Volleyball Queensland

State Team Athlete Selection Policy

Queensland Youth Beach Volleyball Program (AYBVC)

1. PURPOSE

The purpose of this policy is to establish a fair, transparent and consistent process for the selection of athletes to Volleyball Queensland (VQ) State Teams.

Volleyball Queensland is committed to selecting athletes who demonstrate the capability to contribute positively to team performance while supporting the long-term development of athletes within the Queensland performance pathway. Selection decisions will reflect a balance between current performance, future development, team composition and the overall needs of the program.

Volleyball Queensland reserves the right to exercise reasonable discretion in applying this policy where exceptional circumstances exist, including but not limited to injury, illness, changes to competition requirements, force majeure or other circumstances beyond its control. Any exercise of discretion will be made in good faith and in the best interests of the athlete pathway and the integrity of the selection process.

2. SCOPE

This policy applies to the selection of athletes for the:

- Queensland Youth Beach State Teams competing at the Australian Youth Beach Volleyball Championships (AYBVC).

3. TEAM STRUCTURE

For each eligible age group and gender, Volleyball Queensland may select:

- Up to five (5) teams in each age group and gender.
- Training Squad (where applicable).
- Shadow Athlete(s) (where applicable).

Team compositions will align with the Australian Youth Beach Volleyball Championships competition format:

Age Group	Team Composition
U14	Four (4) athletes on court with the option of one (1) substitute (maximum five (5) athletes per team).
U15	Three (3) athletes on court with the option of one (1) substitute (maximum four (4) athletes per team).
U16–U18	Two (2) athletes competing as a pair (no substitutes permitted).

Where participation opportunities exist for regional athletes, Volleyball Queensland reserves the right to exceed the maximum of five (5) teams in an age group or gender to support athlete development provided it is operationally feasible.

4. ELIGIBILITY REQUIREMENTS

Athletes must:

- Be a current Volleyball Queensland member.
- Meet the eligibility requirements established by Volleyball Australia.
- Meet the age eligibility for the relevant championship.
- Register for selection within the published timeframe.
- Attend selection trials unless an exemption has been approved.
- Be available for the full program including:
  - Trials
  - Training
  - Championships
- Meet all integrity and education requirements determined by Volleyball Australia and Volleyball Queensland.
- Not be subject to any current suspension, sanction, disciplinary action or eligibility restriction.

Athletes are expected to demonstrate behaviour consistent with Volleyball Queensland values throughout the selection process. Behaviour that brings Volleyball Queensland into disrepute or breaches the VQ Code of Conduct may be taken into consideration when determining ongoing eligibility for selection.

Athletes must have met all financial obligations to Volleyball Queensland by the published due dates. Volleyball Queensland reserves the right to withhold selection, suspend participation, or withdraw an athlete from the program where outstanding debts remain, unless an approved payment arrangement has been established.

5. GUIDING PRINCIPLES AND EXPECTATIONS

How Volleyball Queensland will conduct selection. Selection decisions will be guided by the following principles:

- Fairness
- Transparency
- Consistency
- Merit-based assessment
- Athlete wellbeing
- Integrity
- Team-first approach
- Long-term athlete development
- Respect and professionalism

Selection is not an entitlement, and appointment to previous Queensland teams does not guarantee future selection. Selection decisions are based on identifying the combinations of athletes that will provide the greatest opportunity for team success, rather than solely selecting the strongest individual athletes.

What Volleyball Queensland expects of athletes. Volleyball Queensland's values apply to everyone in the Queensland volleyball community, including athletes in this program. Athletes trialling for, or selected into, the program are expected to demonstrate:

- **We Put People First** — treat teammates, opponents, coaches, officials, volunteers and staff with respect, put the team first, and speak up if they or a teammate feel unsafe or unwell.

- **We Are Real** — be honest with coaches, teammates and staff, including when things are not going well, and follow through on the commitments they make to the team.
- **We Are Tenacious** — give full effort, keep working when it is difficult, and respond to setbacks and disappointment with resilience.
- **We Commit to Be Our Best** — prepare properly, accept coaching and feedback, and look for ways to improve throughout the program.

These expectations apply throughout the selection process and for the duration of the program, on and off the court, including online. Athletes must also comply with the Volleyball Queensland Code of Conduct. These expectations inform the assessment of Team Contribution, Coachability and Commitment under Section 6, and continued eligibility under Sections 4 and 11.

