



**Warilla-Barrack Point SLSC**  
**Club Competition Team & Nominated Competitor Selection**  
(Junior and Senior Athletes)

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|---------------|-------------------|
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## 1. Purpose and Scope

This policy establishes the principles, criteria, governance and processes to be used by Warilla Barrack Point SLSC (WBP) when selecting both junior and senior competitors and teams to represent the Club at Surf Life Saving competitions where team selection, nomination or restricted entry limits apply.

This includes, but is not limited to, Branch, Country, State and other carnivals or events requiring nominated competitors or restricted team entries.

The policy is intended to ensure that selection decisions are competitive, participatory, fair, consistent, transparent and capable of reasonable explanation, while preserving appropriate sporting judgement.

**The overarching intent of this policy is to select strong teams from competitors who demonstrate both competitive ability and genuine ongoing commitment to Warilla-Barrack Point SLSC.**

## 2. Junior Selection Objectives

WBP competitor and team selection will be guided by two equally important objectives:

- **Performance** - to select strong and competitive teams based on demonstrated ability, recent form, expected performance and suitability for the relevant event.
- **Participation** - to recognise and reward genuine participation in Club training, Nipper Program, Surf Sports competition, development, teamwork and ongoing commitment to the Club.

Neither objective operates as an absolute priority in isolation. Selection must reflect the overall balance between performance, participation, development, teamwork and event-specific suitability.

A highly competitive athlete should not automatically displace another competitor solely because of superior individual performance where that athlete has demonstrated minimal involvement in Club training or competition. Equally, regular attendance and participation do not create an automatic entitlement to selection where another competitor demonstrates a clear and substantial difference in competitive ability.

## 3. Junior Competitor Expectations

Competitors seeking selection are expected, where reasonably practicable, to:

- Participate genuinely in the WBP Nipper program.
- Attend relevant Club training on a regular basis.
- Represent WBP at Surf Life Saving carnivals throughout the season.
- Participate in Club Championships where the relevant discipline is contested.
- Make a genuine effort during training and competition.
- Be receptive to coaching and demonstrate a willingness to learn and develop.

- Demonstrate sportsmanship, reliability and respectful behaviour towards teammates, coaches, officials and other competitors.
- Fulfil applicable Club membership and patrol obligations where applicable.

### 3.1 Team Event Commitment

Competitors seeking selection for team events are expected, where reasonably practicable, to make themselves available for all relevant team events for which they are reasonably capable and eligible. This may include both surf and beach team events.

A competitor who primarily competes in surf events may therefore be expected to participate in an appropriate beach team event where required. Likewise, a competitor who primarily competes in beach events may be expected to participate in an appropriate surf team event where reasonably capable of doing so.

This expectation is particularly relevant where the absence of an otherwise available competitor would prevent WBP from fielding a complete team and would result in other competitors being unable to compete.

WBP is committed to supporting competitors across all Surf Sports disciplines and recognises the importance of providing meaningful team opportunities for surf and beach athletes wherever reasonably practicable.

A competitor will not be expected to participate in an event where doing so would be unsafe, unreasonable or outside their reasonable capability.

Where a competitor knows that they will be unable or unwilling to participate in a particular category of team event, this should be communicated to the Club with as much notice as reasonably practicable and, wherever possible, before team selection occurs. A reasonable explanation may include injury, illness, safety considerations, event-specific capability, workload, prior commitments or another circumstance reasonably accepted by the Selection Panel.

Competitors may, from time to time and where permitted by competition rules, be invited to compete in an older age group after fulfilling their own age-group commitments.

Participation in an older age group is not mandatory. A competitor may decline an invitation to compete in an older age group without that decision being treated as a lack of commitment to the Club or adversely affecting future selection.

**Competitors should ordinarily fulfil responsibilities to teams within their own age group before being considered for competition in an older age group or level.**

### 3.2 Primary Age Group and Racing Up

A competitor's primary team commitment is to their own eligible age group, and competitors should ordinarily have priority for team positions within that age group.

A younger competitor must not ordinarily displace an eligible competitor from the succeeding age group. An exception may be considered where:

- The younger competitor cannot form the relevant team within their own age group and is eligible to compete up.
- The younger competitor has demonstrated exceptional and sustained commitment to WBP, including Nippers Program, Club training, carnivals and the broader Surf Sports program.
- The competitor whose position is being considered does not reasonably satisfy the selection criteria contained within this policy.
- The Selection Panel determines that selection of the younger competitor is consistent with the principles of this policy and the interests of the team and Club.

**A younger competitor must not displace an otherwise suitable competitor solely because they are faster, stronger or expected to achieve a better result. Where the older competitor reasonably satisfies the selection criteria, priority remains with that competitor.**

#### 4. Nipper Program, Training and Participation

WBP recognises that junior competitors have commitments outside Surf Life Saving, including school, family commitments, illness, holidays and other sporting or development activities. Accordingly, 100% attendance is neither required nor expected.

However, a competitor seeking selection should demonstrate regular and meaningful involvement in the Club's training and Junior Activities program.

For the purposes of this policy, Club training and participation includes attendance and participation at Sunday Nippers, together with relevant discipline-specific Surf Sports training.

WBP recognises that Sunday Nippers is not simply another training session. Junior Activities are an integral part of Surf Life Saving and play a fundamental role in developing the skills, knowledge, confidence and community involvement of the lifesavers of the future.

Sunday Nippers also forms an important part of the culture, identity and community of WBP.

Accordingly, when participation and attendance are relevant to a selection decision, particularly where competitors are reasonably comparable in demonstrated competitive ability, the Selection Panel must have regard to both:

1. Attendance and participation at Sunday Nippers; and
2. Engagement and participation at relevant discipline-specific Club training.

