

TASMANIAN CROQUET ASSOCIATION Inc
(referred to herein as Croquet Tasmania)
SELECTION POLICY

1. Objectives

- 1.1 To identify and select players for Tasmanian representation.
- 1.2 To provide opportunities to continually improve the standard of Tasmanian croquet amongst the elite and developing players in Tasmania.
- 1.3 To achieve the best possible results in the AC Interstate Cup and the GC Interstate Shield) and other major events.

2. Croquet Tasmania By-Laws

- 2.1 Croquet Tasmania's By-law 10 provides for the establishment of a Selection Committee and this document outlines the Selection Policy to be used by that Committee.

3. Selection Policy

- 3.1 Croquet Tasmania's Executive and 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. Players are free to input into these policy settings. The Chairman of Selectors will be available to discuss these policy settings with players. Any changes proposed from these discussions will be referred to the relevant Selection Committee and forwarded to the Executive for consideration. Players may also submit proposals to amend the policy direct to the Secretary of Croquet Tasmania.

4. Mandatory Requirements

- 4.1 For a player to be eligible for selection to represent Tasmania in interstate events and to participate in state team, training and development squads the player shall meet the following requirements.
 - 4.2 Residential Requirements
 - 4.2.1 To be eligible for selection in a Tasmanian team the player's permanent residence must be within Tasmania.
 - 4.3 Other Mandatory Requirements
Players selected to represent Tasmania in an event shall:
 - 4.3.1 be a member of a club which is affiliated with Croquet Tasmania;
 - 4.3.2 be the best players available for selection without consideration to costs involved,
 - 4.3.3 be a player in good standing with Croquet Tasmania and not under suspension by Croquet Tasmania and/or Croquet Australia for breaches of:
 - the Player Code of Behaviour approved by the Executive of Croquet Australia. The Code of Behaviour is outlined in Attachment "A". Breaches of this Code of Behaviour may result in expulsion from the Team and/or disqualification from selection for future teams or events for a period of up to 2 years, and,
 - Croquet Australia's Regulation 63 - Doping Policy,

- Croquet Australia's Regulation 65 - Conduct of Players,
- Croquet Australia's Regulation 66 - Harassment-Free Sport

5. Squads/Teams and Events for Selection

5.1 The Selectors shall select players:

- for teams, including appointing Captains and Coaches where appropriate, for all events where state representation is involved
- if thought appropriate, for training squads from which state teams will be selected
- to be invited to participate in the ACA Bronze Medal (having regard to ACA Regulations)
- to represent Tasmania in other events to which Tasmania may be extended an invitation
- if thought appropriate, Development Squads

5.2 Tasmanian Team training squads will generally be selected early in the playing season, with the final team selected approximately 10-12 weeks prior to the event.

6. Process of Selection

6.1 Mandatory elements

6.1.1 Mandatory player residential and other requirements for selection outlined in Section 4 cannot be waived by the Selectors. Players not meeting any of these criteria can not be selected to represent Tasmania, unless exceptional circumstances exist in which case the circumstances should be referred to the executive of Croquet Tasmania for final determination.

6.1.2 Any player who accepts an invitation issued by Croquet Tasmania for an Interstate event and fails to play in that event without good reason shall not be considered for selection in any interstate event for at least the next 12 months. If a player is unable to play in an event that the player has been selected for, both the Selectors and the individual player involved should resolve this immediately. If the Selectors, after considering the facts, do not believe that good reason has been shown, the player is not eligible to be selected to represent Tasmania for the period determined by the Selectors. The Player may appeal this decision under the appeals processes detailed in 9 below.

6.2 Playing Performance

6.2.1 Selection of players to represent Tasmania will be based on playing performance in Croquet Tasmania events and past National Championship events. Other events, with good representation of players who compete at AC Eire Cup or GC Interstate Shield level, may also be used by the Selectors. The Selectors may specify other events that may also be included in the assessment of individual player performances.

6.2.2 Selectors may publicly specify that players' performances in a set of specific events shall be a contributing factor in the process of selection.

6.2.3 The Selectors will normally only consider events that have been conducted in the last 12 months, unless the Selectors otherwise specify.