Parents and guardians. Parents and guardians are asked to support the program by respecting selection decisions and the roles of coaches and officials, communicating concerns through the proper channels, and modelling the behaviour expected of athletes. Concerns about the conduct of a parent or guardian will be raised directly with that person and, where necessary, dealt with under the Volleyball Queensland Code of Conduct and Complaints Handling Procedure. **An athlete will not be disadvantaged in selection by the conduct of a parent or guardian.**

6. ATHLETE SELECTION CRITERIA

Selection decisions will consider the athlete's overall suitability for beach volleyball competition.

Criteria may include:

Technical Ability

- Serving
- Passing
- Setting
- Attacking
- Blocking
- Defensive skills
- Ball control
- Transition skills

Tactical Understanding

- Decision making
- Game awareness
- Shot selection
- Reading opposition
- Adaptability during competition

Physical Performance

- Athleticism
- Movement in sand
- Speed and agility
- Endurance
- Ability to perform in championship conditions

Coachability

- Ability to apply feedback
- Learning mindset
- Commitment to improvement

Team Contribution

- Communication
- Leadership
- Professionalism
- Ability to work effectively with a playing partner
- Positive influence on team culture

Commitment

- Training attendance
- Preparation
- Professional behaviour
- Reliability

Selection decisions are based on an athlete's overall contribution to team performance and long-term development, rather than performance in any single trial, match or assessment.

As beach volleyball is played in teams of four, three and two athletes, selectors may also consider:

- Compatibility between athletes
- Complementary playing styles
- Team balance
- Positional requirements
- The pairing most likely to achieve success at the Australian Youth Beach Volleyball Championships.

Selection as an athlete does not guarantee selection with a preferred partner.

7. MEDICAL CLEARANCE

Volleyball Queensland may require an athlete to provide medical clearance where an injury or medical condition may affect their ability to safely participate in the program.

Failure to provide requested medical information or clearance may impact an athlete's ongoing participation or selection.

8. SELECTION PROCESS

The selection process will occur in the following steps;

1) Athlete nomination process
2) Selection trials
3) Training Squad selection
4) Travelling and Shadow selection
5) Team and Pairing selection

The age group coaching team, comprising the Program Head Coach and up to three Assistant Coaches, will be responsible for managing the initial assessment and selection process during Steps 2 and 3, including the assessment of athletes at trials and selection of the Training Squad. The Athlete Selection Panel will undertake the subsequent selection of the Travelling and Shadow Athletes, and the Teams and Pairings, in Steps 4 and 5, providing an independent and consistent final selection process.

Selectors may consider athlete performance across the entire selection period rather than relying solely on trial performances. Volleyball Queensland reserves the right to amend the selection timeline where circumstances require, with any changes communicated to athletes as soon as practicable.

Athletes are expected to attend all published trials. Where attendance is not possible due to injury, illness, representative commitments or exceptional circumstances, athletes must complete the **absent trialist application process.**

Approval of an absence does not guarantee selection.

9. ATHLETE SELECTION PANEL

The Athlete Selection Panel will comprise of:

- Age Group Head Coach
- Assistant Coach(es)
- Mentor Coach(es)
- Participation, Pathways & High-Performance Manager

Panel membership. Where more than one Assistant Coach or Mentor Coach is appointed to an age group program, the Participation, Pathways and High-Performance Manager will confirm the membership of the Selection Panel in writing before trials commence, and will provide that membership to athletes with the published selection information. A Mentor Coach who has a child or other family member trialling for an age group and gender will not sit on the Selection Panel for that age group and gender.

The Selection Panel is responsible for assessing eligible athletes against the published selection criteria, making recommendations in good faith, maintaining confidentiality throughout the selection process, and ensuring decisions are made in the best interests of the program.

The Selection Panel will seek consensus wherever possible. Where a majority consensus cannot be reached, including where the Selection Panel has an even number of members, the Age Group Head Coach will hold the casting vote for the panel's recommendation. The Head Coach holds this responsibility because the Head Coach is accountable for the preparation, performance and management of the team. The membership of the Participation, Pathways and High-Performance Manager on the panel, and the approval requirement below, operate as the balancing safeguards.

Approval of selections. All selections made under this policy, including the Training Squad, Shadow Athletes and all teams and pairings, are recommendations to the Chief Executive Officer and take effect only on the written approval of the Chief Executive Officer. No team will be announced before approval has been given.