Nippers attendance therefore forms part of a competitor's overall Club training, participation and attendance record for the purposes of this policy.

**As a general principle; a competitor seeking team selection should ordinarily attend relevant Club training and Nipper Program more frequently than they are absent.**

Attendance should be considered over a reasonable period rather than by isolated weeks or individual absences. Selectors may consider legitimate circumstances affecting attendance.

Attendance alone does not guarantee selection. It forms part of the broader assessment of participation, commitment and competitive readiness.

## **5. Selection Criteria**

No single criterion will automatically determine selection. The Selection Panel must consider the overall body of relevant evidence available for each competitor.

### **5.1 Recent Competitive Performance**

- Results at recent relevant Surf Life Saving carnivals.
- Recent head-to-head performances against other competitors being considered.
- Consistency of performance across relevant events.
- Current form and the strength or quality of competition.
- The circumstances and conditions in which performances occurred.

### **5.2 Club Championship Performance**

- Relevant Club Championship results should be considered where the discipline is contested and provides meaningful evidence of current competitive ability.
- Club Championship results form part of the overall selection evidence and do not necessarily determine selection in isolation.

### **5.3 Training Performance**

- Recorded times or results where appropriate.
- Formal trials.
- Head-to-head training performance.
- Demonstrated event-specific skills.
- Documented coaching observations relevant to the event.
- Where training performance materially influences selection, coaches should be capable of providing relevant supporting information.

### **5.4 Participation and Commitment**

- Regular attendance and participation at Sunday Nippers.
- Regular attendance at relevant Club training.
- Participation in Surf Life Saving carnivals.
- Participation in Club Championships where reasonably practicable.
- Ongoing involvement in the Club's Surf Sports and Junior Activities programs.
- Consistency and reliability throughout the season.

### **5.5 Attitude, Learning and Coachability**

- Willingness to receive and respond to coaching.
- Genuine effort and engagement during training.

- Willingness to develop identified skills.
- Reliability and cooperation.
- Positive engagement with the training environment.
- Assessment must focus on the competitor's observable behaviour and must not be based on unrelated conduct or relationships involving parents or family members.

### **5.6 Teamwork and Sportsmanship**

- Ability to work effectively with teammates.
- Encouragement and support of other competitors.
- Sportsmanship in training and competition.
- Respectful behaviour towards teammates, coaches and officials.
- Ability to contribute positively within a team environment.

### **5.7 Competition and Environmental Conditions**

- Surf, weather and environmental conditions.
- Course configuration.
- Previous performance in comparable conditions.
- Technical ability relevant to expected conditions.
- Whether conditions materially affected previous results.

### **5.8 Injury, Illness, Availability and Workload**

- Current injury or illness and its likely effect on performance or safety.
- Availability for the relevant event.
- The competitor's overall competition workload and recovery requirements.
- Individual competitive commitments and legitimate team-composition requirements.
- The safety and welfare of the competitor remains paramount.

## **6. Event-Specific Selection Criteria**

Different Surf Sports disciplines may require specific technical skills, combinations or selection considerations. The Selection Panel may establish additional event-specific criteria where appropriate.

Where additional criteria may materially influence selection, those criteria must, wherever reasonably practicable, be communicated to eligible competitors before the relevant selection period, trial or event.

Selection criteria should not ordinarily be introduced retrospectively after relevant performances or trial results are known.

## **7. Selection Panel**

Team and nominated competitor selection will be undertaken by a formal five-person Selection Panel comprising:

1. The Junior Activities Chairperson (JAC).
2. The Junior Head Coach.\*
3. One Assistant Coach.\*
4. The Junior Team Manager.

5. One Independent Member.

\*Where there are two dedicated Junior Head Coaches, both Head Coaches will form part of the Selection Panel and the Assistant Coach position will be omitted. Where there is one dedicated Junior Head Coach, one Assistant Coach will form part of the panel.

The purpose of the five-person panel is to ensure that selection is a collective decision and is not dependent upon the judgement or preference of a single Coach, Age Manager or Club Official.

The panel should provide an appropriate combination of coaching expertise, competition knowledge, Club governance and independent oversight.

The composition of the Selection Panel must be formally recorded for each relevant championship or selection process.

**Whether the full membership of the Selection Panel (i.e. Independent Member) is publicly disclosed remains at the discretion of the JAC.**

### 7.1 Selection Panel Role Defaults

WBP recognises that, as a volunteer organisation, all designated Selection Panel positions may not be appointed or available at all times.

Where a designated position is vacant, has not been appointed, or the appointed person is unavailable for the relevant selection process, the Management Committee may appoint an appropriate alternate to fulfil that position.

Wherever reasonably practicable, the five-person structure must be maintained, together with an appropriate balance of coaching expertise, Surf Sports knowledge, Club governance and independent oversight.

The following default arrangements apply:

- **JAC:** Where the JAC position is vacant or unavailable, the position will default to an appropriately experienced, senior member of the WBP Leadership team, as determined by the Committee.
- **Junior Head Coach:** Where no designated Junior Head Coach has been appointed or is available, the position will default to an appropriately qualified and experienced member of the junior coaching team, as determined by the Committee.
- **Second Head Coach/Assistant Coach:** Where no second Head Coach or designated Assistant Coach has been appointed or is available, the position will default to an appropriately experienced senior member of the Water Safety or Surf Sports team, as determined by the Committee.
- **Junior Team Manager:** Where the Junior Team Manager position is vacant or the Junior Team Manager is unavailable for the selection process, the position will default to an appropriately experienced Club Official as appointed by the Committee.

- **Independent Member:** Where the Independent Member position is vacant or the nominated person is unavailable, the Committee may appoint another suitably experienced Club member who is sufficiently independent from the competitors and selection under consideration.

