



## Boccia New Zealand Squad Selection Policy v4.0

The selection of New Zealand Boccia Team(s) shall be informed by the following policy:

### 1. Philosophy

- a. It is the function of Boccia New Zealand (Boccia NZ) to develop and support athletes to represent New Zealand with success on the world stage.
- b. In keeping with that objective, Boccia NZ, through the proper implementation of this Selection Policy will select representative teams which have the best possible opportunity of competing with distinction in international competition, primarily the international tournaments that make up the Paralympic qualifying path, and in any other international tournaments that may arise during the 2013-2016 cycle which afford the opportunity to accrue Paralympic ranking points (i.e. towards the qualifying pathway for individuals as set out by BISFed).

The 2013-2016 Paralympic qualifying cycle consists of (venues to be determined in due course).

2013 – Regional Event (Australia)  
2014 – World Championships  
2015 – World Cup OR Regional Event  
2016 – Paralympic Games (Rio de Janeiro, Brazil)

### 2. Squad make-up

- a. A complete squad (currently excluding BC4 due to lack of athletes in this grade) shall typically consist of up to 8 athletes (variations may be allowed as circumstances require and will be determined by the selection panel and coaching staff).
- b. From each squad a team will be selected for the next identified competition as determined by the High Performance (HP) Coach in their HP plan. The number of athletes and their classifications will have been predetermined by the HP Coach.
- c. For a given sanctioned world event, the athletes making up a NZ BC1/2 team and NZ BC3 pair, as entered in accordance with the HP plan, in line with competition rules as set out by BISFed, and pursuant to any other circumstances deemed relevant by BoNZ, will comprise of a minimum 2, maximum of 3 BC3's, and a minimum 3, maximum of 4 BC1/2's.

- d. For international teams, all athletes must be eligible to compete as per the classification and competition rules set out by BISFed.
- e. The final number of athletes travelling to any competition will be determined by funds available and / or the strategic aims of Boccia NZ with regards to player / team development where applicable.
- f. Athletes who are not selected for the identified competition will become non-travelling reserves and will maintain their training programmes and schedules as directed by the HP coaching staff.

Note: Boccia NZ selectors will only select those athletes who it considers demonstrate are worthy of selection to represent New Zealand. Where a lack of depth in a particular classification(s) occurs, selector discretion will be used to decide on the make-up of a given squad. For example, being the only player in a grade does not guarantee selection.

### 3. Selectors

- a. The selection panel will consist of the HP Coach of Boccia NZ and two other selectors determined by the HP Coach and approved by Boccia NZ, one of whom must be an individual with international experience (e.g. playing experience, coach or support staff experience, or technical official) in the sport of boccia (preferably at, but not limited to, Paralympic level).
- b. All members of the selection panel will be required to declare any conflict of interest. In the event of a declaration or perception of conflict of interest the procedures set out in section 4.0 will take effect.
- c. No member of the Executive Board shall act as a Selector.
- d. The selection process will be coordinated by the HP Coach.
- e. The HP Coach is responsible for liaising with and providing adequate player information to the other selectors (this includes rankings, performance assessment scores, and qualitative assessments).
- f. A consensus must be reached by the three selectors. In the case of a consensus not being reached (probably under exceptional circumstances) Boccia NZ will arbitrate the final decision. Selection decisions will be sent for ratification by Boccia NZ, who will in turn request that Paralympics NZ ratify the selection prior to team announcement where necessary.

#### 4. Conflict of interest

- a. Where, in the opinion of the selection panel, an actual conflict of interest arises for any selector with respect to any athlete under consideration by the selection panel, then the selector to whom that conflict attaches will not take part in any exercise of discretion with respect to that athlete.
- b.
  - i. 'Conflict of interest' is defined as a situation where a selector has a personal interest in any athlete under consideration for selection.
  - ii. Where a selector has a potential or actual conflict of interest, the selector must immediately notify the chair of selectors.
  - iii. Where a disclosure about a potential or actual conflict of interest is made to the chair of selectors, the chair may:
    1. In the case of a potential conflict of interest, authorise the selector to continue involvement in the selection process as long as an actual conflict does not materialise,
    2. Require the selector to cease taking part in the selection process, or
    3. Authorise the selector to continue involvement in the selection process but not take part in any exercise of discretion with respect to the relevant athlete.

