



2025 Cadet World Championships Coach Selection Policy

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Contents

1. Definitions	3
2. Background	3
3. Composition and Selection.....	4
4. Selection of Coaches.....	4
5. Selection Panel	6
6. Expectations of team and squad athletes	6
7. Removal from Team	6
8. Funding.....	6
9. Extenuating Circumstances	6
10. Amendments.....	7
11. Appeals.....	7

Policy last reviewed and updated by the AT Board:	17 March 2025
Next policy Review Date:	Not Applicable
Responsible Person:	CEO

1. Definitions

For the purposes of this Selection Policy:

- i. the “Team” means the 2025 Australian World Cadet Championships Team;
- ii. The term ‘Team’ in this document shall refer to any Coach/Trainer/Manager or Staff member that has been designated to the 2025 World Taekwondo Cadet Championship Team/s, in compliance with these guidelines.
- iii. the “Competition” means the 2025 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. “World Taekwondo” (WT) means World Taekwondo being the sport’s International Federation.
- vii. the “Chief Executive Officer” (CEO) means the Chief Executive Officer of Australian Taekwondo and for the purposes of these guidelines shall mean Australian Taekwondo (AT)
- viii. The “Team Size” means the maximum number of team members as defined in Clause 3.
- ix. The “Selection Process and Criteria” means the requirements as defined in Clause 4.
- x. “Extenuating Circumstances” means the circumstances as defined in Clause 9.
- xi. “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 these guidelines.
- xii. “Trainer” is a Support Staff member who is allowed to undertake all responsibilities as that of a coach, with exception to being allowed on the mat during competition.

2. 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 2025 World Taekwondo Cadet Championships Team (the Team).

From 2025 onwards AT is moving to a new model for coach selections for events. AT will select coaches from the:

- a. The National Coaching Group under the direction of the Combat Institute of Australia National Head Coach
- b. National Performance Pathways Coaches
- c. Coaches whose athletes are selected on national teams but are not part of either of the above groups

AT will seek conduct an Expression of Interest process for coaches who fall outside each of the above categories, but still wish to be considered for selection to the team as a Trainer.

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

These guidelines 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 These guidelines or where the literal application of these guidelines 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 endeavour to give as much notice as possible to all persons affected by any amendment or supplement to these guidelines.

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

3. Composition and Selection

- 3.1 The final composition and size of the Staff to 2025 Team will be determined by Australian Taekwondo.
- 3.2 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.
- 3.3 Only current registered members of AT, with no outstanding financial obligations or sanctions, will be considered for 2025 Team membership.
- 3.4 Amendments to the Team may be made in accordance with these guidelines

4. Selection of Coaches

- 4.1 The CEO may appoint a Head Coach and Team Manager(s) without reference to any clause or any conditions within these guidelines or may direct appointments to the Selection Panel.
- 4.2 The 2025 Team Staff will be selected from coaches whom either
 - 4.2.1 Have an athlete from their club selected on the team; or
 - 4.2.2 submit the EOI for selection as a trainer by the published closing date.
- 4.3 AT will select a team manager and head coach before the Selection Event. The remaining coaches will be selected after the selection event.
- 4.4 Coaches/Trainers/Staff to the 2025 Team will be selected from current AT registered members.
- 4.5 Possess a Valid WT GOL via AT and supply proof as requested. (full responsibility is with the Applicant)
- 4.6 Coaches Possess a Valid WT level 2 Coaching License and supply proof as requested. (full responsibility is with the Applicant).
- 4.7 Coaches Posses a Valid Australian Taekwondo Coaches Qualification, (full responsibility is with the Applicant).
- 4.8 If ineligible to take a position on the Team pursuant to the conditions specified in these guidelines, the CEO of AT will refer the matter to the Selection Panel for consideration.
- 4.9 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.
- 4.10 Any matter that is not specifically stated in these guidelines that affects the selection of Coach/Trainer/ or any Staff members will be referred to the Selection Panel.
- 4.11 The selection panel shall give weight to any factor at its sole discretion when selecting Trainers or staff.
- 4.12 The selection panel may at its discretion recommend to the CEO the inclusion of any Support staff position not included in this document and the inclusion of any such position shall be validated upon endorsement from the CEO.

Key Assessment Criteria for Coaches (to be ranked)

	CRITERIA	MEASURES
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1	<p>Obligations under Safeguarding Children and Young People - Cadets, are aged between 11 to 14, fall within the minor age category, making proper supervision essential. Therefore, it is imperative to have a designated coach or chaperone from each state to oversee and support the athletes, ensuring their safety, well-being and adherence to the Australian Taekwondo Safeguarding Children and Young People Policy throughout the event.</p>	<p>i. Is the coach from a state that is not covered yet by any appointed staff</p>
2	<p>Experience - Given the prestigious nature of the World Cadet Championships, it is essential that appointed coaches have extensive experience. This elite competition demands a coach with demonstrated international expertise and a proven track record.</p>	<p>i. Do they have WT L1/L2 coaching accreditation</p> <p>ii. Has the coach over the last 3-4 years been on Australian Coaching teams for cadet, junior or senior World Championships</p> <p>iii. Have they coached PPP AUS Team/s for G-Events 2022-24</p> <p>iv. Combining points ii. and iii. what is their total AUS Coaching Experience at Worlds & G-Events</p>
3	<p>Club Performance - Club performance is a key indicator of a coach's experience and effectiveness in developing elite athletes. A strong track record reflects their ability to nurture talent and achieve high performance, making it a vital factor in selecting coaches for prestigious events like the World Cadet Championships.</p>	<p>Club Performance (have athletes from their club):</p> <p>i. Made Team World Cadets, Juniors and Seniors,</p> <p>ii. Total Nationals Black Belt Gold Medals,</p> <p>iii. results at Oceania Selections/Pacific Games and</p> <p>iv. results Presidents Cup and Australian Open"</p>
4	<p>Other criteria</p>	<p>i. How many of their athletes were selected on the cadet World Champs Team</p> <p>ii. What is the coaches current and past involvement in AT programs</p>

		(e.g. was a pathways coach)
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5. Selection Panel

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

- i. The Australian Taekwondo Head of Performance (Panel Chairperson)
- ii. the Australian Taekwondo Performance Pathways Lead
- iii. The Head Coach of the Cadet World Championships Team

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

6. Expectations of team and squad athletes

- 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 2025 World Championships
- c. Provide notification to AT of any illness or injury that will affect effective participation
- d. Provide notification to AT of any other circumstances that will affect effective participation.

7. Removal from 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 Guideline.

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

- 9.1 Notwithstanding anything contained within the Selection Policy, the Selection Panel may make a change to the athletes selected to the Team for any event, due to Extenuating Circumstances preventing a team member from otherwise meeting the Performance Requirements or Required Event/s.
- 9.2 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:

- 9.2.1 injury or illness.
 - 9.2.2 equipment failure.
 - 9.2.3 travel delays.
 - 9.2.4 bereavement or disability arising from death or serious illness of an immediate family member.
 - 9.2.5 an unanticipated event occurring at the Qualifying Event; or
- 9.3 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 team member will be made by the Selection Panel on an individual case by case basis.

10. Amendments

- 10.1 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.
- 10.2 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.
- 10.3 Any such variation or amendment must be advised in writing by the AT Chief Executive Officer (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

There is no right of appeal against non-selection to the team for this event.