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# **Selection Policy**

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**2023 World Championships**

**Cadet**

**Teams Staff**

**Selection**

**(Kyorugi)**

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Australian Taekwondo Ltd ACN: 167 216 033

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# **AUSTRALIAN TAEKWONDO TEAM STAFF SELECTION POLICY**

## **2023 World Championships Cadet Team**

### **PREAMBLE**

Australian Taekwondo (AT) is tasked with offering opportunities for Staff the opportunity to enhance the potential for success of the Australian 2023 World Cadet Championship team via the Team Staff Selection Policy.

Australian Taekwondo (AT) seeks to ensure gender inclusion in its teams and as such the gender balance will be a priority consideration.

This policy may be amended or supplemented by (AT) at its discretion in order to achieve the above objective and specifically where matters arise which, in the sole opinion of AT have not been provided for in this policy or where the literal application of this policy would not achieve the above objective.

Any such variation or amendment must be advised in writing to the AT CEO and endorsed by the CEO. AT will endeavor to give as much notice as possible to all persons affected by any amendment or supplement to this policy.

The term staff in this policy shall refer to any Coach/Trainer/Manager or support Staff member that has been designated/selected to the team, in compliance with this Selection Policy.

### **Definitions**

- (a) For the purposes of this Selection Policy:
- (i) the “Team” means the 2023 Australian World Championships Team;
  - (ii) The term ‘Team’ in this policy shall refer to any Coach/Trainer/Manager or Staff member that has been designated to the 2023 World Taekwondo Cadet Championship Team/s, in compliance with this Selection Policy.
  - (iii) the “Competition” means the 2023 World Cadet Championship
  - (iv) AT means Australian Taekwondo (AT) and shall be represented by the CEO of Australian Taekwondo.
  - (v) The “Selection Panel” means the Panel as appointed by Australian Taekwondo per Clause 5.
  - (vi) Additional Performance Coaches as per Clause 5 (iv) May or not be appointed to the Selection Panel at the discretion of the CEO in conjunction with the Performance Director.

- (vii) “World Taekwondo” (WT) means World Taekwondo being the sport’s International Federation.
- (viii) the “Chief Executive Officer” (CEO) means the Chief Executive Officer of Australian Taekwondo and for the purposes of this policy shall mean Australian Taekwondo (AT)
- (ix) The “Team Size” means the maximum number of team members as defined in Clause 2.
- (x) The “Selection Process and Criteria” means the requirements as defined in Clause 3.
- (xi) “Extenuating Circumstances" means the circumstances as defined in Clause 9.
- (xii) “Support Staff” Means any position nominated as a coach or trainer and any other person who is not defined as a coach or trainer, who is nominated by the selection panel in accordance with this policy.

## **1. Background**

Australian Taekwondo (AT) is tasked with offering opportunities for members to enhance their potential for success with an opportunity to be selected for the Australian 2023 World Taekwondo World Cadet Championships Team (the Team).

**The Team will be selected via the Selection Policy Herein**

## **2. COMPOSITION AND SELECTION OF ALL TEAMS**

- a. The final composition and size of the Staff to 2023 Team will be determined by Australian Taekwondo.
- b. The maximum quota will be no more than that as designated by World Taekwondo and this will be the maximum number of team members in any position.
- c. Only current registered members of AT, with no outstanding financial obligations or sanctions, will be considered for 2023 Team membership.
- d. Amendments to the Team may be made in accordance with this policy

## **3. SELECTION OF COACH/TRAINERS/MANAGERS/STAFF**

- a. The CEO may appoint a Head Coach and Head/s of Team or and Managers without reference to any clause or any conditions within this policy or may direct appointments to the Selection Panel.
- b. The 2023 Team Staff will be selected from members whom submit the EOI for selection by the published closing date.
- c. Coaches/Trainers/Staff to the 2023 Team will be selected from current AT registered members.
- d. Possess a Valid WT GOL via AT and supply proof as requested. (full responsibility is with the Applicant)
- e. Coaches Possess a Valid WT level 2 Coaching License and supply proof as requested. (full responsibility is with the Applicant)
- f. Coaches Posses a Valid Australian Taekwondo Coaches Qualification, (full responsibility is with the Applicant)
- g. COVID. (See clause 4)
- h. If ineligible to take a position on the Team pursuant to the conditions specified in this Policy, the CEO of AT will refer the matter to the Selection Panel for consideration.
- i. The Team list will be forwarded to the Australian Taekwondo CEO by the Selection Panel Chairperson as soon as is practicable for endorsement and publication.
- j. Any matter that is not specifically stated in this Policy that affects the selection of Coach/Trainer/ or any Staff members will be referred to the Selection Panel.
- k. The selection panel shall give weight to any factor at its sole discretion when selecting Trainers or staff.
- l. The selection panel may at its discretion recommend to the CEO the inclusion of any Support staff position not included in this policy and the inclusion of any such position shall be validated upon endorsement from the CEO.