6.2.4 Players' performances will be assessed on match results against other players both in singles and doubles games. Selectors may take into account the latest state, national and international rankings in the selection process.

6.2.5 The following criteria will also be used to assess player performance:
(For Association Croquet)

- success rate of triple peeling, including delayed triple peeling,
- a high level of roqueting ability
- a low percentage of unforced errors in match play
- tactical knowledge in advanced play and in pegged out games
- successful doubles play
- a good knowledge of the Laws,
- performance under pressure,

(For Golf Croquet)

- a competent level of roqueting ability
- a high level of hoop running and ball placement ability
- ability to consistently play jump shots
- a low percentage of unforced errors in match play
- tactical knowledge in Golf Croquet play
- successful doubles play
- a good knowledge of the Rules
- performance under pressure.

6.2.6 A Player's Refereeing qualifications may be considered as part of the overall player's performance

6.3 Other Player Issues

6.3.1 The Selectors will evaluate players against the following criteria:

- attitude to officials, tournament managers, referees, team managers, team coaches and other players,
- compatible with and support of squad/team members,
- willingness to assist the Team Coach in developing a working relationship with the team to promote a responsible attitude, commitment, trust, competence, respect, safety, honesty, professionalism, equity and sportsmanship among team members,
- consideration as a good ambassador for the sport, Croquet Tasmania and the state,
- adherence to State Squad training protocols as specified in writing by the State squad coach (including mental skills, tactical skills, physical skills, nutrition guidelines and appropriate fitness levels), physical fitness covering strength, flexibility and endurance as assessed by the squad coach,

6.3.2 Any issues that arise concerning a player's performance under this heading will only be taken into account where those issues arose within the last 2 years, unless the player concerned has been advised by the selectors of issues that go back beyond this time frame.

6.4 Counselling Process

6.4.1 Players should be made aware of issues, in terms of paragraph 6.3 – Other Player Issues – which may affect their chances of selection to represent Tasmania.

6.4.2 To ensure players are aware of these issues and to provide the opportunity for players to discuss them with Selectors; the Chairperson of the Selection Committee, or the Chairperson's delegate will be responsible for liaising with players in any National squad and other players in contention for selection.

6.4.3 The Selectors will only consider issues that fall within the time frame covered by 6.2.3 and 6.3.2 above.

6.4.4 Issues discussed with players shall be documented. Players will be provided with a copy of this document. Preferably this will be an agreed record of discussion between the Chairperson of Selectors or the Chairperson's delegate and the player concerned. If any dispute arises concerning this record of discussion the Chairperson of the Selection Committee shall attempt to resolve this. If the issue is not resolved in one month the record of discussion prepared by the Chairperson or the Chairperson's delegate will become the record for purposes of the Selection Committee.

6.5 Extenuating circumstances

6.5.1 In considering the performance of players at events, trials, training camps or other attendances required under this policy, the Selection Committee may give weight to extenuating factors.

6.5.2 Players unable to compete at events, trials, training camps or other attendances required under this policy shall advise the coach in writing of this fact and the reasons thereof before the commencement of the events, trials, training camps or other attendance required under this policy.

6.5.3 In the case of illness or injury, players may be required to undergo a medical examination by a doctor or doctors nominated by Croquet Tasmania.

6.5.4 In the case of bereavement, equipment failure, travel delays or other extenuating circumstance, a decision will be made by the Selection Committee on an individual basis

6.6 Replacement of a Selected Injured Player

6.6.1 If a player is injured the Selectors may determine a standard of fitness to be met by that player. If the player is unable to meet that standard the Selection Committee in consultation with the Team Coach may select a replacement player.

6.6.2 A replacement player for a Tasmanian Team on tour will be selected by the Team Coach and/or Captain after consultation with any members of the Selection Committee or the Executive of Croquet Tasmania that may be present.

