OBJECTIVE

The objective of these guidelines is to provide a framework and guidelines for students, coaches, officials, selectors and any other people responsible for the development and implementation of sport at Bethany College. These guidelines establish both the basis for selection decisions and the athletes’ rights and responsibilities in relation to such decisions.

REPRESENTATIVE SPORT AT BETHANY

Bethany College has a proud tradition of success on the sporting field. Representing Bethany College is a privilege that students must earn through their ability, effort and attitude, on and off the sporting field. Students who wish to participate in representative school sport at any level should be proud of their school and will demonstrate this through their actions at all times.

Bethany College fields teams in several sporting competitions. These competitions require the selection and grading of teams and individuals in representative environments.

Representative Teams

Bethany College fields representative teams in a variety of sports which include:

- Aerobics
- Athletics
- Basketball
- Cross Country
- Dance
- Gymnastics
- Netball
- Softball
- Swimming
- Tennis
- Touch Football
- Volleyball

The aims of the College’s representative sports program are:
1. To promote the ideals of sportsmanship, self-respect and College spirit;
2. To encourage enjoyment and skill acquisition;
3. To promote fitness and well-being;
4. To foster cooperation and commitment;
5. To provide healthy competition and enabling students and their teams to attain sporting success.

Success is measured by performance results which include team and individual standings and event results. Players in representative teams are expected to contribute to the team performance as directed by the coach. Playing time will be at the discretion of the coach in the interests of overall College team success.

1. **Selectors**
Selectors are employed by the College to conduct grading and selection processes. Selectors often include coaches and staff members. Sometimes experienced and qualified parents are used, however parents will rarely be used to select a team or age group in which they have a daughter involved.

1.1. Selectors are chosen according to their participation in the chosen sport at a high level.
1.2. Selectors base decisions on the observation of skill in accordance with chosen criteria. At no point in time should the selector display bias when assessing player ability.
1.3. Selectors should be respected by athletes and their parents, as being competent in making difficult, yet fair decisions.

2. **Selection Process**
The selection process can vary from sport to sport and will likely vary with respect to Representative teams.

2.1 **Objective Testing**
In some sports students may undergo tests that are designed to identify their level of general fitness. These tests may include:

- Aerobic Capacity – beep test
- Flexibility – sit and reach
- Speed – 30m - 60m dash
- Agility – agility course

These tests are objective tests that provide accurate measurements requiring no opinion or personal assessment.

In sports such as Athletics, Cross Country and Swimming, objective results from carnivals and training sessions may be used.
2.2 Subjective Testing

Subjective Testing involves specific skill and game play assessment requiring an opinion or assessment to be made by the selector. Subjective testing may include:

- 3-4 game specific skills (e.g. in Netball these may be passing, catching, and one on one defence)
- Game play assessment
- Reports from previous coaches or PDHPE staff.

Selectors will also watch students during simulated game play. All students will have the opportunity to play games and selectors will use their experience to assess the players’ ability levels during these games.

3. Student Athlete Responsibilities

Student athletes who participate in trialling and grading selections at Bethany College have the following responsibilities:

- Be present at ALL appropriate grading sessions
- Participate at ALL appropriate grading sessions to the best of their ability
- Respect the experience and expertise of the selectors engaged by the college
- Be bound by the decisions made by the selectors
- All trials and training will be conducted on a Wednesday morning between 7.45am and 8.30am
- If absent from trials follow procedures outlined in section 5

Students who are unavailable for grading sessions have no course of appeal in relation to team selection.

4. Student Athlete Rights

Student athletes who participate in trial and grading selections at Bethany College have the following rights:

- Trial for any Bethany Representative Team Sport Team
- To be treated fairly and without bias
- To a minimum amount of trial opportunities (stipulated below in sport specific information)
- To appeal selection decisions in accordance with the ‘Appeal Process’ outlined in this document

5. Absences

There are sometimes reasons where a student is unable to attend or participate in a trial and/or a grading session. In this case, students should provide the Sports Coordinator with documentation that indicates the nature of that reason. This must be handed to the Sports Coordinator at the earliest opportunity. Selectors will be required to make assessments of these players based on:

- Their performance at the trials they were able to attend
• Report from PDHPE teacher
• Previous season coaches reports
• Any additional training and grading sessions that may be required by the Sport Coordinator

Student who are unable to attend any of the grading sessions are ineligible to make an appeal in line with these guidelines.

