



State Team Selection Policy and Guidelines

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Softball Victoria State Team Selection Policy and Guidelines

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1. INTRODUCTION

1.1 Application

The selection policy, process and procedures outlined in this document apply to all Softball Victoria players and officials who are participating in any selection process undertaken to select a Victorian squad or team, and any other group specifically targeted to represent Softball Victoria in some capacity.

1.2 Responsibility

- 1.2.1 The Athlete and Coach Performance Manager (ACPM) is responsible for overseeing the application of the selection policy and due process.
- 1.2.2 It is the responsibility of each individual athlete to read and understand this policy document, and to ensure that they are relying on the most recent version of the policy located on the Softball Victoria website.

1.3 Purpose of the selection policy

The purpose of this document is to outline the policy and operational process that apply to the selection of players to participate in a specific event.

1.4 Application of the policy

Consistent and conscientious application of the policy outlined in this document will help ensure the following:

- 1.4.1 Transparency for all individuals who are involved in the selection process
- 1.4.2 Improved communication and understanding between members
- 1.4.3 Improved planning and execution associated with all aspects of selection
- 1.4.4 Flexibility to respond to selection situations in a fair manner
- 1.4.5 Facilitation of analysis and review of the selection process to ensure quality, consistency and stability between all the selection events that are undertaken by Softball Victoria in a given season.

1.5 Definitions

In this policy, unless the contrary intention appears;

- 1.5.1 '*Selection*' refers to the process that is undertaken and the procedures that are followed within the constraints of the policies outlined in this document, which allow Softball Victoria to identify a limited number of individual players, capable of performing to a certain standard, and capable of performing in the team-based environment of Softball.



- 1.5.2 'Best' is often used with respect to selection – for example 'the best player'. Please be aware that in this example the word 'best' is a subjective estimation of the worth of a player, against a set of criteria that relate specifically to Softball. It may also relate to a player's ability to undertake or fulfil a specific role in a team environment, or to perform to a specific standard, at a specific event.
- 1.5.3 'Selection Event' refers to any formal Softball event that is observed by a Talent Identification Scout (TIS) or a member of the selection panel, which can be utilised for the purpose of making an informed selection decision. Where possible selection events will be identified prior to the commencement of the formal selection process. A selection event will include the relevant age state championships, and may include other events for example – State League, Domestic competition, other games (i.e. against visiting national teams), squad training camps etc. This list is not definitive but is intended as an example only.

1.6 Preamble

- 1.6.1 Softball is a complex, multi-faceted game, with a variable game environment which impacts on performance. Although the type of attributes that affect performance can be defined (as selection criteria), it is impossible to objectively define a set 'standard' for these criteria, relative to successfully performing in a specific event. Consequently, the process of selection requires a selector to subjectively weigh up, assess and define what they believe the standard of an individual player is, against the criteria. This is a subjective decision tempered by the experience and expertise of the selector.
- 1.6.2 Subjectivity will always remain an unavoidable element of selection. However, the processes and procedures outlined in this document aim to help overcome any of the more undesirable elements of subjectivity in selection, such as bias, prejudice or lack of expertise. Many layers of procedure have been identified to ensure that the negative impact of these elements will have been counteracted prior to a final selection decision being made.
- 1.6.3 This policy and adjoining schedules may be amended or supplemented by Softball Victoria at its discretion in order to achieve the above objectives and specifically where matters arise which, in the sole opinion of Softball Victoria, have not been provided for in this policy or where the literal application of this policy would not achieve the above objectives. Softball Victoria will endeavour to give as much notice as possible to all persons affected by any amendment or supplement to this policy. Softball Victoria will not be responsible or liable in any way to anyone as a result of any such amendment.

1.7 Selection Objectives

- 1.7.1 The primary selection objective is to select the best available team for the particular event.



1.7.2 The secondary selection objective is to recognise the potential of athletes to participate at national competition level standard and to identify and prepare athletes for the transition into national programs/squads.

