



ISA Representative Selection Policy

Through the selection process the ISA aims to:

- Provide a consistent, transparent and co-ordinated approach to team selection
- Ensure equal opportunities for all players to perform

Fairness & Natural Justice

Natural Justice in selection requires the following 3 elements.

- The participant will be made aware of the selection criteria.
- The selectors will attempt to make their selection without bias.
- A participant may have the opportunity to discuss the selection process with the ISA Director of Sport or the relevant ISA Sports Representative Convener.

Criteria for Selection

Areas of Performance considered:

- Skills exhibited by the player
- Fitness level exhibited by the player
- Position
- Performance of the player as a member of a team and game sense
- Attitude and behaviour of player both on and off the court/field
- In the event that all of the above are equal and sport specific criteria are equal, the older player will be selected.

Selection Panel

- Selected through the ISA Election of Officials procedure
- May include an external independent selector
- Will usually consists of an odd number of selectors, usually 3.
- ISA Coaches may have input in the selection but do not have a vote.
- In general, parents or relatives of trialling students will not be on the selection panel.

The Selection Decision

Once the selection process has been completed and the team(s) chosen, the team will be announced at the end of the trials and/or team lists emailed to schools.

If necessary, the ISA will use information provided by selectors to inform unsuccessful candidates why they have missed out. Constructive feedback will

- Ensure that selectors are accountable for their decisions.
- Give unsuccessful participants the satisfaction of knowing their application and efforts were seriously considered by the selection panel.
- Force selectors to give proper consideration to the process itself, thus ensuring constant improvement through continual analysis.
- Reinforce athlete's knowledge of the selection criteria and also their understanding of how the criteria are applied.

Final selection will be at the discretion of the ISA selection panel.

Selector Solidarity

Selectors should not discuss the details of the process with any players or parents.

NOMINATION PROCESS

Eligibility

For sports offered by the ISA in Saturday competitions:

To be eligible for selection in an Independent Sporting Association Representative Team a student must:

- i. be enrolled at and attending a school in Years 7 to 12, which is a Member of the Independent Sporting Association (ISA).
- ii. be competing in the ISA Saturday Sport's competition for the particular sport in which they wish to trial.

For Pathway Sports - defined as sports in which ISA does not offer a competition:

To be eligible for selection in an Independent Sporting Association Representative Team or to be nominated to NSWCIS or All Schools directly, a student must:

- i. be enrolled at and attending a school in Years 7 to 12, which is a Member of the Independent Sporting Association (ISA).

Students also should:

- i. participate in the scheduled ISA selection trial(s). The only exception to this is where a student cannot attend the trial because of higher representation commitments. In this situation, application for alternate consideration may be made to the ISA Appeals Committee, in writing, at least forty-eight hours prior to the running of the appropriate selection event.
 - a. If exemption is granted, the student may be included in the ISA team at the discretion of the selectors and the approval of the Director. In some cases, a squad may be selected with the final selection taking place after scheduled training session(s).
- ii. be available for all commitments as outlined in the relevant sport's Representative Player Information document.

The ISA Appeals Committee will consist of the Directors of ISA, the Representative Convenor of the relevant sport and such other personnel as the Director may deem necessary to assist and inform the process. All appeals must come through a member school.

Should a player be injured or ill and unable to trial:

- they must attend the trials to be considered unless physically unable.
- A Medical Certificate must be supplied prior to selections for injured players to be considered and within 24 hours for players who are ill on trial day.

If the selectors are familiar with the injured student's abilities and there is a clear difference noted at the trials regarding the specific playing position, then the appointed selectors can make a decision (a final selection) regarding this student on the day, i.e. selected or not.

Only if the exempt student's abilities are unknown, should a 'squad' be formed for a final selection at the first training session. The injured or ill student must be able to play at the first training session or they will no longer be considered for selection.

The ISA Representative Convenor will ensure the final selection is managed openly and fairly. The notes of the selectors will be on hand to assist the final selection panel. ISA Coaches may have input in the selection but do not have a vote.

In exceptional circumstances, a player may be given an exemption from attending the trial.

The ISA reserves the right not to allow students to attend trials:

- i. if they feel the students are not up to the required standard.
- ii. if a student has failed to fulfil all their representative commitments in previous years e.g. not attending training, withdrawing with late or no notice.
- iii. if a student has displayed poor behaviour and sportsmanship throughout the current or previous season e.g. code of conduct breaches.

Where ISA selects a representative team to compete at NSWCIS, only those students who are selected in the ISA team will be endorsed to trial for NSWCIS.

Where students have a choice of school pathways, the expectation is that if the student is playing for the school in the ISA competition, they will proceed through the ISA school pathway.

Only students from schools who are members of CIS will progress through this pathway.

Nomination Forms

All nominations should be submitted Online. Schools are to have parent/guardian and Head of School approvals as well as Medical Alerts for the nomination to be accepted by the ISA.

Nominations submitted by parents or coaches will not be accepted.

In general, no late nominations will be accepted, except in exceptional circumstances. All information must be submitted such as full name, date of birth, year group at school, preferred positions for trialling and playing experience from the previous two years.

It is the school's responsibility to ensure that the ISA Representative Convenor has received their school's nominations. The ISA suggests that a phone call to the ISA Representative Convenor by the Head of Sport or School Sport Convenor to confirm receipt of nominations is the best procedure. Alternatively, the Head of Sport may check the ISA websites nomination page through their access.

The ISA Representative Convenor will compile a list of all nominees and forward this list prior to the trial date to all schools, (Head of Sport or relevant School Sport Convenor) and selectors.

It is noted that students trialling need to supply all playing gear and protective clothing or equipment at trials and abide by the relevant safety requirements for each sport and the ISA Code of Conduct.

Note: Medical Information must be submitted with each student's nomination form.



INDEPENDENT SPORTING ASSOCIATION INC.

RISK WARNING

SPORTING ACTIVITIES

ON BEHALF OF THE INDEPENDENT SPORTING ASSOCIATION AND ITS MEMBER SCHOOLS

The Independent Sporting Association administrates and convenes inter-school sporting activities in which many students from its member schools participate. Students participating in these sporting events take part in practice, trials and competitions.

While the ISA takes measures to make the sporting activities as safe as possible for participants, there is a risk that students can be injured and suffer loss (including financial loss) and damage as a result of their participation in these sporting activities, whether at training or in actual events.

ISA and its member schools expect students to take responsibility for their own safety during sporting activities by wearing safety equipment, by thinking carefully about the use of safety equipment and by behaving in a safe and responsible manner towards team members, opponents, spectators, officials, property and grounds. The ISA also expects parents, spectators and other participants to behave in a safe and responsible manner and to comply with the ISA Code of Conduct.

Injury can occur while the student is engaging in or watching a sporting activity or travelling to and from the event. The injury may result from a student's actions or the actions of others.

On some occasions, an injury can be serious (such as torn ligaments, dislocations, back injuries, concussion or broken bones). In very rare cases the injury can be life threatening or result in permanent disability. If a student has a pre-existing injury, participating in a sporting activity could result in an exacerbation of that injury.

Students could also suffer loss as a result of their personal property being lost, stolen, damaged or destroyed.