Any alternate appointed to the Selection Panel is subject to the same confidentiality, conflict-of-interest, governance and decision-making requirements as any other panel member.

## 7.2 Beach Team Selection

Warilla-Barrack Point recognises beach and sand competition as an important and distinct component of the Club's Surf Sports program.

Where more than two competitors are identified as being reasonably comparable for limited positions in a beach specific event, **and**, when the Club has a designated Beach Coach, the Beach Coach will be approached to form part of the five-person Selection Panel for the relevant selection.

For beach selections only, the Beach Coach will occupy the second coaching position on the Selection Panel. This provision applies to relevant beach/sand components of competition, including, but not limited to:

- Beach Relay.
- Running components of mixed discipline relays.
- Other beach or sand events where specialist beach coaching knowledge is materially relevant to selection.

**The same selection principles and criteria apply to beach athletes as apply to surf athletes.**

## 8. Selection Panel Meetings and Records

The Selection Panel must meet before carnival entries are submitted where teams or nominated competitors are required to be identified.

Where circumstances require a team to be selected or changed at short notice during a carnival, the Selection Panel should be consulted to the greatest extent reasonably practicable.

A reasonable record of significant selection decisions should be maintained. The record need not reproduce every discussion, but should be sufficient to demonstrate that the selection was made in accordance with this policy.

Individual votes, opinions and panel deliberations are confidential and should not ordinarily be disclosed.

## 9. Conflicts of Interest

WBP recognises that actual or perceived conflicts of interest may arise within junior community sport. The existence of a conflict does not, by itself, establish wrongdoing or automatically prevent a person from participating in the selection process.

However, all actual or perceived conflicts must be declared and appropriately managed.

Any member of the Selection Panel who has an actual or perceived conflict of interest relating to a selection decision must declare that conflict using the Club's Conflict of Interest Form.

The declared conflict must be discussed collectively by the Selection Panel to determine the appropriate management strategy. Depending on the circumstances, this may include:

- The member continuing to participate fully.
- The member providing relevant information but abstaining from the final decision.
- The member withdrawing from consideration of the affected selection.
- Another management strategy agreed by the panel.

The Club President must be notified of the declared conflict for situational awareness and governance oversight. The declaration, consideration and agreed management of the conflict should be appropriately documented.

The purpose of this process is to ensure that conflicts are transparent and appropriately managed while retaining the experience and knowledge of Club volunteers wherever reasonable.

## 10. Team Selection Decisions

In reaching a decision, the Selection Panel must consider the overall balance of:

- **Performance** - recent carnival performance, Club Championship results, head-to-head performance, training performance, current form and event-specific ability.
- **Participation** - regular attendance at relevant Club training, Sunday Nippers, carnival participation, Club Championship participation and ongoing involvement in the Club's Surf Sports and Junior Activities programs.
- **Development and Conduct** - attitude towards coaching, willingness to learn, effort, teamwork, sportsmanship and reliability.
- **Event Requirements** - team composition, conditions, technical requirements, injury, illness, availability and workload.

No single factor automatically overrides all others. The Selection Panel retains reasonable sporting discretion but must exercise that discretion consistently with this policy. Where junior head-to-head, comparable competitors are identified, the Selection Assessment Matrix (see *Appendix A*) is to be utilised, in all other circumstances it is not mandatory.

## 11. Notification and Changes to Announced Teams

Selected teams and nominated competitors should be communicated as soon as reasonably practicable following completion of the selection process. The Selection Panel must have regard to the significant travel, accommodation and associated costs that families may incur

when attending relevant carnivals. Wherever reasonably practicable, team selections and nominations should therefore be finalised and communicated as early as possible, providing families with sufficient notice to make informed decisions regarding attendance, travel and accommodation arrangements, and associated financial commitments.

Announced teams may subsequently require amendment due to legitimate circumstances including injury, illness, withdrawal, unavailability, significant changes in competitive circumstances, competition conditions, disciplinary matters, event changes or legitimate team-composition requirements.

Material changes should be approved through the Selection Panel process wherever reasonably practicable and communicated to affected competitors as soon as possible.

The same principles of performance, participation, transparency and conflict management apply to changes made after an initial team has been announced.

## **12. Complaints, Escalation and Feedback (Junior)**

All complaints, concerns, escalation, requests for clarification or feedback relating to team or nominated competitor selection must be directed to the Junior Team Manager.

**The Junior Team Manager is the sole initial point of contact for selection-related complaints, escalation and feedback.**

Except where the Junior Team Manager has a declared conflict of interest, selection-related concerns must not be directed to Coaches, Age Managers, individual Selection Panel members, the JAC, other Club leadership positions, other competitors or the parents/carers of other competitors.

This single pathway is important because it:

- Protects coaches and Age Managers from being individually required to defend collective selection decisions.
- Prevents forum shopping or the same concern being raised through multiple informal channels.
- Ensures every competitor and family has access to the same process regardless of personal relationships within the Club.
- Creates an appropriate record of concerns and their resolution.
- Protects the confidentiality and integrity of Selection Panel deliberations.
- Protects children from being approached, questioned, criticised or made to feel responsible for a selection decision.

Where the Junior Team Manager has an actual or perceived conflict of interest relevant to the matter, that conflict must be declared and the complaint, escalation or feedback may proceed directly to the JAC for management.

### 13. Role of the Junior Team Manager

Upon receiving matter of any kind, the Junior Team Manager should:

- Acknowledge the concern.
- Determine whether the matter is a request for clarification, general feedback, a procedural concern or a formal complaint.
- Obtain relevant information from the Selection Panel where required.
- Provide or coordinate an appropriate response.
- Escalate the matter through the Club's formal complaints process where necessary.
- Maintain an appropriate record of significant concerns and their resolution.

