

**Australian Paralympic Committee  
Paralympic Preparation Program (PPP) Squad**

**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 July 2008 up to the time of team nomination for the 2012 Paralympic Games, and relates to the selection of athletes, coaches, and support staff for the Archery PPP Squad only.

This policy is subject to review at the end of each program year (financial year).

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. Documents relating to the nomination (in the case of the Paralympic Team) and selection (for major international competition) will take precedence over this policy.

**2. OBJECTIVE**

- 2.1 To identify athletes who have the potential to medal at a Paralympic Games.
- 2.2 To develop athletes who have shown the potential to achieve medal winning performances in the future.
- 2.3 In particular, athletes with the potential to reach the round of 8 at the London 2012 Paralympic Games and potential to medal at the 2016 Paralympic Games.

This policy may be amended or supplemented by the Archery Sports Advisory Panel (SAP) from time to time. 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 SAP to the current members of the PPP and placed on the APC website.

**3. PROCESS OF NOMINATION AND SELECTION TO THE PPP**

All athletes wishing to be considered for selection to the PPP must:

- 3.1 comply with the selection criteria for the Archery PPP Squad; and
- 3.2 complete and sign the Archery PPP Application Form and submit this to the SAP 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.

Selection to the Archery PPP Squad will be by recommendations from the SAP 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.

**Note:** These criteria will be reviewed 1 July and 1 January of each year, at the same time as the PPP squad reviews. If there are more than 3 archers in any division eligible for Silver or Gold level, the 3 with the highest average of their highest three scores shot for that division will be included. Any others will be delegated to the lower level until a place becomes available in the higher level.

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 complete the prerequisites in two consecutive quarters will result in a recommendation for the archer's demotion from Gold to Silver or Silver to Bronze level, whichever is applicable.

The archer's coach will consult with the National Coach or Chairperson of the SAP if there is no National Coach when developing an individual training program for their archer. They will also provide the same person 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 demoted from Gold or Silver level is eligible to be promoted after having shot the prerequisite scores in the correct formats in two consecutive quarters. 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 1 July 2008 are:

#### 4.1 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 National Coach or Chairperson of the AWDC if there is no National Coach 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 SAP Chair, 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. Scores are to be included in the Archer's monthly report along with the results of the appropriate tournament. Electronic results will be acceptable.

#### 4.2 GOLD LEVEL

Qualifying Scores for Gold Level are:

Recurve	FITA	70 m	Compound	FITA	70 m
Men W1	1262	311	Men Open	1281	325
Men W2	1210	304			
Men ARST	1205	302			
Women W1	1161	270	Women Open	1264	306
Women W2	1095	273			
Women ARST	1101	272			

Benefits for Gold Level are:

##### Incentives

- Finishing in the top four in the Open Individual Matchplay event at Archery Australia National Championships - \$500 per gender
- PPP Squad members will be remunerated for some of the costs incurred to obtain coaching at the highest level. The remuneration will be dependent on achievements and the frequency of coaching dates. The amount will be at the discretion of the SAP.

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 Chairperson of the SAP.

**4.3 SILVER LEVEL**

Qualifying Scores for Silver Level are as follows:

Recurve	FITA	70 m Ranking Round	Compound	FITA	70 m
Men W1	1111	279	Men Open	1133	284
Men W2	1083	272			
Men ARST	1066	270			
Women W1	1032	240	Women Open	1131	274
Women W2	973	242			
Women ARST	979	242			

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

Competition

- support for costs associated with travel to international competition up to a maximum to \$2000 per year.

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 Chairperson of the SAP.

#### 4.4 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 approved by the SAP after consideration of their application and after the application has been approved by the APC and AA.

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 SAP Chairperson.

#### 4.5 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 SAP)
- 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 SAP
- vii. be prepared to liaise with the SAP Chairperson 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 SAP
- 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 SAP
- x. show a willingness to be part of a team environment
- xi. complete and return an accurate training report to the SAP Chairperson
- xii. advise the SAP Chairperson 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.

## 5. 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 SAP 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 SAP 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 SAP 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.

## 6. PPP SQUAD REVIEWS / CHANGES TO THE PPP SQUAD

### 6.1 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 twice each year in July and January.

### 6.2 Addition to PPP Squads

The SAP 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.

### 6.3 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 SAP where the athlete has failed to sustain his or her performance to a satisfactory level. For this to occur, however, the SAP 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 SAP 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.

## 7. APPEALS

- 7.1 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.
- 7.2 The sole grounds for any appeal are that this selection policy was not properly followed and/or implemented.
- 7.3 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.

- 7.4 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.
- 7.5 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.
- 7.6 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.

- 7.7 Depending on the circumstances, the APC Appeal Panel may vary the time limits referred to in 7.3.

## **8. SELECTION PANEL**

The SAP, 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 responsibility<sup>1</sup> 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 : July 2008**

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