6. CODE OF ETHICS AND BEHAVIOUR

6.1 COACHES

• Remember that students participate for fun and enjoyment and that winning is only part of their motivation. Never ridicule the students for making mistakes or losing a competition.
• Develop a sense of respect for opposing players, officials and coaches.
• Be generous with praise when it is deserved, but selective with criticism.
• Always set an example in the use of language, behaviour and temperament.
• All decisions made by the umpire must be supported by the coach and any necessary query must be made later and in private.

6.2 STUDENTS

• Students are reminded that the rules and spirit of the game are to be observed at all times and that the umpire’s decision is final.
• The opposing team is to be treated with courtesy and respect at all times.
• Abusive language will not be tolerated.
• A high degree of pride should be exemplified by Bethany College students at all times.
• Students are expected to be punctual and correctly attired for practices and matches. This includes wearing the correct uniform to and from fixtures.
• Attendance at training is compulsory.
• Students are reminded to thank opponents and umpires at the conclusion of the match.
• If chosen for a College team, students are expected to make themselves available. Exemptions may be made if, for example, a student has to travel long distances. Requests for exemptions must be made in writing to the Sports Coordinator. The final decision is made by the Principal.
• When joining a team, students must be prepared to commit themselves for the whole season. If unable to play because of absence, for example, through sickness, students must inform the coach or team manager as soon as possible.
6.3 PARENTS
It is most important to students and coaches that parents attend and assist whenever possible in their children’s enjoyment of the game. Below are some points which may be of assistance.

- Do not force an unwilling child to participate in sports.
- Remember young people are involved in organised sport for their enjoyment.
- Encourage your daughter to play by the rules.
- Teach your daughter that an honest effort is as important as victory so that she can accept defeat without undue disappointment.
- Never abuse or ridicule your daughter for making a mistake or losing – your example and help in developing skills and sportsmanship is vital in your daughter’s development.
- Applaud good play by the opposition; your example will help your daughter.
- Recognise the value and importance of all coaches. They give their time and resources to provide recreational activities for your daughter.
- It is not appropriate for parents to coach from the sidelines.
- Never criticise the umpire or referee.
- Should games progress in a manner that causes parents some concern, it is expected that the matter be raised with the relevant Coordinator or by contacting the Sports Coordinator (ph. 8566 0711, or info@bethanyhurstville.catholic.nsw.edu.au).

7. SPORT SELECTION

7.1 Aerobics Team Selection
Bethany College enters an advanced and a novice Aerobics Team in the CGSSSA competition. All students are invited to trial for the appropriate team.

Students will be asked to perform Aerobics routine skills and will be assessed by the Aerobics Coach for suitability and inclusion in the team.

7.2 Athletics Representative Team Selection
The Bethany Athletics Team competes at a number of carnivals each year including. Athletes who perform well at the SCC carnival can gain selection in the SCC Representative Team which competes at the NSW Combined Catholic Colleges carnival.

Final team selections are made with the aim of achieving the best possible outcome for the ‘Bethany Team’ as opposed to the specific needs and interests of any one athlete.

The Athletics Team is selected based on athlete results from:

- The Bethany Athletics Carnival
• NSW Metropolitan and State Championships in the current and previous calendar year if those event were not conducted at the Bethany College Athletics Carnival

In the case of illness or injury a student’s past performances may be considered and will be at the discretion of the Sports Coordinator

7.3 CGSSSA/SCC Basketball Trials

Students are expected to attend ALL relevant trial sessions.

All age groups will be expected to attend up to two trial sessions. This may be revised and any revision will be at the discretion of the Sport Coordinator.

The trials will involve assessment in a variety of basketball skills and may include fitness-based assessment. They will involve simulated game play. Each student will play in a minimum of 2 x 10 minute games at any session.

Selectors of Basketball Representative Teams may take into consideration information provided by coach’s reports from previous seasons when making selections.

