

1. Background

- (a) This selection policy (**Policy**) details the process and criteria by which Swimming Australia Limited (**SAL**) will select coaches (**Coaches**) to an Australian Swim Team to coach the athletes who are competing at the designated Competition.
- (b) This Policy can be amended at any time by SAL if SAL is of the opinion that such an amendment is necessary for any of the following reasons:
 - (i) as a result of any change in Team eligibility criteria or rules relating to the selection of Coaches;
 - (ii) as a result of any change in the rules governing the Competition or a particular event;
 - (iii) to give effect to the Policy following a drafting error or oversight; or
 - (iv) to clarify any ambiguity or otherwise give effect to the intended meaning of the Policy.
- (c) SAL will publish amendments to the Policy on its website and those amendments shall take effect immediately. Otherwise, SAL shall not be responsible or liable in any way to anyone as a result of any such amendment.

2. Coaches for the Team

- (a) The SAL Selection Panel will select the Coaches to the Team.
- (b) The composition, including number, of the Coaches selected to the Team will be determined by SAL from time to time as SAL considers appropriate.

3. Eligibility Criteria

To be eligible for selection in the Team for the Competition, a Coach must:

- (a) be the "primary coach" of a swimmer selected to the Team;
- (b) be a swimming coach accredited by the National Coaching Accreditation Scheme and hold a current ASCTA Coaching Licence;
- (c) be in receipt of an official clearance (from the appropriate authority as determined by SAL within their state of residence) deeming them "cleared" for child-related employment. For the avoidance of doubt, this applies to all Coaches (regardless of the age of athletes they coach) and if SAL requires a Coach to obtain the relevant clearance, they must do so in order to be eligible for selection in the Team;
- (d) agree to comply with the SAL Team Agreement and all associated policies; and
- (e) be a registered member of, and in good standing with, SAL.

4. Coach Selection Process and Criteria

- (a) Eligible Coaches may be considered for selection onto the Team as a Coach. In selecting the Coaches to the Team, the SAL Selection Panel at its absolute discretion may select the Coaches, from those who are eligible under clause 3. Without in any way limiting the discretion of SAL Selection Panel, in making a determination as to which of the Coaches to select under this clause, the SAL Selection Panel may consider the following factors (the **Factors**):

- (i) needs of the Team;
 - (ii) previous good experience at benchmark competitions;
 - (iii) previous good experience on Australian Swim Teams
 - (iv) relay experience of Coaches;
 - (v) competence and capability;
 - (vi) cultural alignment; and
 - (vii) any other factors the SAL Selection Panel considers relevant.
- (b) the discretion granted to the SAL Selection Panel in clause 4(a) above is absolute and it need not be exercised. In exercising its discretion, the SAL Selection Panel may consider any Factor, or combination of Factors that is, in the opinion of the SAL Selection Panel, relevant for consideration when selecting Coaches to the Team and may attribute whatever weight it deems appropriate to any particular Factor when making its decision. For the avoidance of doubt, the SAL Selection Panel is not required to consider, turn its mind to or rely on all the Factors in the exercise of its discretion to make a selection decision (for example, the SAL Selection Panel is therefore entitled to rely on one Factor, two Factors, three Factors, etc. or a combination of a number of Factors in the exercise of discretion to make a selection decision).
- (c) The SAL Selection Panel may request coaches to attend an interview before a selection decision may be made in relation to the Coaches to select to the Team.

5. No Appeal

Eligible Coaches have no right to appeal their non-selection to the Team.

6. Withdrawal

Should a Coach withdraw from the Team following their selection in the Team, the EM, HP may request that the SAL Selection Panel select a replacement Coach. When selecting a replacement Coach, the SAL Selection Panel may select any Coach at its absolute discretion provided the replacement Coach is eligible under clause 3. In making any decision under this clause the SAL Selection Panel is again granted the discretion granted to it at clause 4(a) and 4(b).

7. Team Membership

- (a) Coaches selected to the Team are to sign a Team Agreement to confirm their selection and agree to be bound by its terms and conditions.
- (b) Coaches agree that the SAL Selection Panel may remove a Coach from the Team where:
 - (i) that Coach has not met SAL's requirements in relation to conduct, professionalism, training and participation in training camps as required by SAL;
 - (ii) that Coach has not completed, signed and returned to SAL the Team Agreement and any other relevant documentation as required by SAL.