



MANDURAH
VOLLEYBALL
ASSOCIATION

MANDURAH VOLLEYBALL ASSOCIATION INC.
Where everyone can play.



WAVL Team Athlete Selection Policy

Mandurah Volleyball Association Inc.

Effective from: March 2024

Last Reviewed: May 2024



MANDURAH
VOLLEYBALL
ASSOCIATION

MANDURAH VOLLEYBALL ASSOCIATION INC.
Where everyone can play.



Contents

Club Commitment Statement	3
Application	3
Definitions	3
Background	3
Eligibility	4
Applications and Process	4
WAVL Coaching Panel	4
Responsibilities	4
Conflict of Interest	5
Selection of the Teams	5
Development Players	7
Work Exemptions	7
Appeals	8
Document History	8
Relevant Documents	8



MANDURAH
VOLLEYBALL
ASSOCIATION

MANDURAH VOLLEYBALL ASSOCIATION INC.
Where everyone can play.



Club Commitment Statement

The Mandurah Volleyball Association Inc. (MVA) supports the fair and open process for selecting teams that represent the club in the Western Australian Volleyball League (WAVL). MVA recognises the significance of thoroughly selecting players based on criteria that promote equitable selections of athletes and ensures the selectors have agreed to, and uphold the behaviours listed in the club's Code of Conduct.

Application

This policy applies to MVA members including players, coaches, coordinators, other volunteers, or people who have signed a written agreement with the club involved in WAVL team selections.

Definitions

Selection period: Late January to early March.

Duration of the season: Late January to mid-September.

MVA or Mandurah VA: The Mandurah Volleyball Association Incorporated.

Member: an individual, school, or club that affiliates in a way to MVA.

Executive Committee or Management Committee: selected at the Mandurah VA annual general meeting, made of the main "office bearers" of the association.

WAVL: Western Australian Volleyball League.

VWA or Volleyball WA: Volleyball Western Australia (also known as the State Sporting Organisation).

Conflict of Interest: occurs when an individual's personal interests – family, friendships, financial, or social factors – could compromise a person's judgment, decisions, or actions in a selection process or other matters concerning MVA.

WAVL Coaching Panel: made up of current WAVL coaches in an upcoming season. There may be others aside from coaches involved in the panel who have shown competence in previous selections of WAVL and school teams or hold a certification in sport and recreation (or similar).

WAVL Coordinator: an MVA general committee member selected by the Executive Committee through a separate job application process.

Background

Where possible, the WAVL Coaching Panel will select teams based on the criteria outlined in this policy and any related documents. Amendments are made at the Executive Committee's discretion to achieve the above statement and where the application of this policy would not be achieved, or where matters arise.

This policy is designed to provide clarity to players and parents behind the decision-making processes, provide a reference for instances where there are disputes, and support coaches and other selectors in their decisions to allocate players by outlining expectations of players and the responsibilities of coaches.



MANDURAH
VOLLEYBALL
ASSOCIATION

MANDURAH VOLLEYBALL ASSOCIATION INC.

Where everyone can play.



Eligibility

To be eligible for WAVL team selections to represent MVA, players must:

- Be current members of Volleyball WA.
- Meet the age requirement of 14 or above.
- Have no outstanding financial obligations with VWA or MVA.
- Attend 2 or more trials, unless there has been a prior written arrangement made aware to the WAVL Coordinator.
- Meet the commitment requirements of training and playing once per week, exemptions may be applied for work and family commitments. Players who are not able to confirm their availability or have been untruthful may have their positions void to allow for waitlisted athletes to take their positions.

Applications and Process

- Mandurah VA will announce WAVL trial dates, locations, and times to members through Facebook, Instagram, and the MVA Website.
- Members can register for trials until, and on the date, they are held.
- It is highly recommended that payments are made online before any trial commences, however, payments may be accepted in person but not preferred.
- All applicants must complete an online web form before trials, ensuring that it is accurate to the best of their ability.
- Members should apply in good faith and include information that may impact their performance at trials, or their ability to play during the season (e.g., FIFO).

WAVL Coaching Panel

Coaches and selectors will be selected and approved by the MVA WAVL Coordinator, MVA President, and MVA Development Officer, through a formal application process. They will make up the WAVL Coaching Panel as outlined in this Policy and are responsible for selecting the WAVL teams.

Responsibilities

- Arrange and meet before the commencement of the first trial.
- Hold a current coaching certification or an appropriate sporting course certification.
- The WAVL Coordinator will record all meeting minutes and report updates to the Executive Committee at all General meetings where possible.



MANDURAH
VOLLEYBALL
ASSOCIATION

MANDURAH VOLLEYBALL ASSOCIATION INC.
Where everyone can play.



