5.6 Age is not a consideration in selection of a player but physical fitness must be recognised as essential
- 5.7 Ranking of players for seeding in the Victorian Golf Croquet championships shall be based on the best players who have entered for the event.
- 5.8 The VCA will ensure that players are informed of the timing of the selection of the team
- 5.9 The selectors will use the Principles of Selection and the criteria outlined to select the team
- 5.10 The team will be selected from players fulfilling the basic requirements

6. FURTHER MATTERS CONCERNING STATE TEAM PLAYERS.

6.1 Counselling Process

- 6.1.1 Players should be made aware of any issues that may affect their chances of selection to represent Victoria.
- 6.1.2 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 team and other players that are invitation for selection
- 6.1.3 Selectors will only consider issues that fall within the relevant time frame. 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 their delegate and the person concerned should any dispute arise concerning this record. The chairperson 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 the purposes of the selection committee.

6.2 Extenuating Circumstances

- 6.2.1 In considering the performances of players at events training camps or other attendances required under this policy the selectors at their discretion give weight to extenuating factors. Players unable to take part in these events must advise the selectors of this fact and the reason for non-attendance before the commencement

of the event in question.

6.2.2 In the case of illness or injury, players may be required to produce a medical certificate. In the case of bereavement, equipment failure, travel delays or other reasons a decision will be made by the selection committee on receipt of any relevant documentation.

6.3 **Replacement of a player.**

6.3.1 If a player is injured the selectors may determine a standard of fitness needed to be met by that player

6.3.2 If a player is unable to meet that standard the selectors may select a replacement. The state team captain will select a replacement for the Victorian team whilst on tour after consultation with any member of the selection committee or Committee of Management member that may be present or contactable.

6.4 **Removal of a player from the state squad or team.**

A player may be removed from the state squad or team if he or she:

6.4.1 Breaches or fails to observe this policy

6.4.2 By reason of illness or injury is unable to perform to the required standard in the opinion of the of the Selector Committee (after having received advice from a medical practitioner, Physiotherapist, Dentist, Chiropractor, Psychiatrist.

6.4.3 Breaches or fails to fulfil a requirement of the ACA anti-doping policy.

6.4.4 Breaches or fails to observe the state squad /team agreement.

6.4.5 Breaches the ACA player code of behaviour

6.4.6 Failure to adhere fully to the specified training.

7. **Appeals**

7.1 A VCA appeals panel will hear any appeal on:

7.1.1 Non-selection in any state squad or team.

7.1.2 Removal of a player from any state squad or team.

7.1.3 The only grounds for appeal are that the selection policy was not followed and/or implemented.

7.1.4 There is no right of appeal against any decision made by the selection committee in respect of Principles of Selection providing that the counselling process has been followed.

7.2 An appeal by a player against non-selection or removal from the state team must be made to the VCA appeals panel

7.3 Any appeal must accord with the following procedure:

7.3.1 The appellant must give notice in writing of their appeal to the VCA secretary within 48 hours of the announcement of the decision against which the appeal is being made.

7.3.2 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. The panel may decide to refund all or part of the deposit.

7.4 The appeal panel will comprise the following persons appointed by the VCA Committee of Management.

- Two persons with thorough knowledge of elite golf croquet and who have had recent competition experience in golf croquet. The COM at its discretion may add one other person of experience and skills suitable to the function of the panel
- No person is eligible to be appointed to the panel if that person is a member of the VCA COM or the 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.

7.7 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 a manner as the chairperson decides, including telephone, video conferencing, e-mail or other such format as agreed by the panel.

- 7.8 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 panel's reasons for the referral when reconsidering its decision. The decision of the selection committee will be final and no further appeal can be considered.
- 7.9 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.
- 7.10 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.
- 7.11 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.
- 7.12 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 reason for its decision.
- 7.13 Failure to observe the above time limits will render any appeal a nullity, provided that a player 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 player concerned.
- 7.14 The findings of the VCA appeal panel are final.
- 7.15 The panel may, at its absolute discretion, refund all or part of the deposit referred to 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.

VICTORIAN CROQUET ASSOCIATION

Acceptance of Selection for the State Golf Croquet Team Squad

I.....Name

.....

.....Postal address

.....Phone

.....E-mail

accept selection for the State Golf Croquet Team Squad.

At the time of signing this form I acknowledge that:

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

Player's signature.....

Date.....

When completed please return to the VCA Secretary

The VCA will present to all first time team members one state team badge and two state team shirts.

The VCA will also donate some funds towards expenses.

First time members will be required to purchase a state team tracksuit. A form is attached for this purpose.