**The Junior Team Manager does not have authority to independently overturn a team selection or substitute their sporting judgement for that of the Selection Panel.**

#### 13.1 Assistant Junior Team Manager – Major and High Attendance Carnivals

For major carnivals, or carnivals involving significant attendance, or other events where the anticipated workload warrants additional support, the Committee may appoint an Assistant Junior Team Manager for the relevant event.

Competitors and families will be notified of the appointment before the relevant event wherever reasonably practicable, and contact details for both the Team Manager and Assistant Team Manager will be communicated.

**The Junior Team Manager remains the primary point of contact.**

The Assistant Junior Team Manager should only be contacted where the Junior Team Manager is engaged in another task, temporarily unavailable or cannot reasonably be contacted.

The appointment of an Assistant Junior Team Manager **does not** create an alternative pathway for selection-related complaints, feedback or procedural reviews. These matters remain subject to Sections 12–14 of this policy.

### 14. Finality and Procedural Review

Sporting judgement of the Selection Panel should generally remain final. A competitor or parent disagreeing with the panel's assessment of the relative ability or suitability of competitors does not, by itself, establish grounds for review.

A limited procedural review may be undertaken where there is a reasonable basis to believe that:

- The published selection criteria were not followed.
- Materially incorrect information was relied upon.
- Relevant performance or participation information was materially overlooked.

- An eligible competitor was inadvertently omitted.
- An actual or perceived conflict of interest was not appropriately declared or managed.
- Event-specific criteria were applied without appropriate prior communication.
- Another material procedural requirement of this policy was not followed.

A procedural review examines how the selection was made. It is not a second selection hearing and should not simply allow another individual or panel to substitute its sporting judgement for that of the original Selection Panel.

All requests for procedural review must be made through the Junior Team Manager, subject to the conflict provisions in this policy.

## 15. Parent and Carer Conduct

Parents and carers play an important role in supporting junior competitors and the Club's Surf Sports program. Selection decisions can understandably generate disappointment; however, all parents and carers are expected to comply with the Club and SLSA Codes of Conduct.

Parents and carers must not:

- Approach another child regarding a selection decision.
- Criticise or sledge another competitor.
- Direct negative comments towards another competitor or family.
- Lobby or pressure individual selectors.
- Approach coaches or Age Managers demanding justification of a selection.
- Attempt to obtain confidential details of Selection Panel deliberations.
- Raise the same concern through multiple Club officials in an attempt to obtain a different outcome.

Selection concerns must remain between the appropriate adults and be managed through the process established by this policy.

## 16. Confidentiality

Selection Panel deliberations are confidential. Competitors and parents may be provided with reasonable information explaining the basis of a selection decision where appropriate.

The Club is not required to disclose individual selector votes, individual selector comments, confidential information relating to another competitor, another competitor's personal circumstances, or conflict-of-interest information beyond what is reasonably necessary to demonstrate that the conflict was appropriately managed.

## 17. Governance Framework

**Coaches coach. The Selection Panel selects. The Junior Team Manager manages complaints, escalation and feedback. The JAC provides operational and selection governance oversight.**

This separation protects competitors, coaches, volunteers and selectors while ensuring concerns are handled consistently and through an appropriate process.

## **18. Guiding Principle for Competitors**

- 1. Train regularly.**
- 2. Participate genuinely.**
- 3. Compete consistently.**
- 4. Be willing to learn.**
- 5. Respond positively to coaching.**
- 6. Support your teammates.**
- 7. Demonstrate good sportsmanship.**
- 8. Perform to the best of your ability.**

Selection represents more than the outcome of a single race. It recognises the overall contribution, competitive performance and commitment of competitors seeking to represent Warilla-Barrack Point SLSC.

## **19. Senior Competition and Selection**

This policy should be read in conjunction with the SLSA Code of Conduct, WBPSLSC Code of Conduct, relevant WBPSLSC complaints and dispute resolution policies, relevant conflict-of-interest requirements, and applicable Surf Life Saving competition rules and entry requirements.

Where a mandatory external Surf Life Saving competition rule conflicts with this policy, the applicable external requirement will prevail to the extent of the inconsistency.

The Management Committee may amend this policy from time to time. The policy should be formally reviewed at intervals determined by the Management Committee and following any significant identified issue with its operation.

### **19.1 Purpose and Senior Competition Philosophy**

Warilla-Barrack Point SLSC (WBP) recognises that senior members participate in Surf Life Saving and Surf Sports for a broad range of reasons, including community involvement, fitness, enjoyment, social connection, personal development and high-performance competition.

Each of these forms of participation is valued and contributes to the strength, culture and sustainability of the Club.

Senior competition team selection, however, can have different objectives to junior team selection.

Where selection is required for senior competition teams, particularly for State Championships, Australian Championships, international competition, or other events identified by the Senior Head Coach and senior leadership as performance-focused, the primary objective is to select the competitor or combination of competitors considered most likely to achieve the strongest competitive result for WBP.

Selection will remain evidence-based and capable of reasonable explanation while preserving appropriate sporting judgement.

Where the Senior Head Coach and senior leadership identify a particular carnival, championship or event as having a primary objective of performance and competitive success, team selections will reflect that objective.

### **19.2 Senior Selection Decision-Making**

Senior team selection will be undertaken by the designated **Senior Head Coach**, in consultation with designated Assistant Coaches where applicable and the **Senior Team Manager** where appointed.

Selection decisions will be evidence-based and may consider:

- Recent relevant competition results and demonstrated performance.
- Head-to-head performance between competitors being considered.
- Current form and consistency of performance.
- Relevant training performance.
- Event-specific skills and technical capability.
- Previous performance in comparable events or conditions.
- Team composition, combinations and tactical requirements.
- Expected surf, weather, environmental and course conditions.
- Evidence of relevant external training and competition.
- Availability, injury, illness and competition workload.
- Any other relevant evidence reasonably demonstrating current competitive capability or suitability for the particular event.

