



Eltham Calisthenic College Team Selection Policy

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Approved By:	Name:	Signature:
President:	Karen Beer	
Vice-President:	Danette Wilson	

PURPOSE

The purpose of this policy is to outline the approach Eltham Calisthenic College takes in relation to team selection. Team Selection is a necessary process for all teams to assist the Head Coach in effectively and fairly selecting members of the first and subsequent teams, and also placement of Pupils on the stage. It allows a fair and objective view of ability based on performance.

SCOPE

This policy applies to all committee members, coaches and members whilst representing Eltham Calisthenic College.

DEFINITIONS

Pupil: A current registered, fee-paying pupil of Eltham Calisthenic College that is participating in a team at Eltham Calisthenic College.

Panel: A group of at least two Level 1 Coaches including the Head Coach and Principal Coach to provide recommendations for team selection or positioning

CLUB RESPONSIBILITIES

Eltham Calisthenic College supports an open and fair process for the selection of teams. Selection will be based on clear criteria that is communicated with all Pupils prior to team selections in the first term of the year commencing and/or on request.

CRITERIA

Selection decisions will be based on a range of criteria, including the following:

- ◆ **Technique and skill** – the pupil's ability to perform the set choreography as intended and demonstrated by the coaching team
- ◆ **Stage presence** – the way the pupil presents themselves onstage, with a goal of demonstrating poise, confidence, strength and consistency
- ◆ **Attendance** – the pupil must be present for competitions and as many classes as possible so as to minimize disruption to the team
- ◆ **Sportsmanship and values** – the pupil should demonstrate good sportsmanship and support their fellow team members and competitors. They must abide by Eltham Calisthenic College's Code of Conduct, at all times.
- ◆ **Age** – the only instance whereby age may be a determining factor for team selection is in the Tiny Tots and Tinies section, whereby teams may be split by age to ensure choreography and teaching style can be appropriately adapted to the learning requirements of these Pupils.

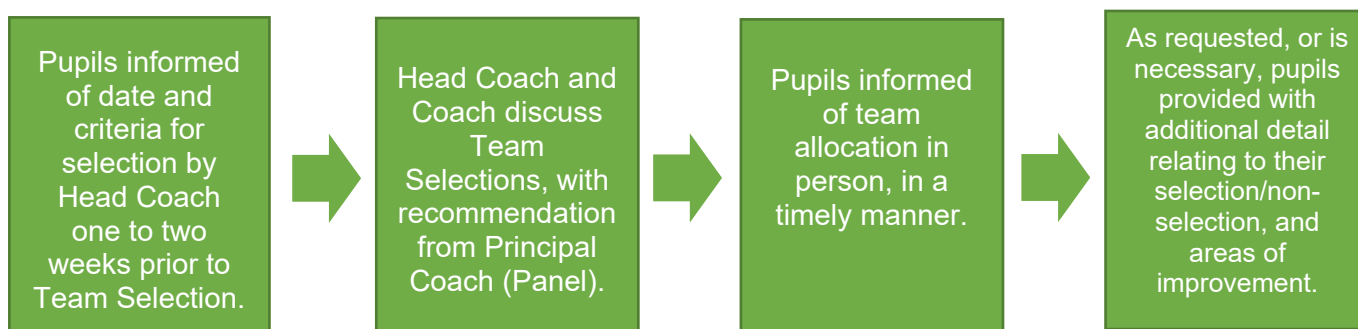
◆ **In addition, Pupils:**

- must be financial members of the club
- will be selected on the above criteria, and not characteristics or attributes irrelevant to their ability to perform in their chosen team (including but not limited to race, sexual orientation, religion, etc.)
- may be precluded from selection if there is a concern about their ability to compete safely or if their participation poses a risk to others. In this instance, the pupil will be placed into a team at the discretion of the Head Coach.

TEAM SELECTION PROCESS

Table 1 below outlines the Team Selection process that each competitive section at Eltham Calisthenic College will follow.

Table 1 – Team Selection Process



Important points to note:

- ◆ The final decision and responsibility ultimately lies with the Head Coach of that section.
- ◆ Team selection is not mandatory for Recreational teams unless requested by the Head Coach and approved by the Principal Coach.
- ◆ In the instance section numbers change throughout the year, it is at the discretion of the Head Coach to change team selection to meet the needs of the section.

This may include, but is not limited to:

- Combining teams
- Promoting Pupils from second and subsequent teams to first team either on a temporary or permanent basis
- Inviting Pupils back to fill in where a Pupil is absent
- Making other changes to best position the team to be competitive

COMPLAINTS PROCESS

In the instance that a Pupil and/or Parent/Guardian has concerns about team selection, they should first discuss this with their section's Head Coach and/or Principal Coach.

In the instance the outcome of this discussion is not satisfactory, a formal written complaint should be made to the Executive Committee, outlining how they believe the pupil has not been treated in accordance with the Selection Policy.

PERFORMING IN REDUCED NUMBER OF ITEMS

From time to time Pupils may not perform in the full suite of items presented by a section for a range of reasons. Eltham Calisthenic College supports giving Pupils choice and flexibility where reasonably required to enable them to have a fulfilling experience with our club. This includes choosing not to participate in particular items, in consultation with the Head Coach of their section.

In the instance that there is only one team in a section due to numbers, it is expected that all team members be included in the choreography, unless otherwise agreed between the Head Coach and relevant Pupil and/or Parent/Guardian.

A reduction in Membership Fees will be considered if the pupil is performing in less than three items. (**NB:** this means the Pupil does not learn the choreography, does not have a costume and does not receive coaching for those items)

ROLES AND RESPONSIBILITIES

Principal Coach

- ◆ Provide advice and guidance to Head Coaches regarding selection as required.

Head Coach

- ◆ Ensure Pupils are informed about and understand the selection criteria and process.
- ◆ Provide mechanism for the Panel to record selection recommendation (e.g. team list with each item, rating scale, etc.)

Pupils

- ◆ Make themselves familiar with the selection criteria and clarify any concerns with the Head Coach prior to commencement of team selection
- ◆ Speak with the Head Coach about any concerns and seek feedback about how to improve their performance
- ◆ Wear suitable attire
- ◆ Inform the Head Coach/Section Co-Ordinator if they will be absent from classes and/or competitions throughout the year in advance. This is particularly important if they are likely to miss competitions, and may impact team selection

Parents and Guardians

- ◆ Encourage their pupil to do their best – speak about the team selection process positively and with respect
- ◆ Speak to Head Coach regarding any issues or concerns resulting from team selection
- ◆ Inform the Head Coach/ Section Co-Ordinator if their child will be absent from classes and/or competitions throughout the year in advance. This is particularly important if they are likely to miss competitions, and may impact team selection

Executive Committee

- ◆ Review any complaints submitted by Parents/Guardians/Pupil regarding Team Selection. Form response and communicate with relevant parties (Head Coach, Principal Coach, Parent/Guardian/Pupil)