



Australian Paralympic Committee Paralympic Preparation Program Squads

Archery Selection Policy

1. INTRODUCTION

This document contains the selection policy for the Australian Paralympic Committee's (APC) Archery Paralympic Preparation Program (PPP) Squad. It covers the period from March 2006 up to the time of team selection for the 2008 Paralympic Games, subject to review at the end of 2006, and relates to the selection of athletes, coaches, and support staff for the Archery PPP Squad only.

The selection policy for Australian Teams for major international competitions (for example, the World Championships) will be the subject of separate documents and will be published by the APC as the qualification requirements and any Team quotas are made available by the IPC/Championship Organising Committees.

2. OBJECTIVE

- 2.1 To identify and nominate to the APC those athletes with the potential to reach the round of 8 at the Beijing 2008 Paralympic Games and to continue to improve for the 2012 London Games.
- 2.2 To give experience to athletes who have shown the potential to achieve medal winning performances in the future.

This policy may be amended or supplemented by the Archers with a Disability Committee (AWDC) which acts as the Sports Advisory Committee (SAC) for Archery for the APC. Such amendments will include where matters arise which have not been provided for in these criteria. Any amendment or supplement to these criteria must be first approved by the APC. Any variation or amendment will be distributed in writing by the Chair of the AWDC, who will endeavour to give as much notice as possible to all persons affected by any amendment or supplement to these criteria.

3. PROCESS OF NOMINATION AND SELECTION

All athletes wishing to be considered for selection must:

- 3.1 comply with the selection criteria for the Archery PPP Squad; and
- 3.2 complete and sign an application form and submit this to the AWDC Chair. The form must then be endorsed by Archery Australia (AA); and
- 3.3 sign the PPP Squad athlete acceptance agreement once selected to the Squad.

The AWDC will consider Squad applications received and endorsed by AA. Selection to the Archery PPP Squad will be by recommendations from the AWDC to the APC. All selections must be endorsed by the APC, which will announce the PPP Squad.

4. PPP SQUAD SELECTION CRITERIA

The PPP Squad will each initially accommodate up to a maximum of 3 recurve and 3 compound archers of each gender at the Gold and Silver Levels. Any archer from these categories who can demonstrate maintenance of minimum scores from no fewer than three FITA Rounds or FITA 70m Ranking Rounds in

official competition (including Qualification or Ranking events) in the preceding 12 months is eligible for inclusion in the squad.

PPP Squad members and archers aspiring to the PPP Squad (Gold and Silver level) are required to fulfill significant training and competitive obligations. Listed below are the minimum requirements of all PPP Squad members. Failure to achieve these over one quarter will result in the archer being ineligible to claim any incentives for that period. Failure to complete the prerequisites in a second consecutive quarter will result in the archer's automatic omission from the PPP Squad (Gold and Silver level) and suspension of any associated benefits.

The archer's coach will consult with the Regional Coordinator when developing an individual training program for their archer. They will also provide the Regional Coordinator with a written training report of activities undertaken over the course of the previous month by the 15th day of the following month.

Any archer omitted from the PPP Squad (Gold and Silver level) is eligible to re-apply for inclusion subject to having shot the prerequisite scores in the correct formats. A breach of the PPP Squad Code of Conduct (see attached) may lead to expulsion from the squad, and jeopardise any application for re-entry.

The selection criteria for the Archery PPP Squad as at March 2006 are:

GENERAL

- All members of the PPP Squad must enter their local State Target Archery Championships and the National Target Archery Championships.
- It is compulsory for PPP Squad members to shoot matchplay whenever that format is made available at any competition they enter.
- Athletes complete all Anti-Doping requirements, including provision of whereabouts information, in a timely and efficient manner.
- Attend camps as scheduled for them by the Regional Coordinator in each calendar year.
- Athletes must adhere to the Standards of Behaviour and Code of Conduct for both APC and Archery Australia (attached).
- All archers must be affiliated with Archery Australia by virtue of Club membership and their appropriate disability sport association.
- Athletes must shoot a FITA or FITA ranking round qualifying score at least twice a quarter at an approved event. The Archers with a Disability Committee (AWDC) via the Chairperson, is to be notified prior to commencement of the quarter (i.e. before 1 January, 1 April, 1 July and 1 October) of the archer's intended shoots. Athletes only need submit their two highest scores for the quarter to satisfy this requirement. Signed score sheets from each shoot are to be forwarded to the Chairperson of the Committee via the Regional Coordinator as soon as possible after the shoot.