Before approving, the Chief Executive Officer will confirm that the athletes recommended are eligible under Section 4; that conflicts of interest have been declared and managed under Section 10; that the process followed is the process published under Section 8; and that team numbers and composition are within the parameters set in Section 3. The Chief Executive Officer does not assess athletes and will not substitute their judgement for that of the Selection Panel on the merits of any selection decision.

Where the Chief Executive Officer is not satisfied on any of those matters, the Chief Executive Officer may refer the matter back to the Selection Panel with reasons, and the Selection Panel will reconsider

the affected part of the process. The approval of the Chief Executive Officer is an assurance step only and does not bind the person determining a selection grievance under Section 14.

Records. The Selection Panel must keep a contemporaneous record of the selection process, including the conflict of interest declarations made and the management actions taken, the assessment records relied on, the approval of any absent trialist applications, and a short written rationale for each team selected. Records will be retained by the Participation, Pathways and High-Performance Manager in accordance with Volleyball Queensland record keeping requirements and will be made available to any person determining a selection grievance under Section 14.

10. CONFLICT OF INTEREST

All Selection Panel members must declare any actual, perceived or potential conflicts of interest before the commencement of the selection process. All declared conflicts will be recorded and managed in accordance with the Volleyball Queensland Conflict of Interest Policy.

Conflicts may include:

- Family relationships
- Club affiliations
- Previous coaching relationships
- Financial interests
- Any other circumstance that may compromise impartiality.

Where a conflict is identified, Volleyball Queensland may:

- require the conflicted person to leave discussions relating to the athlete;
- remove them from decision making discussions around inclusion or exclusion of that athlete;
- appoint an independent panel member; or
- implement another strategy considered appropriate to preserve the integrity of the process.

11. PROGRAM EXPECTATIONS

Selection is conditional upon athletes:

- maintaining eligibility throughout the program;
- demonstrating behaviour consistent with Volleyball Queensland values;
- complying with the VQ Code of Conduct;
- completing all administrative requirements by published deadlines;
- remaining financially compliant;
- remaining medically able to participate safely.

Athletes selected into the program are expected to attend scheduled training sessions unless approved otherwise by the Head Coach.

Removal from the program. Continued selection may be reviewed where an athlete is unable to meet attendance expectations, or no longer meets a condition of selection set out in this Section. Before an athlete is removed from the program, the athlete and, where the athlete is under 18 years of age, the athlete's parent or guardian, will be advised in writing of the matter under consideration and given a reasonable opportunity to respond.

A decision to remove an athlete from the program will be made by the Chief Executive Officer, on the recommendation of the Participation, Pathways and High-Performance Manager, and will be communicated in writing with reasons. Athlete wellbeing and, where relevant, child safety

considerations will inform any decision made under this Section. Removal from the program is not a selection decision and is not appealable under Section 14; concerns about a removal decision may be raised under the Volleyball Queensland Grievance Policy.

Volleyball Queensland reserves the right to determine or amend athlete teams or pairings at any stage of the program where it considers doing so to be in the best interests of team performance, athlete welfare or the overall objectives of the program.

12. WITHDRAWAL AND REPLACEMENT

Athletes may withdraw at any time due to injury, illness or exceptional personal circumstances.

Withdrawals should be submitted in writing to the Participation, Pathways & High-Performance Manager as soon as practicable.

Where a vacancy occurs, Volleyball Queensland may appoint a replacement athlete based on:

- Previous assessments
- Shadow athlete rankings
- Pair compatibility
- Team balance
- Championship competitiveness

Volleyball Queensland reserves the right to revise pairings where necessary following a withdrawal in order to maintain the strongest overall team outcomes.

13. FEEDBACK

Due to the high number of athletes participating in the initial selection phase, Volleyball Queensland is unable to provide individual feedback to athletes who are not selected following the initial trial phase.

Athletes not selected in the final Travelling or Shadow Athlete group may request feedback following completion of the selection process.

Feedback will focus on:

- Strengths demonstrated during selection
- Areas for future development
- Recommendations to support future representative opportunities

Feedback will not include comparisons with other athletes, rankings or discussion regarding the selection of other athletes.

Notification of outcomes. Notification of selection outcomes will confirm the selection process that was followed, the athlete's right to request feedback under this Section, and the athlete's right to appeal under Section 14. Because an appeal concerns the conduct of the selection process rather than the merits of a selection decision, an athlete does not require feedback in order to decide whether to lodge an appeal. A request for feedback does not extend the appeal period set out in Section 14.