No competitor has an automatic entitlement to a particular team position based upon reputation, previous selection or historical performance.

Selection should reflect the evidence reasonably available at the time the decision is made and the competitive objectives of the relevant event.

### **19.3 Consultation with Relevant Coaches and Independent Expertise**

The Senior Head Coach retains primary responsibility for senior team selection. However, WBP recognises that particular events, disciplines, conditions or selection decisions may benefit from additional specialist knowledge or independent input.

Where the Senior Head Coach considers it appropriate, they may consult with other suitably experienced persons before making a selection decision. This may include:

- Discipline-specific WBP coaches.

- Coaches responsible for a competitor's external training program.
- Appropriately experienced senior WBP members.
- Independent persons with relevant sporting, technical or competition expertise.
- Other persons whose knowledge or experience is reasonably relevant to the selection being considered.

Consultation may be particularly appropriate where there are closely matched competitors, limited recent head-to-head evidence, specialist event requirements, external training programs, unusual or significant surf or environmental conditions, or where additional expertise would assist in assessing the strongest team composition.

Information obtained through consultation forms part of the overall evidence available to the Senior Head Coach. The weight given to that information remains a matter of reasonable sporting judgement.

Consultation does not transfer responsibility for selection to the person consulted and does not automatically make that person a selector.

Any person whose input is sought must declare any actual or perceived conflict of interest relevant to the selection. Any such conflict must be managed in accordance with the Conflicts of Interest provisions of this policy.

#### **19.4 External and Specialist Training**

WBP recognises that senior competitors may undertake significant training or specialise in sporting disciplines outside WBP's Surf Sports training program that directly contribute to Surf Life Saving performance.

This may include, but is not limited to:

- Swimming.
- Kayaking.
- Triathlon.
- Athletics.
- Other relevant sporting or high-performance programs.

Accordingly, attendance at WBP-specific training is not necessarily the sole measure of a senior competitor's training commitment, preparation or readiness for selection.

A competitor may provide relevant evidence of external training, competition results, training schedules, coaching programs or other information to support an evidence-based selection decision.

For example, a competitor undertaking a substantial competitive swimming program with an external swimming club may remain eligible for consideration for an appropriate WBP surf team where their training, performance and demonstrated ability support that selection.

The Senior Head Coach will determine the relevance and weight afforded to external training and performance evidence.

## **19.5 Event-Specific Experience, Conditions and Suitability**

Senior team selection will consider not only demonstrated performance, but also the specific requirements and reasonably anticipated conditions of the relevant event.

Where particular skills, experience or capabilities are materially relevant to an event, appropriate weight may be given to evidence demonstrating a competitor's suitability for those requirements.

This may include:

- Surf size, conditions and expected complexity.
- Previous performance in comparable surf conditions.
- Open-water and surf-racing experience.
- Technical or event-specific skills.
- Course configuration and environmental conditions.
- Experience in particular craft, disciplines or team positions.
- Demonstrated ability to perform reliably under the anticipated conditions.
- Team combinations and event-specific tactical requirements.

Where anticipated conditions or particular requirements of an event are considered material to competitive performance, a competitor who demonstrates superior relevant experience, capability or performance in those conditions may be selected ahead of another competitor whose general results or performance may otherwise be stronger.

Event-specific suitability forms part of the assessment of performance and the team's likelihood of achieving the strongest possible competitive result.

Accordingly, where the available evidence demonstrates that one eligible competitor is better suited to the particular conditions or requirements of an event, that competitor should be selected where the Senior Head Coach determines that their selection provides WBP with the strongest reasonable prospect of competitive success.

## **19.6 Eligibility, Proficiencies and Patrol Obligations**

Irrespective of a competitor's training history, external sporting commitments, results, demonstrated performance or anticipated competitive outcome, all applicable Surf Life Saving proficiency and competition eligibility requirements must be current.

This includes, where applicable, relevant awards and proficiencies such as the Surf Rescue Certificate (SRC), Bronze Medallion, or any other qualification or proficiency required for the competitor's age, event or level of competition.

Where minimum patrol obligations apply, those requirements must be satisfied for the competitor to be considered for selection.

There is a clear expectation that senior competitors seeking to represent WBP will meet their applicable patrol obligations.

A competitor who has not satisfied a mandatory proficiency, patrol or competition eligibility requirement **will not be considered for selection**, irrespective of their demonstrated performance, external training, previous results or the competitive advantage their selection may otherwise provide.

It remains the responsibility of each competitor to ensure their relevant proficiencies, patrol obligations and competition eligibility requirements are current.

**Performance alone does not create eligibility for selection.**

### **19.7 Conduct, Club Values and Good Standing**

All senior competitors seeking to represent WBP must be in good standing with the Club and comply with the WBP Constitution, applicable Club Codes of Conduct and Expectations, and relevant SLSA and SLSNSW requirements.

Representing WBP is a privilege and carries responsibilities extending beyond competition performance.

The conduct expected of WBP members is not limited to behaviour while competing, wearing a Club cap or attending Club activities. Conduct away from competition or the Club may also be relevant where there is a clear and reasonable connection to the member's suitability to represent WBP or where that conduct materially conflicts with the standards and values expected of Club members.

WBP takes immense pride in its members, past and present, and in the history, heritage and reputation of the Club.

### **19.8 Respect for Officials**

All competitors, parents, carers, supporters and other persons associated with WBP competitors are expected to demonstrate respect towards officials.

WBP supports the following principles of **R.E.S.P.E.C.T. for Officials**:

- **R – Recognise** the important role officials play.
- **E – Empathise** with the difficulty of making decisions in competitive environments.
- **S – Support** their judgement and respect decisions appropriately made.
- **P – Play** by the rules and within the spirit of fair competition.
- **E – Encourage** fair, positive and respectful competition.
- **C – Communicate** with officials courteously and respectfully.
- **T – Thank** officials for the time and contribution they make to Surf Life Saving.