Where SCC Teams closely align with Catholic Girls Schools Secondary Sports Association (CGSSSA) Teams, Sydney Catholic Colleges (SCC) Teams members will may be invited to participate first.

7.4 Cross Country Representative Team Selection

The Bethany Cross Country team competes at a number of carnivals each year. Runners who perform well at the SCC carnival can gain selection in the SCC Representative Team to compete at the NSW Combined Catholic Colleges carnival and the NSW All-Schools carnival.

Final team selections are made with the aim of achieving the best possible outcome for the ‘Bethany Team’ as opposed to the specific needs and interests of any one runner.

The Cross Country Team is selected based upon:

• Time trials from internal trials
• The specific rules and regulations associated with each carnival

In the case of illness or injury a student’s past performances may be considered and will be at the discretion of the Cross Country Head Coach and the Sports Coordinator.

7.5 CGSSSA/SCC Dance Team Selection

Bethany College enters jazz, contemporary, tap and creative dance teams in the CGSSSA and SCC competitions.

All students are invited to trial for the appropriate ensemble.
Students will be asked to perform routine dance skills and will be assessed by the coach for suitability and inclusion in the team.

7.6 CGSSSA/SCC Football Trials
Students are expected to attend all relevant trial sessions.

All age groups will be expected to attend up to three trial sessions. This may be revised in the case of inclement weather and any revision will be at the discretion of the Sports Coordinator.

Trials will involve skill drills and simulated game play. Each student will play in a minimum of 2 x 10 minute games at each of these sessions.

Selectors of Football Representative Teams may take into consideration information provided by coach’s reports from previous seasons when making selections.

Where SCC Teams closely align with CGSSSA Teams, SCC Teams members may be invited to participate first.

7.7 SCC/CGSSSA Netball Trials
Students are expected to attend all relevant trial sessions.

All age groups will be expected to attend up to four trial sessions. This may be revised and any revision will be at the discretion of the Netball Coordinator.

The first trial will involve assessment in a variety of Netball skills and may include fitness-based assessment.

Subsequent trials will involve simulated game play. Each student will play in a minimum of 2 x 10 minute games at each of these sessions.

Selectors of Netball Representative Teams may take into consideration information provided by coach’s reports from previous seasons when making selections.

Where SCC Teams closely align with CGSSSA Teams, SCC Teams members may be participate to trial first.

7.8 CGSSSA/SCC Softball Trials
Students are expected to attend all relevant trial sessions.

All age groups will be expected to attend up to two trial sessions. This may be revised in the case of inclement weather and any revision will be at the discretion of the Sports Coordinator.

The first trial will involve assessment in a variety of Softball skills and may include fitness-based assessment.
Subsequent trials will involve simulated game play. Each student will be given an opportunity to bat and field. Players who wish to trial as pitchers and catchers will be given an opportunity to trial in those positions.

Selectors of Softball Representative Teams may take into consideration information provided by coach’s reports from previous seasons when making selections.

Where SCC Teams closely align with CGSSSA Teams, SCC Teams members may be invited to participate first.

### 7.9 Swimming Representative Team Selection

The Bethany Swim Team competes at a number of carnivals each year. Swimmers who perform well at the SCC carnival can gain selection in the NSW Combined Catholic Colleges carnival and then the NSW All-Schools carnival.

Final team selections are made with the aim of achieving the best possible outcome for the ‘Bethany Team’ as opposed to the specific needs and interests of any one swimmer.

The Swim Team is selected based on swimmers times from:

- The Bethany Swimming Carnival
- NSW Metropolitan and State Championships in the current and previous calendar year (these are only valid for events not swum at the Bethany Carnival)

Other factors that are taken into consideration when selecting the team are:

- The specific rules and regulations associated with each carnival
- Overall commitment to the Swimming program

### 7.10 CGSSSA Tennis Trials

Bethany enters Singles and Doubles Representative Teams in the CGSSSA Tournament.

Students are expected to attend all relevant trial sessions.

All age groups will be expected to attend up to two trial sessions. This may be revised in the case of inclement weather and any revision will be at the discretion of the Sports Coordinator.

The trials will involve assessment in a variety of Tennis skills and game play. They may also include some fitness-based assessment.