2. PLAYER ELIGIBILITY

2.1 State Team Eligibility

To be eligible for selection in a Softball Victoria Team, the following conditions apply:

- 2.1.1 The player must be a currently registered and financial, playing member of a Softball Victoria Member Association.
- 2.1.2 Players must have submitted to Softball Victoria their nomination for selection consideration on the prescribed form a minimum of fourteen (14) days prior to the first selection event, or such other date stipulated by Softball Victoria.
- 2.1.3 Attendance at the relevant State Championship and designated selection events is compulsory for selection unless an exemption has been granted by Softball Victoria. (For exemption requirements, please see clause 3)
- 2.1.4 A player may be eligible for more than one state team however in the first instance Softball Victoria will select a player only in their correct age division.
- 2.1.5 Players must make themselves available for selection in their own age division and participate in their own age division State Championship unless granted an exemption by Softball Victoria.
- 2.1.6 Players must comply with any rules of eligibility applied by Softball Australia and relating specifically to the tournament or event that they are being selected for – i.e. gender, age restrictions, performance or specific skill parameters.

2.2 Multiple Eligibility

- 2.2.1 A player who is selected for more than one Softball Victoria team must prioritise, unless otherwise approved by Softball Victoria, the training sessions of the team whose national championship is to occur first in the 4 weeks immediately preceding the event.
- 2.2.2 If there is a clash of priorities and the matter cannot be resolved by the respective coaches it shall be referred to Softball Victoria.

3. EXEMPTION REQUIREMENTS

3.1 State Championships

- 3.1.1 If a player is unable to attend their age group State Championship and wishes to stand for selection, they must request an exemption. The requirements for requesting an exemption are:



3.1.2 All requests for exemption must be in writing and received by Softball Victoria's Athlete and Coach Performance Manager no later than 5.00pm, five working days prior to the commencement of the State Championships.

3.1.3 If unforeseen circumstances cause a player to be unable to attend a State Championship, within five days of the championship finishing, but as soon as possible, the player should notify Softball Victoria of these circumstances and submit a subsequent written request for exemption.

3.1.4 Requests for exemption must include evidence of the reason for the absence.

In circumstances where a player is injured or suffering an illness, a doctor's certificate is required. In circumstances where a player has previously booked interstate or international travel at the time of the relevant event documents evidencing the dates of their travel will be required. In circumstances where a player has an extenuating work commitment, a letter stating such from the employer is required. In circumstances where a player has exams during the state championship, evidence would need to be provided of these compulsory exam responsibilities. In the event of bereavement or other extenuating circumstances, the Executive Officer will make a decision on an individual case basis.

3.2 National

3.2.1 All players who are unable to attend the relevant State Championships due to a commitment with a national Softball program will be granted an automatic exemption.

3.3 Trials

3.3.1 If a player is unable to attend selection trials or events, they must request an exemption in order to remain eligible for consideration in the selection of the squad/team. Requirements of an exemption are as in 3.1, with evidence to be provided to the team manager.

4. SELECTION NOMINATIONS

In order to assist the TIS and selectors it is requested that associations competing at State Championships work with their athletes to nominate eligible players who wish to be considered for state squad or team selection, using the Softball Victoria State Team Nomination Form, prior to the State Championships.

These forms are to be completed by the athlete, signed off by the Association and submitted to Softball Victoria by the date set out in the event guidelines. Failure to meet the due dates may impact the athlete's ability to be identified to trial.

The TIS/selectors may also approach players during selection events seeking their interest to be considered for state selection.