Where WBP becomes aware of credible and evidence-based information demonstrating conduct by a member that materially conflicts with the Club's Constitution, applicable Codes of Conduct and Expectations, these principles of respect for officials, or relevant SLSA or SLSNSW standards, that conduct may affect the member's eligibility to represent WBP.

Where such conduct is sufficiently serious to render the member not in good standing or unsuitable to represent the Club, the member will not be considered for selection, irrespective of performance, training history, external results or the competitive outcome their selection might otherwise be expected to achieve.

Any such determination must be made fairly, on an evidence-based basis and consistently with applicable WBP, SLSNSW and SLSA governance, member protection and disciplinary requirements.

### **19.9 Primary and Secondary Club Membership**

WBP recognises that, from time to time, senior competitors may hold primary membership with another Surf Life Saving Club and seek secondary membership and/or competition rights with WBP.

Secondary membership does not, itself, prevent a competitor from being considered for WBP senior competition opportunities where permitted by applicable Surf Life Saving competition, membership, transfer and eligibility requirements.

#### **19.9.1 Application and Approval**

A competitor seeking to join WBP through secondary membership and/or obtain competition rights with WBP must submit a personal written application to the relevant Senior Head Coach outlining their circumstances, competitive intentions and proposed involvement with WBP.

The Senior Head Coach will consider the application and, where they support the proposed arrangement, refer it to the Committee for final consideration and approval.

Approval is at the discretion of WBP and may include reasonable and individually agreed expectations regarding the competitor's contribution to the Club.

Depending upon the circumstances, this may include:

- Patrol commitments or an agreed arrangement concerning patrol contribution.
- Junior mentoring, training, development or clinic assistance.
- Other mutually agreed contributions that provide meaningful benefit to WBP and its members.

Any individual arrangement must be clearly communicated and agreed before competition rights or associated expectations are confirmed.

#### **19.9.2 Eligibility and Expectations**

Approval of secondary membership or competition rights does not remove applicable Surf Life Saving eligibility requirements.

The competitor must maintain all relevant awards, proficiencies and competition eligibility requirements and must remain in good standing with WBP and their primary Club where applicable.

The competitor must also comply with WBP's Constitution, Codes of Conduct and Expectations and all applicable SLISA and SLISNSW requirements.

Where an individual arrangement has been approved regarding patrol hours or another contribution to WBP, compliance with that agreed arrangement will satisfy the relevant Club expectation for that competitor, subject always to any mandatory SLISA, SLISNSW or competition requirement that WBP does not have authority to vary.

### **19.9.3 Duration and Renewal of Individual Arrangements**

Any individual arrangement approved by the Committee regarding patrol expectations or another contribution to WBP applies only for the competition season for which the arrangement was approved.

An individual arrangement does not automatically continue or create an entitlement to the same arrangement in a subsequent season.

Where a competitor wishes to continue an existing individual arrangement into a subsequent season, vary an existing arrangement, or seek a new arrangement, they must submit a new request in writing for consideration and approval by the Committee.

Each request will be considered on its individual circumstances and having regard to the needs of the competitor and the Club at that time.

Approval of an arrangement in a previous season does not guarantee approval of the same or a similar arrangement in a subsequent season.

### **19.9.4 Equal Consideration for Team Selection**

Once the Senior Head Coach supports the arrangement, the Committee has approved the individual's secondary membership and/or competition rights, and the competitor has satisfied the applicable conditions of that approval, the competitor will be considered for senior team selection on the same basis as any other eligible competitor contending for that position.

Secondary membership status must not, by itself, advantage or disadvantage a competitor during team selection.

Selection will remain evidence-based and, for performance-focused competition, will be determined in accordance with the competitive objectives applying to the relevant event.

Where WBP has made a considered decision to accept and support a secondary-member competitor, and that competitor has fulfilled the conditions and expectations attached to that arrangement, they will be afforded genuine and equal consideration for selection.

### 19.10 Conflicts of Interest

WBP recognises that actual or perceived conflicts of interest may arise within senior competition. The existence of a conflict does not, by itself, establish wrongdoing or automatically prevent a person from participating in the selection process.

However, all actual or perceived conflicts must be declared and appropriately managed.

Any person involved in a senior selection decision who has an actual or perceived conflict of interest relating to that decision must declare that conflict using the Club's Conflict of Interest Form.

The declared conflict must be discussed collectively by those responsible for the relevant selection to determine the appropriate management strategy. Depending on the circumstances, this may include:

- The member continuing to participate fully.
- The member providing relevant information but abstaining from the final decision.
- The member withdrawing from consideration of the affected selection.
- Another management strategy agreed by those responsible for the selection.

The Club President must be notified of the declared conflict for situational awareness and governance oversight. The declaration, consideration and agreed management of the conflict should be appropriately documented.

The purpose of this process is to ensure that conflicts are transparent and appropriately managed while retaining the experience and knowledge of Club volunteers wherever reasonable.

### 19.11 Complaints, Escalation and Feedback

All complaints, concerns, escalation, requests for clarification or feedback relating to senior team or nominated competitor selection must be directed to the **Senior Team Manager**.

The Senior Team Manager is the sole initial point of contact for senior selection-related complaints, escalation and feedback.

Except where the Senior Team Manager has a declared conflict of interest, selection-related concerns must not be directed to Coaches, individual persons involved in the selection decision, other Club leadership positions, other competitors or the families of other competitors.

This single pathway is important because it:

- Protects coaches from being individually required to defend selection decisions.
- Prevents forum shopping or the same concern being raised through multiple informal channels.
- Ensures every competitor has access to the same process regardless of personal relationships within the Club.