GOLD LEVEL

Qualifying Scores for Gold Level are:

Recurve	FITA	70 m Ranking Round	Compound	FITA	70 m Ranking Round
Men W1	1241	311	Men Open	1267	318
Men W2	1211	305			
Men ARST	1192	299			
Women W1		270	Women Open	1254	307
Women W2	1228	275			
Women ARST	1202	271			

Benefits for Gold Level are:

Incentives

- Finishing being in the top four in the Open Individual Matchplay event at Archery Australia National Championships - \$500 per gender
- PPP Squad members finishing with the first, second or third highest average score in officially recognised competitions equal to or above the scores listed in the table above for each quarter, incentives will be paid quarterly in arrears subject to appropriate evidence. **(NOTE —Where an archer relies on a 70m round qualifying score that score will be converted to a rating using the Archery Australia Rating Table and the equivalent FITA round score for that rating will be used for deriving the average score).** Incentives will only be paid to archers for scores attained in FITA and FITA Ranking Rounds and no payment will be made for scores below the benchmarks for inclusion in the PPP Squad.

*	1 st	-	\$750
*	2 nd	-	\$500
*	3 rd	-	\$250.

Competition

Gold level PPP Squad members will receive the following support to attend squad activities and international competition:

- support for costs associated with travel to international competition up to a maximum of \$4,000 a year.

Training

Gold level PPP Squad members will receive the following training support:

- return travel and accommodation for all PPP Squad camps
- In order to achieve/maintain the high standards required of PPP Squad members, archers will need to train at some of the aspects of strength & conditioning. Archers will receive a maximum of \$250 per annum each for casual or annual gym membership. To be eligible, archers must continue to provide monthly training records demonstrating strength and conditioning work in a commercial environment and apply for refund of costs, with receipts, to the Regional Coordinator, who will send them to the Committee via the Chairperson for payment.

SILVER LEVEL

Qualifying Scores for Silver Level are as follows:

Recurve	FITA	70 m Ranking Round	Compound	FITA	70 m Ranking Round
Men W1	1111	278	Men Open	1133	284
Men W2	1083	272			
Men ARST	1066	267			
Women W1			Women Open	1122	274
Women W2	982	245			
Women ARST	961	241			

Benefits for Silver Level are as follows:

Incentives

- Finishing in the top four in the Open Individual Matchplay event at Archery Australia National Championships - \$500 per gender
- Up to \$2000 per year for International Competition.

Training

- Up to 50% of return travel and accommodation for all PPP Squad camps

- In order to achieve/maintain the high standards required of PPP Squad members, archers will need to train at some of the aspects of strength & conditioning. Archers will receive a maximum of \$250 per annum each for casual or annual gym membership. To be eligible, archers must continue to provide monthly training records demonstrating strength and conditioning work in a commercial environment and apply for refund of costs, with receipts, to the Regional Coordinator, who will send them to the Committee via the Chairperson for payment.

BRONZE LEVEL

All archers interested in elite competition may apply to be included in this level. Selection to this level of the PPP Squad will be at the discretion of the AWDC based on the recommendations of the relevant Regional Co-ordinator.

Benefits for Bronze Level are as follows:

Incentives:

- Finishing in the top four in the Open Individual Matchplay event at Archery Australia National Championships - \$500 per gender
- Invitations to PPP camps at own expense-

Training

- In order to achieve/maintain the high standards required of PPP Squad members, archers will need to train at some of the aspects of strength & conditioning. Archers will receive a maximum of \$125 per annum each for casual or annual gym membership. To be eligible, archers must continue to provide monthly training records demonstrating strength and conditioning work in a commercial environment and apply for refund of costs, with receipts, to the Regional Coordinator, who will send them to the Committee via the Chairperson for payment.