5. CRITERIA

- 5.1 Selection into a State Team will necessarily be based on some subjective criteria. The Selectors may also measure athlete performances in objective areas (speed, agility, strength, endurance) throughout the selection events and the squad/team preparation.
- 5.2 The selection criteria are determined by the High Performance Committee in consultation with the SV Head Coaches and the national program criteria where appropriate.
- 5.3 The following criteria may apply in the selection process used by the selectors and coaching personnel appointed by Softball Victoria in respect to Victorian state teams:
 - 5.3.1 Performance at State Championships.
 - 5.3.2 Physical Capacities – includes speed over a variety of distances, aerobic fitness, strength, and agility. Formal testing for all of these attributes may not necessarily be performed. Players may be fitness tested during squad training for state teams as part of the overall selection process.
 - 5.3.3 Technical Competence – core skills include fielding, throwing, hitting, bunting, base running and positional play.
 - 5.3.4 Tactical Ability – includes reading the play, involvement in the game, on-field decision making and positional flexibility. Ability to apply and utilise information provided by coaching staff and related to team or individual performance.
 - 5.3.5 Potential to Improve – present performance level relative to past performances.
 - 5.3.6 Competitive Ability – mental toughness, competitiveness, temperament, determination, commitment, performing in adverse conditions, coping with setbacks/criticism and persistence.
 - 5.3.7 Attitude – individual application in training and competition. Attendance, availability and ability to rehabilitate from injury.
 - 5.3.8 Team/Squad Orientation – an individual’s ability within a team sport, to ‘fit in’ and influence the squad/team in a positive manner.
 - 5.3.9 Communication – the ability of the player to communicate positively with staff and be open to accept suggestions from coaching staff regarding performance improvement. Players should be able to verbalise concerns regarding coaching and team issues in a calm and non-emotive manner to allow for positive discussion to resolve problems.



6. SELECTION PROCESS

6.1 Assessment

The selection of state teams representing Softball Victoria is based on:

- 6.1.1 Assessment by state team coaches and Softball Victoria selectors/TIS,
- 6.1.2 Performance at State Championships, other identified selection events and at team selection trials,
- 6.1.3 Selection criteria (see clause 5.3),

At the discretion of Softball Victoria selection may also include:

- 6.1.4 Proven performance during the preceding competition season,
- 6.1.5 Performance at regional academy programs, squad sessions, state camps, State League, or similar events,
- 6.1.6 Input from the regional academies and national coaches,
- 6.1.7 With respect to player performance at a number of events, it should be clear that while the selection panel will have the final responsibility for making a selection decision, input regarding performance may be sought from a number of different people with varying degrees of expertise.

6.2 Extenuating Factors

- 6.2.1 When considering the selection or non-selection of a player into either a state team or squad, or for any event sanctioned by Softball Victoria, the selection panel may, **at their discretion**, give weight to extenuating factors or circumstances not specifically outlined in this document. If something unforeseen does arise, the selection panel will make recommendations to the EO for consideration and if warranted, an exemption.
- 6.2.2 For the purposes of clause 6.2.1 above, extenuating circumstances means an inability to compete, attend selection events or training camps, or perform at an optimum level arising from:
 - i. Injury or illness
 - ii. Travel delays
 - iii. Bereavement or personal misfortune, and/or
 - iv. Any other factors reasonably considered by the EO to constitute extenuating circumstances
- 6.2.3 A decision in each case of extenuating circumstances will be made by the Selection Panel in consultation with the EO on an individual basis.



6.2.4 It should be noted that extenuating circumstances **do not** form part of the selection criteria.

6.2.5 If a player has not been selected in a squad due to unforeseen or extenuating circumstances and it becomes apparent that the player has been unduly disadvantaged, and an exemption has been granted, Softball Victoria in discussion with the Head Coach reserves the right to add that player to the appropriate squad, for the duration of the selection period, even if the maximum number of players has been filled.

6.3 Selection Events

6.3.1 The selection process may be conducted over a number of events, and performance at a number of events may be taken into consideration by the selection panel.

6.3.2 Attendance at selection trials, all nominated team training events and participation in the State Championships is compulsory except when conditions of Clause 3 are met.

6.3.3 Trial dates and times for all age groups will be set through liaison between Softball Victoria and the State Team Head Coach.

6.3.4 Trials should be completed no later than twelve weeks prior to the start of National Championships.

6.3.5 Trials may be conducted in regional areas.

6.3.6 Information regarding trial dates, times and venues will be made available as soon as practicable to all participants via the Softball Victoria website. It is the individual's responsibility to monitor this for announcements regarding State Team selection processes.

6.3.7 Where late changes to the selection events are necessary the selection panel will be authorised to make the necessary adjustments in consultation with the ACPM.

6.3.8 Softball Victoria, in consultation with the Head Coach will organise for a list of athletes registered for the trial to be provided to selectors prior to each trial.