- Creates an appropriate record of concerns and their resolution.
- Protects the confidentiality and integrity of selection deliberations.
- Protects competitors from being approached, questioned, criticised or made to feel responsible for a selection decision.

Where the Senior Team Manager has an actual or perceived conflict of interest relevant to the matter, that conflict must be declared and the complaint, escalation or feedback may proceed directly to the **Club President** for management.

Where the Club President also has an actual or perceived conflict relevant to the matter, the matter will be referred to an appropriately independent Committee nominee.

### **19.12 Role of the Senior Team Manager**

Upon receiving a matter of any kind, the Senior Team Manager should:

- Acknowledge the concern.
- Determine whether the matter is a request for clarification, general feedback, a procedural concern or a formal complaint.
- Obtain relevant information from those responsible for the selection decision where required.
- Provide or coordinate an appropriate response.
- Escalate the matter through the Club's formal complaints process where necessary.
- Maintain an appropriate record of significant concerns and their resolution.

The Senior Team Manager does not have authority to independently overturn a team selection or substitute their sporting judgement for that of the Senior Head Coach and those responsible for the selection decision.

### **19.13 Finality and Procedural Review**

Sporting judgement exercised in accordance with this policy should generally remain final.

A competitor disagreeing with the Senior Head Coach's assessment of the relative performance, capability, event-specific suitability or expected contribution of competitors does not, by itself, establish grounds for review.

A limited procedural review may be undertaken where there is a reasonable basis to believe that:

- The published selection criteria were not followed.
- Materially incorrect information was relied upon.
- Relevant performance information was materially overlooked.
- An eligible competitor was inadvertently omitted.
- An actual or perceived conflict of interest was not appropriately declared or managed.
- Event-specific criteria were applied without appropriate prior communication where such communication was reasonably practicable.
- Another material procedural requirement of this policy was not followed.

A procedural review examines how the selection was made. It is not a second selection hearing and does not permit another individual to simply substitute their sporting judgement for that of the Senior Head Coach.

All requests for procedural review must be made through the Senior Team Manager, subject to the conflict provisions of this policy.

#### **19.14 Senior Competition Guiding Principle**

WBP values every senior member who participates in Surf Life Saving, whether their motivation is community, fitness, enjoyment, friendship, personal achievement or high-performance competition.

Where competitive team selection is required, particularly at championship level, WBP will seek to field the strongest eligible team reasonably supported by the available evidence.

#### **Senior team selection therefore reflects:**

Performance. Eligibility. Event-specific suitability. Evidence. Conduct. Club standing.

No reputation, relationship, historical result or anticipated outcome overrides the requirement for a competitor to be eligible, in good standing and appropriately suited to represent Warilla-Barrack Point SLSC.

### **20. Policy Administration**

This policy should be read in conjunction with the SLSC Code of Conduct, WBPSLSC Code of Conduct, relevant WBPSLSC complaints and dispute resolution policies, relevant conflict-of-interest requirements, and applicable Surf Life Saving competition rules and entry requirements.

Where a mandatory external Surf Life Saving competition rule conflicts with this policy, the applicable external requirement will prevail to the extent of the inconsistency.

The Management Committee may amend this policy from time to time. The policy should be formally reviewed at intervals determined by the Management Committee and following any significant identified issue with its operation.

## Appendix A - Selection Assessment Matrix

The Selection Assessment Matrix is a decision-support tool. Its use **may** be required where head-to-head, reasonably comparable competitors are identified in accordance with Section 10 and is otherwise optional.

The matrix is not a rigid mathematical points system. A higher number of favourable ratings does not automatically create an entitlement to selection. The Selection Panel **may** consider the relevance and importance of each criterion to the particular event.

| Selection Area                                   | Evidence to Consider                                                                                                   | Assessment                                                                 |
|--------------------------------------------------|------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------|
| <b>Recent Carnival Performance</b>               | Recent relevant SLS results, placings, current form, field strength and consistency                                    | Exceptional / Strong / Competitive / Developing / Limited evidence         |
| <b>Club Championship Performance</b>             | Relevant Club Championship result where contested                                                                      | Exceptional / Strong / Competitive / Developing / Not available            |
| <b>Head-to-Head Performance</b>                  | Recent direct competition against athletes being considered                                                            | Clearly stronger / Stronger / Comparable / Weaker / Limited evidence       |
| <b>Training Performance</b>                      | Trials, recorded times, head-to-head training, technical skills, documented coaching observations                      | Exceptional / Strong / Competitive / Developing / Limited evidence         |
| <b>Club Training &amp; Nippers Participation</b> | Regular attendance and engagement at relevant discipline-specific Club training and Nippers across a reasonable period | Highly consistent / Consistent / Acceptable / Limited / Insufficient       |
| <b>Carnival Participation</b>                    | Regular representation of WBP at relevant SLS carnivals                                                                | Highly consistent / Consistent / Acceptable / Limited / Insufficient       |
| <b>Commitment to Surf Sports</b>                 | Ongoing engagement with Club training, competition and development                                                     | Exceptional / Strong / Consistent / Developing / Limited                   |
| <b>Coachability and Development</b>              | Response to instruction, feedback, effort and skill development                                                        | Exceptional / Strong / Consistent / Developing / Concern                   |
| <b>Teamwork and Sportsmanship</b>                | Cooperation, reliability, support of peers and positive team contribution                                              | Exceptional / Strong / Consistent / Developing / Concern                   |
| <b>Event-Specific Ability</b>                    | Skills or attributes relevant to the event, relay leg, conditions or team combination                                  | Exceptional / Strong / Competitive / Developing / Limited evidence         |
| <b>Conditions and Environment</b>                | Demonstrated suitability for expected surf, weather or course conditions                                               | Highly suited / Suited / Neutral / Less suited / Unknown                   |
| <b>Availability, Injury and Workload</b>         | Availability, injury/illness, recovery and overall competition workload                                                | No concern / Minor consideration / Significant consideration / Unavailable |

## A1. Club Training and Nippers Participation Guide (Juniors)

**Highly Consistent** - Attends the substantial majority of relevant Club training and Nippers program and demonstrates strong ongoing engagement.