- Selectors must declare whether they have a Conflict of Interest.
- Provide written or verbal feedback for every participant who attends at least 2 trials, which will then be held for athletes who seek to understand their final team positioning.
- Selectors will declare to the panel whether they have been approached by applicants who have asked to be exempt from trials or have asked to make other arrangements.

Conflict of Interest

- A member of the Coaching Panel must declare whether there is any Conflict of Interest that could affect the application and fairness of the selection process.
This may include (but is not limited to)—
 - an immediate family member who is trialling for a team
 - a close personal or working relationship with a member trialling for a team
 - another member has approached them to consider them for selection.
- The WAVL Coordinator must declare any Conflict of Interest in the meeting minutes.

If a member of the Coaching Panel is deemed a Conflict of Interest the Coaching Panel may require the selector to cease involvement in making the final decisions for the connected athlete(s).

If the WAVL Coordinator declares any Conflict of Interest themselves, they will have the same treatment as any other selector. Where possible to avoid conflict, responsibilities involving the WAVL Coordinator may be given temporarily in the selection period to another committee member such as the Club President.

The MVA Coaching Panel will endeavour to avoid all cases of conflicts of interest but acknowledges that there may be certain situations where all conflict cannot be avoided given the small size and close nature of the volleyball club.

Selection of the Teams

The Coaching Panel assesses all players using the approved selection criteria and gives players a fair and equal opportunity to demonstrate their volleyball abilities. MVA identifies athletes for WAVL teams as elite, and endeavours to have options for players who can't commit to the WAVL season but wish to play in a team environment.

Players will be selected on their performance, commitment, values, and behaviour, not by their characteristics or attributes (e.g., race, sexuality, religion).

Players will also be selected on key factors including players' physical ability and fitness, willingness for future development, positive mindset and focus, and volleyball skills determined by performance measurement indicators set by the committee and outlined in the [Athlete Performance Criteria \(Tactical and Technical Skills\)](#).



MANDURAH
VOLLEYBALL
ASSOCIATION

MANDURAH VOLLEYBALL ASSOCIATION INC.

Where everyone can play.



Future success

- Athletes with a particular focus on developing potential for strong and consistent performances.
- Involvement in School programs such as Australian Volleyball Schools Cups.

Past success

- The performance of the athletes or teams at previous Volleyball Championships and or performance at regional or state events.
- The performance of the athletes or teams in VWA-sanctioned domestic events.
- The athletes' commitment to playing in VWA domestic events during the season.
- The athletes' commitment to a training environment.

Other

- Training and competition readiness.
- Any justifying circumstances that may have impacted the eligibility or performance of an athlete or team (despite anything else set out in this Policy).
- Any other factor which, in the view of the Selection Panel, is relevant to the evaluation of the athlete.

Development Players

Development players need to meet one of the two criteria, the player is under the age of 23 or is within their first three years of participating in WAVL (or an interstate/international WAVL equivalent), refer to the relevant [Section in the WAVL Competition Handbook](#).

Head coaches of Division 1 and Division 1 reserve teams will make the decision accompanied by the guidance of the head coaches of lower division teams, based on future success outlined in this selection policy, as well as training and competition readiness.

Work Exemptions

FIFO or DIDO players are eligible to play WAVL. MVA considers players' commitment outside of their work commitments when making selections. If a player isn't able to commit to training and games on the weeks they aren't working, the Coaching Panel will not be able to select them on a team as it prevents athletes who are available to play from being selected.

FIFO and DIDO players: for all the rounds a player is available (based on their work roster), he/she/they are permitted to miss only one game to be eligible to qualify for finals—refer to the relevant section [in the WAVL Competition Handbook](#).



MANDURAH
VOLLEYBALL
ASSOCIATION

MANDURAH VOLLEYBALL ASSOCIATION INC.
Where everyone can play.



Appeals

Concerns about team selection should be discussed with selectors/coaches in the first instance. A formal written complaint to the club committee should be made if these concerns cannot be resolved, and the player believes they have not been treated following the selection policy.

An appeal must be addressed to wavl@mandurahvolleyball.com and include:

- The decision at issue
- Justification on which the appeal is being made
- The reasons supporting the alleged basis of appeal.

To make an appeal, the applicant must have addressed the concerns to appropriate selectors and must be the individual or if under 18 a parent/guardian of the individual involved in the decision in question.

Document History

1. Document name: **Team_selection_policy_open_grades**
Summary: Selection Policy derived from a Play by The Rules Source.
Adopted and Last updated: January 2024

Relevant Documents

Documents are found on the Mandurah Volleyball website for members.

- MVA Coaching Code of Conduct
- Child Protection
- Complaint Management
- MVA Member Protection Policy
- [Coaches and Officials \(selection and management\) - MVA](#)
- Athlete Performance Criteria