ATHLETE ELIGIBILITY CRITERIA

In order to gain and maintain selection on the Archery PPP Squad, athletes must also:

- i. hold a current passport or be able to obtain a passport;
- ii. be registered with an APC financial National Organisation for the Disabled (NSOD) and be endorsed by the NSOD;
- iii. satisfy the APC that they meet with eligibility requirements. (The eligibility of each athlete must be confirmed prior to application for selection in a PPP Squad. All athletes must meet the eligibility requirements and appropriate documentation must be sighted by the APC and copied to the AWDC;
- iv. meet the IPC eligibility criteria (residency/citizenship) and the age limit restrictions as listed in the IPC rules;
- v. maintain a professional approach and attitude to the sport at all times;
- vi. be willing to adopt the Pathway Program as directed by the AWDC
- vii. be prepared to liaise with the AWDC on areas that require additional work;
- viii. attend training camps and competition identified as being necessary for the athlete's development as determined by the AWDC;
- ix. maintain or improve the performance standard on which they were selected and, in particular, maintain or improve skill levels and fitness/conditioning levels as required by the AWDC;
- x. show a willingness to be part of a team environment;
- xi. complete and return an accurate training report to the relevant Regional Co-ordinator as directed by the AWDC;

- xii. advise the Regional Co-ordinator immediately of any injury or illness if the injury or illness requires the athlete to stop or modify their training and/or competition program;
- xiii. be under the supervision of a recognised archery coach in their home state;
- xiv. acknowledge and accept that there may be personal expense involved in attending the camps, competitions, and any other activities outlined in the PPP for the sport; and
- xv. satisfy all other requirements of the PPP Athlete Acceptance Agreement.

6. OVERRIDING FACTORS

Illness / Misadventure / Extenuating Circumstances

In considering the performances of athletes at events, trials, training camps or other attendances required under this policy, the selection panel may in their discretion give weight to extenuating circumstances such as but not limited to illness and injury, availability of facilities and competition, travel delays, and bereavement.

Athletes unable to compete at events, trials, training camps, or other attendances required under this policy must advise the AWDC Chair of this fact and the reasons therefore before the commencement of the events, trials, training camps or other attendances required under this policy.

Athletes able to compete at events, trials, training camps, or other attendances required under this policy but who are not fully fit, either as a result of illness or injury, must advise the AWDC Chair of this fact before the commencement of the events, trials, training camps or other attendances required under this policy (or as soon as reasonably practicable if the illness or injury occurs during the event, trial, training camp or other attendance).

The AWDC will consider any exemptions to these criteria due to overriding circumstances such as but not limited to illness and injury, availability of facilities and competition, travel delays, and bereavement on a case-by-case basis.

In the case of illness or injury, athletes may be required to undergo a medical examination by a doctor or doctors nominated by the APC.

7. PPP SQUAD REVIEWS / CHANGES TO THE PPP SQUAD

7.1 PPP Squad Reviews

During each financial year, each sport will hold at least two PPP Squad reviews. The purpose of the reviews will be to evaluate the performance and progress of athletes within the PPP Squad. The timing of the Archery PPP Squad reviews will be July 2006, January 2007, July 2007, January 2008.

7.2 Addition to PPP Squads

The AWDC may recommend to the APC the addition of athletes to the Archery PPP Squad at any stage subject to those athletes satisfying the relevant selection criteria and having the endorsement of their NSOD. This includes the transfer athletes between levels.

Any recommendations for additions to the Archery PPP Squad and/or transfers between PPP Levels must be submitted to the APC for approval.

7.3 Removal from PPP Squads

Any athlete, coach, or support staff member who:

- breaches or fails to observe this policy by reason of illness or injury is unable to perform to the required standard in the opinion of the selection panel (after having received advice from a medical practitioner);
- breaches or fails to fulfill a requirement of the Doping Policy of the APC; or
- breaches or fails to observe the PPP Squad athlete acceptance agreement / PPP Coach acceptance agreement (as appropriate);

is ineligible for selection to or continued membership of the Archery PPP Squad.

