



Selection Policy

2024 World Taekwondo Junior
Championships (Kyorugi)

Team Staff Selection

Version: 02.00
Effective Date: 25 /04 /2024



AUSTRALIAN TAEKWONDO TEAM STAFF SELECTION POLICY

2024 World Championships Junior Team

PREAMBLE

Australian Taekwondo (AT) is tasked with offering opportunities for Staff the opportunity to enhance the potential for success of the Australian 2024 World Junior 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 2024 Australian World Junior 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 2024 World Taekwondo Junior Championship Team/s, in compliance with this Selection Policy.
 - (iii) the "Competition" means the 2024 World Junior 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 2024 World Taekwondo World Junior 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 2024 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 2024 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 Team Manager(s) without reference to any clause or any conditions within this policy or may direct appointments to the Selection Panel.
- b. The 2024 Team Staff will be selected from members whom submit the EOI for selection by the published closing date.

- c. AT will select a team manager and head coach before the selection event. The remaining coaches will be selected after the selection event.
- d. Coaches/Trainers/Staff to the 2024 Team will be selected from current AT registered members.
- e. Possess a Valid WT GOL via AT and supply proof as requested. (full responsibility is with the Applicant)
- f. Coaches Possess a Valid WT level 2 Coaching License and supply proof as requested. (full responsibility is with the Applicant)
- g. Coaches Posses a Valid Australian Taekwondo Coaches Qualification, (full responsibility is with the Applicant)
- h. COVID. (See clause 4)
- i. 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.
- j. 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.
- k. 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.
- l. The selection panel shall give weight to any factor at its sole discretion when selecting Trainers or staff.
- m. 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 Coaches 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 Australian Taekwondo Performance Manager
- (ii) a National Coach
- (iii) the Combat Australia Pathways Manager

- (iv) Additional Performance Coaches (Discretionary)
- (v) AT Junior Worlds Head Coach (the head coach of the World Junior's Team will be added to the selection to choose the remaining the coaches after the selection event)

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 2024 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 2024 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. AMENDMENTS

- 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 endeavor 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.