6.3.9 Elimination of players during the trial period may be made, if necessary, at the discretion of the selectors and players will be notified that they have not met the selection criteria. This should be completed via a face to face meeting between the athlete and the Head Coach.

6.3.10 In the circumstances where a selection event is cancelled it will be left to the discretion of Softball Victoria, after consultation with the Selection Panel, to determine if another selection event will be scheduled or if the team will be selected based on the trials already conducted.



6.4 Overriding Factors

- 6.4.1 Players unable to compete at tournaments, trials, training camps or other attendances required under this policy, must advise Softball Victoria in writing of this fact and the reasons therefore as soon as it becomes known, but at least 24 hours before the commencement of the specific event. Inside 24 hours players are to advise the State Team Head Coach and/or manager. Clause 3.1 takes precedence over this clause in the case of the State Championships.
- 6.4.2 The Selection Panel retains the ability to select a player subject to certain conditions being met. Further conditions may consist of the player meeting further fitness requirements, meeting behavioural or attendance requirements, or any other condition that, in the opinion of the Selection Panel, are reasonable in the circumstances of the particular athlete. Any further conditions will be communicated to the athlete in question prior to the team being announced, and must be accepted by the athlete.

6.5 Requirements After Selection

- 6.5.1 Following selection of the team as set out in this policy, all members of the team will be required to comply with the following additional requirements:
- 6.5.1.1 All members of the team are expected to meet minimum standards of behaviour for team members while assembled, travelling or training as part of the team. Any member who does not meet that minimum standard of behaviour in the assessment of the Head Coach and Team Manager will be dismissed from the team.
- 6.5.1.2 All team members must immediately inform the Head Coach of any illness or injury that could reasonably impact on the player's ability to perform at the level expected of the player at the nominated tournament. Where any team member is assessed as being injured, ill or unfit, that team member may be withdrawn from the team at the discretion of the Head Coach.
- 6.5.1.3 All team members will be required to notify the Head Coach, as soon as they are aware, of any team activities (training, camps, practice games, etc.) they will not be present at and provide an appropriate reason. All team members are expected to attend a minimum of 80% of the scheduled training sessions. Failure to achieve this may result in the athlete being withdrawn from the team.

6.6 Pickup/Draft Athletes

It is the intention of Softball Victoria to select athletes in State teams who are of the required standard; and live and play in Victoria.

- 6.6.1 Softball Victoria reserves the right to participate in the draft conducted by Softball Australia or to approach international athletes to supplement the selected Victorian athletes when required. These instances may include:



- 6.6.1.1 Where a specific skill set is required and there are no Victorian athletes capable of meeting the skill at a suitable standard, or
- 6.6.2.2 Where a trial squad does not have the required number of capable and suitably skilled players to select a full State team squad

7. SQUAD SELECTION

Each State Team Head Coach will have the discretion to nominate the squad size they wish to work with and the dates by which this squad will be determined. This information will be communicated to the athletes trialling at the start of the trial process. The Head Coaches will also have the discretion to determine the duration they wish to work with the squad before selecting the final team, subject to Clause 8.

8. TEAM SELECTION

8.1 Open Men

Final selection of the team of up to 16 players will be made after squad training sessions and matches and announced at least 10 weeks prior to the start of the National Open Championships.

8.2 Open Women

Final selection of the team of up to 16 players will be made after squad training sessions and matches and announced at least 10 weeks prior to the start of the National Open Championships.

8.3 U23 Men and Women

A final team of up to 16 players will be selected 10 weeks prior to the start of the Australian U23 Championships.

8.4 U19 Men and Women

A final team of up to 16 players will be selected 10 weeks prior to the start of the Australian U19 Championships.

8.5 U17 Boys and Girls

A final team of up to 16 players will be selected 10 weeks prior to the start of the Australian U17 Championships.

8.6 U15 Boys and Girls

A final team of up to 16 players will be selected 10 weeks prior to the start of the Australian U15 Championships.