**Consistent** - Regularly attends relevant Club training and Nippers program and is clearly present more frequently than absent.

**Acceptable** - Demonstrates ongoing involvement but has a greater level of absence; legitimate circumstances may reasonably explain some absences.

**Limited** - Attendance has been irregular and involvement in the relevant Club training and Nippers program has been limited.

**Insufficient** - Minimal involvement in relevant Club training and Nippers program without circumstances that reasonably explain the absence.

## A2. Comparative Selection Record

Event: \_\_\_\_\_

Age Group: \_\_\_\_\_

Carnival/Championship: \_\_\_\_\_

Date of Selection: \_\_\_\_\_

| Criteria                         | Competitor A | Competitor B | Competitor C | Competitor D |
|----------------------------------|--------------|--------------|--------------|--------------|
| Recent Carnival Performance      |              |              |              |              |
| Club Championship Performance    |              |              |              |              |
| Head-to-Head Performance         |              |              |              |              |
| Training Performance             |              |              |              |              |
| Training Participation           |              |              |              |              |
| Carnival Participation           |              |              |              |              |
| Coachability / Development       |              |              |              |              |
| Teamwork / Sportsmanship         |              |              |              |              |
| Event-Specific Ability           |              |              |              |              |
| Conditions / Environment         |              |              |              |              |
| Availability / Injury / Workload |              |              |              |              |

**A3. Selection Decision (Junior)**

**Selected competitor(s):**

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**Reserve(s), if applicable:**

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**Summary of selection rationale:**

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## Appendix B - Conflict of Interest Declaration and Management Record

This form is to be completed where any member of the Selection Panel/Team identifies an actual or perceived conflict of interest relating to a selection decision.

Selection event/carnival: \_\_\_\_\_

Age group: \_\_\_\_\_

Panel member declaring conflict: \_\_\_\_\_

Date declared: \_\_\_\_\_

Nature of actual or perceived conflict: \_\_\_\_\_

\_\_\_\_\_

Management approach agreed by Selection Panel/Team:

☐ Member continues to participate fully

☐ Member provides information but abstains from final decision

☐ Member withdraws from consideration of affected selection

☐ Other: \_\_\_\_\_

Reason for management approach: \_\_\_\_\_

\_\_\_\_\_

Club President notified: ☐ Yes Date: \_\_\_\_\_

JAC/Senior Head Coach acknowledgement: \_\_\_\_\_ Date: \_\_\_\_\_

Team Manager acknowledgement: \_\_\_\_\_ Date: \_\_\_\_\_

The declaration of a conflict does not, by itself, imply wrongdoing. The purpose of this record is to ensure transparency, appropriate management and governance oversight. If the conflict of interest relates to the JAC, Senior Head Coach or Team Manager, "Conflict of Interest" is to be written in the respective "acknowledgement" section.

## Appendix C - Selection Concern / Procedural Review Record

All selection-related complaints, concerns, escalation, requests for clarification or feedback must be directed to the Team Manager, except where the Team Manager has a relevant declared conflict of interest, in which case the matter may proceed directly to the JAC (Juniors) or Club President (Seniors).

Date received: \_\_\_\_\_

Received by: ☐ Team Manager ☐ JAC ☐ Club President

Competitor and parent/carer: \_\_\_\_\_

Event/team concerned: \_\_\_\_\_

Type of matter: ☐ Clarification ☐ Feedback ☐ Procedural concern ☐ Formal complaint

Summary of concern:

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Procedural review ground(s), if applicable:

- ☐ Published criteria may not have been followed
- ☐ Materially incorrect information may have been relied upon
- ☐ Relevant performance or participation information may have been overlooked
- ☐ Eligible competitor may have been inadvertently omitted
- ☐ Conflict of interest may not have been appropriately declared or managed
- ☐ Event-specific criteria may not have been appropriately communicated
- ☐ Other material procedural concern: \_\_\_\_\_

Information obtained from Selection Panel:

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Outcome / response:

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Date finalised: \_\_\_\_\_

Team Manager/JAC signature/Club President: \_\_\_\_\_

## Appendix D - Selection Panel Meeting Record (Juniors)

This record is intended to provide a concise governance record that the Selection Panel met, considered the published criteria and managed any conflicts. It is not intended to record confidential individual votes or reproduce detailed panel deliberations.

Carnival / championship: \_\_\_\_\_

Selection date: \_\_\_\_\_

Selection Panel:

JAC: \_\_\_\_\_

Junior Head Coach: \_\_\_\_\_

Second Head Coach/Assistant Coach/Beach Coach: \_\_\_\_\_

Club Team Manager: \_\_\_\_\_

Independent Member: \_\_\_\_\_

Selection Assessment Matrix completed where applicable: ☐ Yes ☐ No

Any conflict of interest declared: ☐ Yes ☐ No

If yes, Conflict of Interest Form completed: ☐ Yes

Club President notified where required: ☐ Yes ☐ N/A

Event-specific criteria communicated in advance where applicable: ☐ Yes ☐ N/A

Teams/nominated competitors approved: ☐ Yes

Notes:

\_\_\_\_\_  
\_\_\_\_\_

JAC signature: \_\_\_\_\_ Date: \_\_\_\_\_

Team Manager signature: \_\_\_\_\_ Date: \_\_\_\_\_