6.7 Removal of a Player from a Squad

6.7.1 Any player is ineligible for continued membership of the Training Squad or Tasmanian Team as the case may be who:

- breaches or fails to observe this policy;

- by reason of illness or injury is unable to perform to the required standard in the opinion of the Selection Committee;
- breaches or fails to fulfil a requirement of the anti-doping policy of the Croquet Australia;
- breaches or fails to observe the National Squad/Team agreement;
- fails to adhere to the specified training program

7. Requirements for Selection Consideration

7.1 Players wishing to be considered for selection to represent Tasmania, whether in a Team or individual capacity, should be fully conversant with the following documents:

- Croquet Tasmania's By-Laws covering the Selection Committee.
- Current Selection Policy, including the Code of Behaviour (Attachment "A").
- Member Protection Policy.
- Anti-doping Code.

Croquet Australia By-Laws, Selection, Members Protection and Anti Doping policies are available on the ACA's Web site at:

<http://www.croquet-australia.com.au/>

The documentation can also be obtained from the Secretary of Croquet Tasmania.

8. Appeals

The ACA Selection policy contains an Appeal Provision. This Appeal process will also be adopted by Croquet Tasmania, with the exception that the written notice of appeal should be given to the Secretary of Croquet Tasmania within the 5 day period and the grounds for appeal are to be provided to the Secretary of Croquet Tasmania

9. Amendments to this Policy

This policy may be amended in accordance with Clauses 19 and 26 in the Rules of the Tasmanian Croquet Association Inc.

Attachment “A” - Player Code of Behaviour

PLAYER CODE OF BEHAVIOUR

Sport has an important place in the lives of many Australians. We participate for different reasons, from social interaction to serious competition, but for some it all gets a little too serious.

Everyone involved in sport has the right to participate in a safe and supportive environment. Sometimes players, coaches, spectators and parents, get over zealous and spoil the experience for others. They need to be reminded that there are appropriate forms of behaviour when involved in sport.

Croquet Australia is keen to have strong Codes of Conduct in place and to actively encourage players and officials Australia-wide to abide by them. Croquet Australia is also striving to build an environment of inclusiveness where we look to welcome and encourage our members to achieve positive outcomes.

Competitive sport by its very nature produces stresses and tensions between players that can produce unacceptable behaviour. The will to win instinct needed for success can easily turn to disrespect of opponents and officials. In croquet where we play mostly singles, we have little experience in the giving and taking required in doubles and team play. We can, once or a few times a year, go from singles adversaries to doubles partners, individuals to pennant and state team members, state team rivals to Australian teammates. But it is still very much an individualistic sport.

We bring to the sport our greatest asset – our individuality. We bring different views of the world and different experiences. We have different needs and aspirations; and we express these needs differently and some not at all. So it is not unexpected that in any grouping of players there will be things we say and do that will annoy others and vice versa.

In team sports selectors, coaches and officials are looking to combine individual talents to build a team. Within this team individuals shall not only be expected to respect each other, but also work together so that each individual's skills are enhanced in a positive encouraging environment.

Player Code of Behaviour

Play by the rules.

Never argue with an official. If you disagree, have your captain, coach or manager approach the official during a break or after the competition.

Control your temper. Verbal abuse of officials and sledging other players, deliberately distracting or provoking an opponent are not acceptable or permitted behaviours in any sport.

Work equally hard for yourself and/or your team. Your team's performance will benefit, so will you.

Actively support and encourage team members and 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.

Be a good sport. Applaud all good plays whether they are made by your team or the opposition.

Treat all participants in your sport as you like to be treated. Do not bully or take unfair advantage of another competitor.

Cooperate with your coach, team mates and opponents. Without them there would be no competition.

Remember, you set an example. Your behaviour and comments should be positive and supportive.

Participate for your own enjoyment and benefit, not just to please parents and coaches.

Respect the rights, dignity and worth of all participants regardless of their gender, ability, cultural background or religion.

Selected players shall not comment on team selection or team members.

Croquet Australia is concerned that any unacceptable behaviour outlined above would seriously affect our sport and prevent the high standard of play we are striving to promote. We wish to inform you that we will take a strong stance on behavioural issues.

The Selection Committee wants to be inclusive and encourages everyone to start afresh in helping us build a supportive environment. To this end we will discuss with all players in the Development and Team squads issues arising from the Selection Policy and the discussions will be held in terms of that policy document.

So be a winner – be positive and help us build a better croquet-playing environment.