9. APPROVAL AND ANNOUNCEMENT OF STATE SQUADS

- 9.1 Where squads are to be selected as a step in the State team selection process these squads are selected by the selection panel and will be announced at the conclusion of the selection process, subject to final approval by the EO.



- 9.2 Squads will be announced publicly at www.vic.softball.org.au by 4.00pm no later than 10 working days following the conclusion of the selection process, subject to final approval by the EO.
- 9.3 Announcement dates will be determined on an individual team basis in consultation with Softball Victoria and the State Team Head Coaches.

10. APPROVAL AND ANNOUNCEMENT OF STATE TEAMS

- 10.1 Teams as selected by the selection panel are subject to ratification by the EO.
- 10.2 Upon final agreement of the State Team members by the Selection Panel the selected team will not be communicated to any player or parent until endorsed by the EO. To achieve this the Chief Selector will submit their report, containing the names of all of the selected players to Softball Victoria for consideration and formal approval. When EO approval is obtained the team Head Coach will then coordinate communication of the results of the selection process to the athletes as follows:
 - 10.2.1 The Head Coach will notify all State Team members of their selection in the State Team by email. The composition of the State Team will be published by Softball Victoria on its website once all athletes have been notified by the Head Coach.
 - 10.2.2 Each athlete not selected in the State Team will be notified individually in writing by the Head Coach (which may be by email communication or through a prescribed feedback form), which shall offer the opportunity for the player to seek further feedback from the Athlete and Coach Performance Manager.
- 10.3 The teams may be announced and include a number of non-travelling reserves. These players will be invited to train with the team up to the tournament as cover should a named athlete withdraw from the team, or be injured, prior to the tournament.
- 10.4 State squad players not selected for the Victorian state team may have the opportunity to participate and gain experience playing at national championships as a member of another state or territory team that is in need of players for a particular tournament by entering the Softball Australia Draft.
- 10.5 Players will not be granted exemptions from any of the Victorian selection eligibility conditions to attend selection trials with another state or territory.

11. REPLACEMENT OF SELECTED PLAYERS

11.1 Grounds for Replacement



- 11.1.1 Injury or Illness: A player who is injured or ill may be assessed by a doctor nominated or agreed to by Softball Victoria, who will provide advice to be assessed by the State Team Head Coach and Softball Victoria.
- 11.1.2 Loss of Form: A player being considered for replacement due to loss of form shall be counselled by the relevant state coach to give them the opportunity to rectify the situation. Softball Victoria will be advised of the situation and a mutually agreed time frame will be set by the state coach and player for the situation to be reassessed.
- 11.1.3 Breach of Discipline: A player being considered for replacement due to a breach of discipline, including failure to observe any relevant Softball Victoria policy, the Softball Victoria Code of Conduct or the Softball Victoria Player Contract, will be counselled by the relevant State Head Coach to give them an opportunity to rectify the situation. The Executive Officer will be advised of the situation and a mutually agreed time frame will be set by the State Head Coach and player for the situation to be reassessed. The Executive Officer will report such breaches to the Softball Victoria Board in a timely manner.
- 11.1.4 Breach of Anti-Doping Policy: Any player who breaches the Softball Australia Anti-Doping Policy will automatically be removed from the relevant state squad or state team and will be replaced. All penalties relating to these breaches will be as per the Softball Australia guidelines.
- 11.1.5 Ineligibility: Any player who is deemed ineligible or becomes ineligible for the state team or squad will automatically be removed and replaced. The Head Coach will report such breaches to Softball Victoria in a timely manner.

11.2 Replacement Process

If a selected player is unable to continue or is removed as a representative of a state team, the procedure for a replacement player is as follows:

- 11.2.1 The Chief Selector will be consulted.
- 11.2.2 Consideration will be given first to identified state squad players who have been named as non-travelling reserves.
- 11.2.3 Consideration will then be given to other identified players from the selection process should this be necessary.
- 11.2.4 The selectors will then fill this position with the player judged most suitable; possessing the required degree of skill and showing consistent performance. Where no suitable Victorian athlete is available the Head Coach may request permission from Softball Victoria to participate in the draft conducted by Softball Australia.