#### 5. Selection criteria

The following areas will be assessed and evaluated to determine the selection of the squad and travelling team:

- a. Technical skills
  - i. 'Ability to play all types of shots
  - ii. Knowledge and use of individual and team / pairs tactics
- b. Psychological skills
  - i. Decision making and shot execution under game conditions
  - ii. Sound preparation and performance routines
  - iii. Ability to deal with pressure, demonstrating use of appropriate mental skills, e.g. positive self-talk, imagery, relaxation breathing, refocusing cue words ...
  - iv. Leadership qualities on and off-court
- c. Attitude  
Players will consistently demonstrate a commitment to:
  - i. A positive attitude
  - ii. Be a team player
  - iii. Take responsibility for themselves and their actions
  - iv. Conduct themselves in a professional manner that is consistent with the objectives of Boccia NZ, the team and its members
  - v. Pride in themselves and the team
  - vi. A proactive approach to preparation of self and attached support personnel

- d. Physical skills
  - i. Physically and aerobically capable of handling the increased physical stresses of domestic and international tournaments
  - ii. Committed to a healthy lifestyle
  
- e. Training
  - i. All national athletes commit to following their programmes as designed by the HP Coach
  - ii. Athletes regularly document training in the form of logs which are sent to the HP Coach as requested (e.g. fortnightly, monthly)
  
- f. Performance and tournament attendance
  - i. Individual and team play (monitored during regional / national competitions)
  - ii. Athletes are expected to attend a minimum of one regional tournament (Upper and Lower North Island Champs, South Island Champs) and New Zealand Nationals. These are the only tournaments sanctioned for players to earn national ranking points.
  - iii. Skills assessment scores
  - iv. Results at previous tournaments (national and international)
  - v. Current world ranking
  
- g. Previous experience
  - Past representation
  
- h. Other factors
  - Any other factor that the selectors consider relevant in the circumstances will be used to guide selection
  
- i. Extenuating circumstances
  - The selectors shall give consideration to extenuating circumstances in making the selection policy arising from:
    - i. Injury or illness of the athlete;
    - ii. Equipment failure;
    - iii. Travel delays;
    - iv. Bereavement;
    - v. Any other factor that the selectors consider relevant in the circumstances.

Athletes who are unable to compete in or attend events, training camps or other required attendances, must advise the HP Coach or another selector of this fact and the reasons before the commencement of the event. Documentary evidence must be provided. In the case of injury or illness, athletes must provide a medical certificate.

## 6. Ranking system

- a. Domestic players will be able to earn ranking points each year at the four primary competitions, these being the Upper and North Island Championships and South Island Championships respectively, and the National Championships. These points will be a principal factor contributing towards selection to New Zealand representative teams.
- b. In a calendar year, each competition is allocated a points' coefficient, by which individual tournament points (based on the number of athletes in a given grade at a given tournament) is multiplied, resulting in a ranking point total. The coefficients are as follows:

Upper / Lower North Island and South Island Championships (CF = 2)  
New Zealand National Championships (CF = 3)

- c. Points are retained until the next edition of a given competition, at which time they are replaced by the points gained in the more recent competition.
- d. If you attend all 'Island Championships' for example, you get to keep the points from only one, which represents your best performance, to contribute towards your total – this is the competition in which the most points were earned.
- e. At a given competition, the number of athletes in the grade determines the base range of points.
  - i. For example, if there are 10 athletes in the grade, and you finished 1<sup>st</sup>, you get 10 points. If you finished last, you get 1 point. If you finished 6<sup>th</sup>, you get 5 points and so on.
  - ii. The top three finishers in each grade will receive bonus points. Finishing 1<sup>st</sup> receives 3 bonus points, finishing 2<sup>nd</sup> receives 2 bonus points, and 3<sup>rd</sup> receives 1 bonus point.
  - iii. Formula = (Total number of player in grade + 1) – (final placing) + (top 3 bonus) x tournament coefficient

i.e. Add one to the number of players in the grade, minus the player's final placing, add the bonus (see 6.e.ii) if applicable for top 3 players, and multiply by the tournament coefficient (see 6.b). For example – New Zealand Nationals (coefficient = 3) and 10 players in the grade:

