



Calisthenics Buderim Inc

Team Selection Policy

Purpose

The purpose of this policy is to outline the approach Calisthenics Buderim takes in relation to team selection. Team Selection is a necessary process for all teams to assist the Senior Coach in effectively and fairly selecting members of the first and subsequent teams, and in 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 Calisthenics Buderim Inc.

Definitions

Pupil: A current registered, fee-paying pupil of Calisthenics Buderim that is participating in a team at Calisthenics Buderim.

Panel: A group of at least two Level 1 Coaches (may be from Calisthenics Buderim or a non-competing, external club) that is appointed by the Senior Coach and Principal Coach to provide recommendations for team selection or positioning.

Club Responsibilities

Calisthenics Buderim Inc 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.

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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 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 Calisthenics Buderim’s Code of Conduct, both in class, at club events, external events that represent the club and at competitions.
 - **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 Senior Coach.

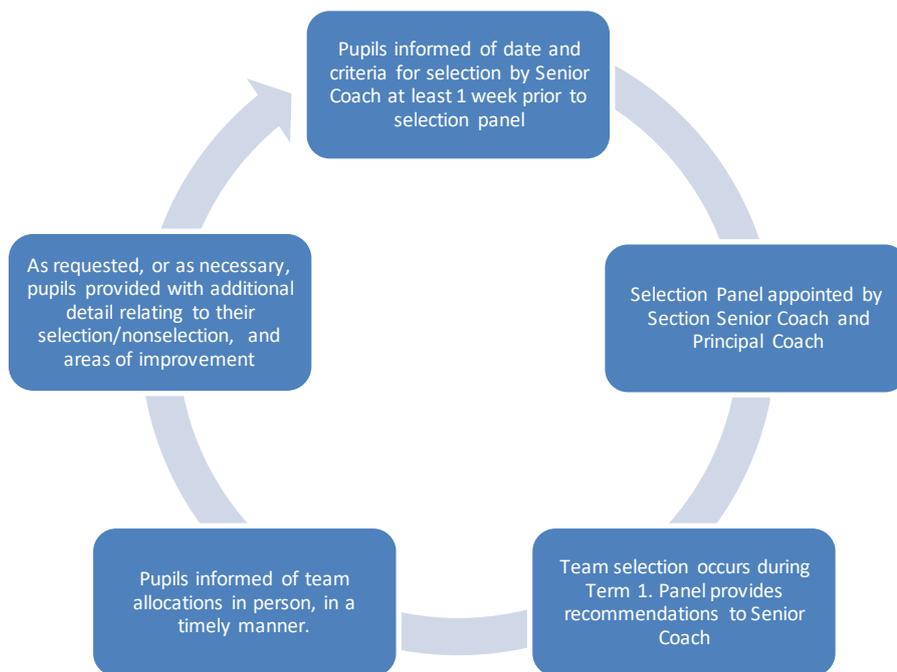
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Team Selection Process

Table 1 below outlines the Team Selection process that each competitive section at Emmanuel Calisthenics will follow.

Table 1 – Team Selection Process



Important points to note:

- The Panel is to provide a recommendation to the Senior Coach for team selection and positioning on stage. The final decision and responsibility ultimately lies with the Senior Coach of that section.
- The team selection process is to occur regardless of number of Pupils in the section (e.g. if a team only has 12 Pupils, a selection panel is to still take place to ensure fair placement of Pupils on the stage).
- Team selection is not mandatory for Recreational teams unless requested by the Senior Coach and approved by the Principal Coach.

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- If a pupil is unable to attend the class during which Team Selection occurs, the Senior Coach will arrange another time to give the pupil the opportunity to perform the set choreography. It can't be guaranteed a Selection Panel will be present for this performance.
- In the instance section numbers change throughout the year, it is at the discretion of the Senior 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 Senior 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.

Minimum Numbers

In accordance with the Calisthenics Association Queensland Inc Competition rules, in the instance that a competitive Calisthenics Buderim team has 18+ registered members in one age section, all teams must have a minimum of 8. Teams with 18 or fewer registered members entering two teams, the 1st team must have a minimum of 8. Teams will be selected on this basis.

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. Calisthenics Buderim 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 Senior Coach of their section.

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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 Senior Coach and relevant Pupil and/or Parent/Guardian.

A reduction in Membership Fees due to performing in reduced items will only be considered in the following circumstances:

- Pupil does not perform in **three or more** items.
 - Note – this means the Pupil does not learn the choreography, does not have a costume, and does not receive coaching for those items.
- A formal written application is made to the Executive Committee outlining why a reduction in membership fees should be considered

Roles and Responsibilities

Principal Coach

- Ensure a Selection Panel is in place for all competitive sections
- Set the date for Selection Panel in consultation with Senior Coach of each section
- Approve appointment of Selection Panel for all competitive sections
- Provide advice and guidance to Senior Coaches regarding selection as required

Senior Coach

- Ensure Pupils are informed about and understand the selection criteria and process.
- Set up table and chairs for selection panel
- Provide mechanism to Selection Panel to record selection recommendation (e.g. team list with each item, rating scale, etc.)
- Advise Selection Panel of selection criteria

Selection Panel

- Make fair and unbiased decisions based on the selection criteria
- Be kind and respectful to Pupils throughout the selection process

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- Treat recommendations confidentially – recommendations are not to be discussed beyond the Selection Panel and Senior Coach of that section

Pupils

- Make themselves familiar with the selection criteria and clarify any concerns with the Senior Coach prior to commencement of team selection
- Speak with the Senior Coach about any concerns and seek feedback about how to improve their performance
- Don't presume that you will automatically be in a particular team. All pupils need to prove themselves each year
- Wear suitable attire per Calisthenics Buderim Club Handbook to allow the Selection Panel to effectively evaluate their performance
- Inform the Senior Coach 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

- Ensure their pupil is aware of selection date and criteria
- Encourage their pupil to do their best – speak about the team selection process positively and with respect
- Speak to Senior Coach regarding any issues or concerns resulting from team selection
- Inform the Senior Coach 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 (Senior Coach, Principal Coach, Parent/Guardian/Pupil)