Selectors of Tennis Representative Teams may take into consideration information provided by Club Team coach’s reports when making selections.

Other factors that may be taken into consideration are:

- The specific rules and regulations associated with the tournament
- Attendance at team training sessions and practice matches
- Overall commitment to the tennis program

Final team selections for the Tennis Representative Teams are made with the aim of achieving the best possible outcome for the ‘Bethany Team’ as opposed to the specific needs and interests of any one player.

7.11 **CGSSSA Touch Football Trials**

Students are expected to attend all relevant trial sessions.

All age groups will be expected to attend up to two trial sessions. This may be revised in the case of inclement weather and any revision will be at the discretion of the Touch Football Coordinator.

The first trial will involve assessment in a variety of Touch Football skills and may include fitness-based assessment.

Subsequent trials will involve simulated game play. Each student will play in a minimum of 2 x 10 minute games at each of these sessions.

Selectors of Touch Football Representative Teams may take into consideration information provided by coach’s reports from previous seasons when making selections.

Where SCC Teams closely align with CGSSSA Teams, SCC Teams members may be invited to participate first.

7.12 **CGSSSA / SCC Volleyball Club Trials**

Students are expected to attend all relevant trial sessions.

All age groups will be expected to attend up to two trial sessions. This may be revised in the case of inclement weather and any revision will be at the discretion of the Sports Coordinator.

The first trial will involve assessment in a variety of Volleyball skills and may include fitness-based assessment.

Subsequent trials will involve simulated game play. Each student will play in a minimum of 2 x 10 minute games at each of these sessions.

Selectors of Volleyball Representative Teams may take into consideration information provided by coach’s reports from previous seasons when making selections.

Where SCC Teams closely align with CGSSSA Teams, SCC Teams members may be invited to participate first.

8. **APPEAL PROCESS**

Bethany offers an Appeal Process in an attempt to ensure that student athletes are afforded procedural fairness and natural justice. The Appeal Process should not be viewed as a 'second bite of the cherry' in the trial and grading process. The Appeal Process acts as a
review of the correctness of the original decision-making process in order to ensure that it does justice to student athletes.

In this process ‘doing justice’ refers to ensuring that the selectors did not act in a biased manner and that the established criteria and processes have been followed as required by these guidelines and the particular sport.

The Appeal Process is not a replication of the trial and grading process. It will be an inquiry into whether the decision reached by the original selection panel was properly made. Selectors are employed to apply their experience and expertise to the process and in doing so will use those skills to make what are often subjective assessments of players. The Appeal Panel will not review subjective assessments made by selectors of particular sports.

The Appeal Panel will consist of:

- Sports Coordinator
- Assistant Principal
- One other independent member to be appointed by the Sports Coordinator.

Students who do not attend all of the necessary trial and grading sessions will not have the right to appeal selection decisions.

## 8.1 Appeal Procedure

If a student wishes to make an appeal she must:

- Make the appeal in writing to the Sports Program Manager within 48 hours of the announcement of the team.
- Stipulate the areas relating to these Selection Guidelines in which she feels warrants review, citing specific examples.
- Have a parent or guardian co-sign the appeal letter.

Once an appeal is received by the Sports Coordinator it will be reviewed to ensure that it is in fact an appeal relating to procedural fairness and natural justice.

If the appeal is deemed to relate to procedural fairness and natural justice the Sports Coordinator will solicit direct information regarding the situation from the specific selectors involved in the process. Once this information has been collected the Sports Coordinator will convene a meeting of the appeal panel. The panel will assess the information and the appeal and make a determination. If any further information is required from the student athlete she will be contacted by the Sports Coordinator and asked to provide the additional information in writing.

The student will be advised in writing of the final determination.

If the appeal is deemed not to relate to procedural fairness and natural justice the student will be advised and the appeal will be void. Questions relating to selectors subjective decisions will not be entered into.
8.2 Feedback
Students who would like to receive feedback regarding their selection in a particular team may do so by approaching the coordinator of their particular sport. The coordinator will endeavour to solicit specific information relating to the student’s performance from relevant selectors. The feedback will be directly related to the performance of the student athlete and will endeavour to include information about areas that could be improved upon. Direct comparison to other student athletes will not be provided.