Tournament Placing	Base Points	Bonus Points	Points Before Coefficient	Points After Coefficient (Total Points)
1	10	3	$10 + 1 - 1 + 3 = 13$	$13 * 3 = 39$
2	9	2	$10 + 1 - 2 + 2 = 11$	$11 * 3 = 33$
3	8	1	$10 + 1 - 3 + 1 = 9$	$9 * 3 = 27$
4	7	-	$10 + 1 - 4 = 7$	$7 * 3 = 21$
5	6	-	$10 + 1 - 5 = 6$	$6 * 3 = 18$
6	5	-	$10 + 1 - 6 = 5$	$5 * 3 = 15$
7	4	-	$10 + 1 - 7 = 4$	$4 * 3 = 12$
8	3	-	$10 + 1 - 8 = 3$	$3 * 3 = 9$
9	2	-	$10 + 1 - 9 = 2$	$2 * 3 = 6$
10	1	-	$10 + 1 - 10 = 1$	$1 * 3 = 3$

## 7. Post selection requirements

To maintain places in the squad / team, athletes must adhere to all training programmes, and to any contract established agreed between the athlete and Boccia NZ and / or Paralympics NZ, and any other requirements deemed necessary by Boccia NZ.

## 8. Time frame

- a. The final travelling team to the identified competition will be announced within a timeframe as determined by the HP Coaches plan.
- b. Athletes will be monitored for continued performance from the time the squad is named until the team departs. The selection panel retains the right to select or deselect an athlete dependent on injury, form or loss of form and any disciplinary issues that may affect the individual's and team's performance.

## 9. Appeals

- a. The Boccia NZ Executive Committee shall appoint a Selection Appeals Officer to audit the selection process to hear any appeals from athletes against the decision of a selection panel should such a circumstance arise.
- b. The Selection Appeals Officer shall:
  - i. To such extent, as may be possible, attend and where it is relevant, observe the running of events in which selection decisions are made (e.g. tournaments, training camps)
  - ii. Be privy to discussions and decisions of the selection panel
  - iii. Where appropriate, make comment on the conduct of the process
  - iv. Receive and determine appeals by athletes on the selection process and conduct thereof, and / or any decision of the selection panel
  - v. Following the determination of any appeal, make such recommendations as may be appropriate to the Executive Committee

## 10. Appeals process

- a. An athlete may lodge an appeal with the HP Coach at any time during the selection process.
- b. The HP Coach will consult with the selection panel and any other person as may be deemed appropriate in order to properly respond to the athlete.
- c. The HP Coach will attempt to respond to the athlete within five working days of lodgement of the appeal.
- d. In the event the HP Coach is unable to answer the concerns of the athlete such that the athlete wishes to maintain his or her appeal, then such appeal shall be referred to the Boccia NZ President and Executive Committee who will begin the process of appointing a Selection Ombudsman.

- e. In determining any such appeal, the Selection Ombudsman shall properly consider all such evidence as may be adduced from the athlete, the selection panel and any other relevant party.

#### 11. Grounds for appeal

An appeal by an athlete may only be made on one or more of the following grounds:

- a. The selection criteria is believed to have been improperly followed, applied and / or implemented; or
- b. The selection process was affected by actual and demonstrable bias; or
- c. The selection decision was obviously or self-evidently so unreasonable or perverse that it can be said to be irrational.

#### 12. Right to amend

This policy can be amended at any time by Boccia NZ if Boccia NZ is of the opinion that such an amendment is necessary as a result of any change in the guidelines set out by BISFed, to give effect to the policy following discovery of a drafting error or oversight or for any other reason determined to be in the best interests of Boccia NZ by Boccia NZ. Boccia NZ shall not be responsible or liable in any way to anyone as a result of any such amendment.