



ATHLETE MONITORING & DESELECTION POLICY

CLUB POLICY DOCUMENT

INTRODUCTION

The purpose of the Policy is to ensure that athletes receive sufficient support and feedback regarding their performance in training and competition. In the event of an athlete failing to meet agreed *performance standards*, every effort is made to improve the situation before progressing onto deselection. In rare cases where support and feedback has not resulted in improved performance outcomes, a fair, fully transparent deselection process may be applied.

This Policy should be read in conjunction with corresponding Squad Policies and does not apply to issues pertaining to disciplinaries (see Disciplinary Procedures for such issues).

MONITORING AND FEEDBACK

Squad selection and deselection criteria are made available to all athletes and (where appropriate) parents/guardians at the start of each season via the Club's website and any other relevant communication channels. All assessments are conducted fairly, consistently, and transparently by the coaching team; and athletes are provided with full feedback regarding their performance against squad criteria.

Athletes can expect to receive regular feedback regarding their performance at training and competitions as appropriate.

DESELECTION

In rare cases where an athlete continues to fall short of agreed performance standards, a formal 'monitoring period' followed by possible squad deselection may be adopted. In order to ensure athletes are treated fairly and provided with full support, the following process is applied:

1. A formal meeting is held between coach and athlete to address the shortfall. Where the athlete is aged under 16 years, a parent/guardian is also present.
2. The athlete is notified that they have entered a formal 'monitoring period' and is provided with full details regarding the shortfall in performance.
3. An action plan to address the shortfall is agreed (in writing) by the coach and athlete. The action plan is implemented and monitored for an agreed timeframe after which, an improvement in the shortfall is expected.
4. The athlete is provided with all available support and feedback to address the shortfall as agreed.
5. If (at the end of the monitoring period) the athlete has improved the shortfall, they are notified accordingly. If, however, the shortfall has not sufficiently improved, the athlete is assessed against squad deselection criteria and may be deselected from the squad.
6. All deselections must be mutually agreed by the full UoAPS coaching team.
7. The athlete will receive written confirmation that they are deselected from the squad.
8. Appeals may be made to the Club President up to fourteen days after receiving written confirmation of a deselection.