12. REQUEST FOR APPEAL



- 12.1 If a player wishes to discuss their non-selection in the State Team, they should arrange to discuss the matter with the Athlete Coach and Performance Manager in order to review considerations taken into account during the selection process and factors that contributed to their non-selection.
- 12.2 If the athlete (or their legal guardians) believes the selection process as outlined in this policy was not followed to the extent that it materially impacted the athlete's chances of selection, an Appeal may be lodged by submitting a notice in writing to the EO within 72 hours of the State Team being formally announced (per Clause 12.2). Such notice should clearly state the particular provision/s of this policy the athlete considers have not been followed, and the material impact of those actions on the athlete's chances of selection.
- 12.3 Requests for appeal can only be made by athletes who participate in the selection process set out in clause 6 for the State Team but who are ultimately unsuccessful.
- 12.4 Generally an appeal will only be considered if the selection policy was not adhered to, or the player was not given 'fair' and 'equal' opportunity during the selection process. An appeal is unlikely to be successful just because a player or a representative of the player thinks that the player is better than, or more deserving than a named player.
- 12.5 A member of the SV Board, or a delegated representative will act as the Appeals co-ordinator.
- 12.6 Upon receipt of an Appeal the Appeal co-ordinator will review the application and if they consider it meets the requirements in Clause 12 they will convene an Appeals Tribunal consisting of two members of the Softball Victoria Board.
- 12.7 If required the Appeals Tribunal shall endeavour to conduct a hearing to review the Appeal within one (1) week, but in any event, no later than two (2) weeks from the formal announcement of the State Team. In doing so, the Appeals Co-ordinator will endeavour to schedule a hearing at which both the athlete (or guardian or representative) and the Head Coach/Chief Selector will be able to be present, either in person or via teleconference, to enable both parties a reasonable opportunity to speak to the matters raised as part of the Appeal.
- 12.8 In the days prior to the scheduled start of the Appeals Tribunal hearing the Appeals Co-ordinator shall mediate a meeting either in-person or via teleconference between the athlete (and if requested by the athlete, their guardian or representative) and the Head Coach/Chief Selector to try to resolve the matters that are subject of the Appeal. If the mediation meeting:
 - a. Resolves those matters, the Appeals Tribunal hearing will not be held and the matters will be addressed in accordance with the resolutions agreed by the parties during the mediation meeting,
 - b. Does not resolve those matters, the Appeals Tribunal hearing shall occur as scheduled.



- 12.9 During the hearing, both the athlete (or guardian or representative) and the Head Coach will be provided with an opportunity to present to the Appeals Tribunal and speak to the matters raised in the Appeal. The Appeal Tribunal may also consider any other evidence they consider relevant in making their determination in accordance with this Policy.
- 12.10 The role of the Appeals Tribunal is to clarify whether this Policy has been followed, and whether the State Team Selection panel has reasonably considered material issues relating to the non-selection of the player in the State Team, not to make a determination by which it acts to substitute its collective playing and coaching experience in order to over-rule the decision of the State Team Selection Panel. For example, the result of the Appeals Tribunal may result in one of the following determinations:
- i. Affirm that the Selection Panel did correctly apply this Policy, reasonably considered material issues relating to the non-selection of the athlete in the State Team, and there is no basis to reconsider the athlete's possible selection in the State Team, or
 - ii. The Selection Panel did not correctly apply this Policy which acted to the material detriment of the athlete, or this Policy was correctly applied but there were extenuating circumstances not covered by the policy that were unfavourable to the athlete.
- 12.11 If the Appeals Tribunal considers the situation contemplated in clause 12.10.ii has arisen, the Appeals Tribunal may direct the Selection Panel to re-consider their decision. If appropriate, additional selection events may be requested by the Appeals Tribunal to assist the Selection Panel's reconsideration.
- 12.12 Where additional selection events are to be held all State Squad members will be notified that the assessment process is to be extended. The reason for the re-assessment and the initiation of an Appeal is to be kept confidential and shall not be disclosed by any member of the selection Panel or the Appeal Tribunal.
- 12.13 Following the additional selection events and after re-considering the athlete's merits for being selected to the State Team, the Selection Panel will take a formal vote on whether the affected athlete should be included in the State Team. The result of this vote will be communicated to the Executive Officer who will notify the athlete of the result. After notification by the Executive Officer, the Head Coach will notify any athletes affected by the amended team list explaining that the change was due to additional selection events being conducted.
- 12.14 The ruling of the Appeal Tribunal is final, and no further appeal of that determination is permitted. In the event an additional Selection event is held as a result of the Appeal, there shall be no further Appeal permitted of any determination resulting from the additional Selection events.
- 12.15 If the affected player is not satisfied with the Appeals process, a further Appeal may be raised to Softball Australia in accordance with Clause 7.2 of the Softball Australia Constitution. Appeals to Softball Australia should only be considered for