14. APPEALS

A selection decision may be challenged only on the ground that the selection process was not conducted in accordance with this policy. A challenge of that kind is dealt with as a grievance under the Volleyball Queensland Grievance Policy. This Section sets out how that policy applies to selection under this policy.

Ground. A grievance about selection may only be made on the ground that the selection process was not conducted in accordance with this policy. The person determining the grievance will not reassess the merits of a selection decision and will not substitute their judgement for that of the Selection Panel.

Lodging a grievance. A grievance must be lodged in writing to ceo@vq.org.au within forty-eight (48) hours of the time at which the athlete is notified in writing of the outcome of the team announcements. It must identify the ground of the grievance and the part of the selection process said not to have been followed. Where the athlete is under 18 years of age, the grievance must be lodged by the athlete's parent or guardian.

Who determines a selection grievance. Because the Chief Executive Officer approves selections under Section 9, the Chief Executive Officer will delegate the determination of a selection grievance to an independent person in accordance with the Grievance Policy, and will take no part in determining it. The satisfaction of the Chief Executive Officer as to process compliance when approving the selections does not bind the delegate.

Outcome. The delegate may dismiss the grievance; find that a departure from this policy occurred but that it was not material to the outcome, and dismiss the grievance on that basis; or uphold the grievance in whole or in part and refer the affected part of the selection process back to the Selection Panel to be conducted again, with directions as to what must be done. A selection grievance cannot result in an athlete being selected or de-selected, in the composition of a team or pairing being altered, or in the comparative assessment of athletes being reviewed.

Timing. Selection grievances are time-critical. The indicative timeframes in the Grievance Policy will be abridged so far as practicable, with the aim of determining a grievance within five (5) business days of lodgement and, where practicable, before the team departs for the relevant championship.

Effect of a grievance. Lodging a grievance does not delay the announcement of teams or the commencement of training, travel or competition.

Matters that are not selection grievances. A matter that alleges discrimination, harassment, bullying, misconduct or a child safety concern is not a selection grievance. Any such matter will be dealt with under the Volleyball Queensland Complaints Handling Procedure or, where it falls within its scope, the National Integrity Framework.

Review. A person dissatisfied with the outcome of a selection grievance may request a review by the Board of Management in accordance with the Grievance Policy. A review is confined to whether the selection process was conducted in accordance with this policy. There is no further internal right of review.

15. DECISION-MAKING AUTHORITY

Where this policy refers to a decision of Volleyball Queensland, the decision is made by the person identified below. A decision-maker may act on the recommendation of others but remains accountable for the decision.

Decision	Decision-maker
Exercise of discretion under Section 1	Chief Executive Officer
Approval of an absent trialist application or an exemption from trial attendance	Participation, Pathways and High-Performance Manager
Amendment of the published selection timeline	Participation, Pathways and High-Performance Manager

Decision	Decision-maker
Withholding selection, suspending participation or withdrawing an athlete on the ground of outstanding financial obligations, and approval of a payment arrangement	Chief Executive Officer, on the recommendation of the Participation, Pathways and High-Performance Manager
Requiring medical clearance and determining an athlete's safe participation	Participation, Pathways and High-Performance Manager, in consultation with the Chief Executive Officer where participation is to be withheld
Confirmation of Selection Panel membership	Participation, Pathways and High-Performance Manager
Management of a declared conflict of interest	Participation, Pathways and High-Performance Manager; where the conflict concerns that Manager, the Chief Executive Officer
Approval of all selections under Section 9	Chief Executive Officer
Removal of an athlete from the program under Section 11	Chief Executive Officer, on the recommendation of the Participation, Pathways and High-Performance Manager
Appointment of a replacement athlete under Section 12	Participation, Pathways and High-Performance Manager, on the recommendation of the Selection Panel
Determination of a selection grievance	An independent delegate appointed by the Chief Executive Officer under the Volleyball Queensland Grievance Policy. The Chief Executive Officer takes no part in determining a grievance about a selection the Chief Executive Officer has approved.

16. POLICY REVIEW

This policy will be reviewed periodically to ensure it remains aligned with:

- Volleyball Queensland strategic priorities
- Best practice governance standards
- The evolving needs of the Queensland volleyball pathway

Endorsed by	Volleyball Queensland Board of Management
Date of approval	[Insert date]
Next review date	[Insert date]
Related documents	Volleyball Queensland Grievance Policy; VQ Complaints Handling Procedure; VQ Conflict of Interest Policy; VQ Code of Conduct