#### **4. COVID**

All Athletes must be compliant with any relevant AT/WT or external agency covid requirements for final team selection. This is due to and:

- Subject to Government Regulation
- International airline rules
- Foreign Government entry requirements
- Duty of care to other team members and competitors
- Compliance with any WT Covid rules.

#### **5. SELECTION PANEL**

The Selection Panel appointed by Australian Taekwondo from time to time, which, where practicable will comprise of:

- (i) the National Performance Director

- (ii) the National Cadet Coach
- (iii) the National Pathways Lead
- (iv) Additional Performance Coaches (Discretionary)

The Selection Panel will select the Staff for the Team, other those appointed by the CEO under clause 3a.

## **6. EXPECTATIONS OF TEAM**

- a. Possess a WT GOL via AT as directed by AT.
- b. Attendance at any required Team Training camp or training session prior to the 2023 World Championships
- c. Notification to AT of any illness or injury that will affect effective participation
- d. Notification to AT of any other circumstances that will affect effective participation.

## **7. REMOVAL FROM AUSTRALIAN 2023 TEAM.**

Any Staff may be removed who:

- a. By reason of illness or injury is unable to perform tasks/roles to the required standard in the opinion of the Selection Panel (after having received advice from a medical practitioner);
- b. Breaches or fails to observe the conditions described in the Team Agreement or Code of Conduct;
- c. Fails to meet the Team expectations without reasonable explanation and failure to inform AT;
- d. In the consideration of the AT Selection Panel fails or breaches any rules of AT that at its sole discretion warrants removal from the Team.
- e. Any Staff removed from the Team may be replaced in compliance with this Selection Policy.

## **8. FUNDING**

Selection to the Team does not guarantee funding to any events, camps or the World Championships. Funding will be available for Staff subject to the funding sources available to AT.

## **9. EXTENUATING CIRCUMSTANCES**

- (a) Notwithstanding anything contained within the Selection Policy, the Selection Panel may make a change to the selected to the Team for any event,

due to Extenuating Circumstances preventing a Staff from otherwise meeting the Performance Requirements or Required Event/s.

- (b) Only Extenuating Circumstances that prevent a team member from meeting the Performance Requirements or Required Event/s will be considered. In considering the performances of athletes at the Required Event/s, the Selection Panel at their absolute discretion, may give weight to Extenuating Circumstances, which shall include one or more of the following:
  - (i) injury or illness;
  - (ii) equipment failure;
  - (iii) travel delays;
  - (iv) bereavement or disability arising from death or serious illness of an immediate family member;
- (c) Any other factors reasonably considered by the selection panel at their absolute discretion, to constitute Extenuating Circumstances.

A decision as to whether Extenuating Circumstances may apply to a Member will be made by the Selection Panel on an individual case by case basis.

## **10. AMEDMENTS**

- a. This policy may be amended or supplemented by AT at its discretion in order to achieve the objective and specifically where matters arise which, in the sole opinion of AT have not been provided for in this policy or where the literal application of this policy would not achieve the objective.
- b. This policy may be amended or supplemented by AT at its discretion where matters related to Covid effect the ability to implement the event or the policy in a manner that would not achieve the objectives set out in this policy. This includes but not limited to, changes to competition date, changes to competition location and or changes to selection method or criteria.
- c. Any such variation or amendment must be advised in writing by the AT Chief Executive Officer (CEO) and endorsed by the CEO. The AT CEO will Endeavour to give as much notice as possible to all persons affected by any amendment or supplement to this Policy.

## **11. APPEALS**

**For clarity there is no right of appeal against non-selection to the team for this Event.**