extreme situations and would only be expected for decisions that affected an athlete's opportunity for national team representation.



Appendixes:

1. TALENT IDENTIFICATION SCOUTS AND SELECTION PANEL APPOINTMENTS

The EO is responsible for TIS, and selector appointments.

- 1.1 Applications for people with appropriate expertise will be called for each year for the TIS and selector positions.
- 1.2 The relevant team Head Coach is automatically part of the selection panel.
- 1.3 Where there is a selection deadlock, the Chief Selector will have the final approval on team selection (except where there is an acknowledged conflict of interest). Where there is a recognised conflict of interest, this must be noted by Softball Victoria. The individual with the conflict of interest shall take no part in discussions on the merit or otherwise of that player being included in the State Team.
- 1.4 It will be a requirement for TIS and/or selectors to attend all relevant State Championships and nominated selection trials/events. TIS and/or selectors may also be encouraged to attend other events including high level matches held by associations and other premier competitions held throughout Victoria.
- 1.5 The individuals comprising the Selection Panel will represent a minimum of 2 Softball Victoria affiliated Associations and wherever possible no Association will hold a majority position in the Selection Panel.
- 1.6 Selection Panel members are expected to be either:
 - 1.6.1 a current or past State team or National team member or coach within the last 15 years, or
 - 1.6.2 a NCAS Level 2 (or higher) softball coach who has coached at club level in the last 3 years

However, if after reasonable efforts Softball Victoria is unable to arrange a Selection Panel comprising members with those particular qualifications, Softball Victoria will have the discretion to appoint a person to act as a member of the Selection Panel.

2. SELECTION PANELS

Where possible all state team selection trials the selection panel will consist of minimum of 3 selectors including the relevant team coach. Other selectors appointed may include Head coaches from other State Teams and/or selectors appointed by Softball Victoria from those suitable applicants who applied for the role.

3 CONFIDENTIALITY REQUIREMENTS



- 3.1 All members of a selection panel will be required to sign a Softball Victoria Confidentiality Agreement.
- 3.2 Selectors and coaches will not discuss selection matters outside official selection meetings, without the express permission of the Executive Officer. Contravention of the Confidentiality Agreement will lead to removal from the selection panel, and from the list of selectors.
- 3.3 Selection panel members will be required to declare any conflict of interest in relation to the player selection process they have been assigned to. A register of conflicts will be kept by Softball Victoria.
- 3.4 Where a player requests feedback on their specific development needs, this may be provided by the team Head Coach at any time during the course of the trials. Any feedback provided should be specific to that player and should not include any commentary around their selection/non-selection.



Document History:

Version	Date	Responsibility
N/A	August 2016	<ul style="list-style-type: none"> AGM forum discussion centred around changes to policy to ensure that SV State Championships are a vital part of State Team Selection policy moving forward
D01	May 2017	<ul style="list-style-type: none"> Policy drafted by Athlete and Coach Performance Manager, Simon Blundell
D01	July/August 2017	<ul style="list-style-type: none"> D01 reviewed by CEO Nick Frayne D01 reviewed by Jenny Cassidy D01 reviewed by High Performance Committee including several State team coaches
D01	November 2017	<ul style="list-style-type: none"> D01 Policy presented to the SV Board for ratification
D04	April 2018	<ul style="list-style-type: none"> D04 Policy ratified by SV board on 16 April 2018. To be distributed to Members for feedback