An athlete may be removed from the Archery PPP Squad or transferred to a lower level (i.e. Gold Level to Silver Level) by the APC following a recommendation for same from the AWDC where the athlete has failed to sustain his or her performance to a satisfactory level. For this to occur, however, the AWDC Chair or their nominated representative must first have discussed with the athlete the performance levels required of him or her and have given the athlete an opportunity to attain those performance levels. In the case of a Gold Level athlete, the athlete may be transferred from Gold Level to Silver Level if the athlete meets the criteria for Silver Level selection. Alternatively, the athlete may be removed from the Archery PPP Squad altogether.

The AWDC Chair should document any discussions had with the athlete and provide, in writing, reasons for removal from the Squad – these reasons must relate to the selection criteria. In the case of athletes under 18 years of age or those who may have difficulty understanding the process it may be necessary to involve their support network in any communication.

8. APPEALS

- 8.1 The appeal process concerning non-selection or removal from a PPP Squad is two tier, with the appeal being first heard by the APC Appeal Panel with any subsequent appeal to be heard by the Court of Arbitration for Sport.
- 8.2 The sole grounds for any appeal are that this selection policy was not properly followed and/or implemented.
- 8.3 Any appeal by an athlete, coach, or support staff member against non-selection or removal from the PPP Squad/s must be made to the APC Appeal Panel.

Any appeal must accord with the following procedure:

- (a) the appellant must give written notice of his or her appeal to the APC Chief Executive within 48 hours of the announcement of the decision against which the appeal is made.
- (b) within 5 working days of submitting his or her written notice of appeal, the appellant must submit to the APC Chief Executive the grounds of that appeal accompanied by a non-refundable deposit of \$50 payable to the APC.
- (c) The APC Appeal Panel will comprise the following persons appointed by the APC Board:
 - a barrister or solicitor who will act as Chairman;
 - a person with a thorough knowledge of elite level Archery for athletes with disabilities and who preferably has had recent international competition experience in Archery for athletes with disabilities, and
 - one other person of experience and skills suitable to the function of the APC Appeal Panel.

No person is eligible to be appointed to the APC Appeal Panel if he or she is a member of the APC Board or the selection panel or by reason of his or her relationship with the appellant or any member of the APC Board or the selection panel would be reasonably considered to be other than impartial.

The APC Appeal Panel will convene a hearing as soon as possible after the submission of the grounds of appeal. The hearing may occur in such manner as the Chairperson decides, including telephone or video conferencing. The APC Appeal Panel is not bound by the rules of evidence but must observe the principles of procedural fairness.

Prior to the hearing, the selection panel will provide the APC Appeal Panel and the appellant with a written statement as to the reasons for the decision against which appeal is made.

The APC Appeal Panel will give its decision as soon as practicable after the hearing and will provide the Chief Executive and the appellant with a statement of the reasons for its decision.

- 8.4 Any appeal from a decision of the APC Appeal Panel must be solely and exclusively resolved by the Court of Arbitration for sport according to the Code of Sports-Related

Arbitration. The decision of the said Court will be final and binding on the parties and it is agreed that neither party will institute or maintain proceedings in any court or tribunal other than the said Court.

- 8.5 An athlete, coach or support staff member wishing to appeal to the Court of Arbitration for Sport must give written notice of that fact to the APC Chief Executive within 48 hours of the announcement of the decision against which the appeal is made and must then file his or her statement of appeal with the Court of Arbitration for Sport within 5 working days.
- 8.6 Failure to observe the above time limits will render any appeal a nullity provided that an athlete, coach, or support staff member may apply to the body to hear the appeal in question for an extension of time in which to commence an appeal. The body to hear the appeal in question may grant such an extension of time only in extenuating circumstances outside of the control of the athlete, coach, or support staff member concerned.
- 8.7 Depending on the circumstances, the APC Appeal Panel may vary the time limits referred to in 8.3 and 5.5.

9. SELECTION PANEL

The AWDC, with the exception of currently competing athletes (i.e. athletes under consideration for selection) or Coaches up for selection (if the selection of Coaches is being addressed) will form the selection panel.

IMPORTANT NOTE:

It is the individual's responsibility¹ to ensure that they possess up-to-date documentation on the selection policy for their sport and that they are familiar with the content.

Dated : February 2006



¹ Or the individual's advocate in the case of junior (under 18) athletes or athletes with an intellectual disability.