



NSWIS SELECTION GUIDELINES – DIVING

NSWIS Aim

The NSW Institute of Sport (NSWIS) Diving program is a partnership between Diving Australia, Diving NSW and NSWIS to deliver a program that will develop and assist identified high performance NSW athletes and coaches to achieve excellence and success at the international level. All selection decisions are made in line with the national athlete pathway and in consultation with Diving Australia and National Coaches.

NSWIS is a major player in the delivery of an internationally recognised program, including coaching and services to achieve world-class performance as part of an effective, nationally coordinated, high performance sport network.

Program Purpose

The NSWIS Diving Program, in partnership with Diving Australia and Diving NSW, aims to support Australian divers and coaches to win medal at the Olympic Games and benchmark events, contributing to a top 3 world ranking.

A national high performance centre with world class coaching, connecting talented athletes with senior elite athletes in the daily training environment.

Selection Aim

The aim of selection is to ensure the best and most suitable athletes available are included in NSWIS programs, according to program description, selection processes and criteria as agreed.

Program Description

Target Athlete Group

- Members of DA National Squads/Teams
- Identified talent diving athletes and talent transfer athletes

NB: All athletes must be Australian citizens and current financial paying members of Diving NSW to be nominated for NSWIS Squad scholarship. An athlete who does not reside in NSW but is eligible to represent NSW at National Championships may be selected, but only after referral to and authorisation by the JMC.

Structure

A centralised program based at Sydney Olympic Park.

Maximum no. of athletes

NSWIS scholarships: 16 athletes

NSWIS Talent / NEPP (Tier 1 and Tier 2): 20 athletes

NB: Talent athletes are not NSWIS scholarship holders and are entitled to identified services

Selection Criteria

Athletes will be eligible for inclusion into the NSWIS Diving Squad based on their performance relative to selection criteria for one of the scholarship categories listed below.

NB: 'Eligibility' does not necessarily guarantee an NSWIS scholarship offer. This will be dependent on the number of scholarships available and athletes will be ranked by performance accordingly and will need to gain the necessary recommendation from the Head Coach and subsequent approval by the JMC.

Diving Disciplines covered by NSWIS Selection

The selection of athletes for the NSWIS Diving Program covers events for males and females included in the Olympic Games, World Championships and Commonwealth Games.

NSWIS Scholarship Categories

There are 5 scholarship categories within the NSWIS Diving Program which is underpinned by a Talent / NEPP program.

NB: Talent athletes are not NSWIS scholarship holders and are entitled to identified services

NSWIS Scholarship Level	Age	Minimum Performance Criteria
Podium	Open	Athlete who had a medal performance, in an Olympic discipline, at a world championship (or equivalent) event in the previous 24 months and is considered capable of a medal at the next world championship (or equivalent) event.
Podium Ready	Open	Athlete who had placed fourth to eighth, in an Olympic discipline, at the most recent world championship (or equivalent) event and is considered capable of a progressing to <i>Podium</i> in the next two years
Commonwealth Gold	Open	Athlete who does not fit into the categories above but is considered capable of a gold medal at the next Commonwealth Games Only athletes at the Podium Potential or Developing level will be considered for this category, and categorisation will be at the discretion of the DA GM-HPP, view of the prospects of a Gold medal at the next Commonwealth Games, bearing in mind the likely relative strength of the Commonwealth.
Podium Potential	Open	Athlete that is considered capable of progressing to at least <i>Podium Ready</i> in the next two years. Evidence of being capable will be qualification for the DA National Squad.
Developing	Junior	Athlete who is considered capable of progressing to at least <i>Podium Potential</i> in the next two years. Evidence will be athlete has: <ul style="list-style-type: none"> • qualified for; • competed at; • scored a qualification score again at; the most recent Australian Open Championships. Athletes typically cannot stay at this level for more than 2 years without moving up to a higher category
Emerging	Junior	Athlete who is considered capable of progressing to at least <i>Developing</i> in the next two years. Evidence will be athlete has: <ul style="list-style-type: none"> • qualified for; • competed at; • scored a qualification score again at; the most recent Australian Elite Junior Championships.

The Talent/NEPP program underpins the NSWIS Diving Program and aims to identify potential national representatives and provide recognition and motivation for Talent athletes to achieve NSWIS selection standards in the future

NB: Talent athletes are not NSWIS scholarship holders and are entitled to identified services only

Squad level	Age	Minimum Performance Criteria
Talent/NEPP	8 to 14 years	Athletes are assessed and monitored to determine their High Performance Potential. Athletes are assessed within the training environment with emphasis on skill acquisition, commitment, motivation, 'coachability'.

NB: The NSWIS Head Coach may at their discretion nominate divers who have not yet met the published DD standards or scores but in their opinion has the potential to do so.

NB: Fulfilment of the above criteria does not guarantee selection into the NSWIS Diving Squad. The NSWIS Head Coach will also take into account and assess the following characteristics: explosive power, strength, flexibility and co-ordination, work ethic, adaptability and willingness to learn

NB: Unsuccessful athletes at any scholarship/squad level will be assisted to integrate into the Diving NSW club program

Selection Timeframes

The NSWIS squad will be selected in **June** each year. Athlete scholarships will commence **1st July to 30th June** of the following year. Athlete scholarships will be reviewed in **December** each year.

Selection of Talent/ NEPP athletes will generally occur once or twice a year, however recommendations can be made at any time during the year.

General Selection of NSWIS and Talent / NEPP Athletes

An athlete's selection into the NSWIS or TALENT / NEPP will be based on a **combination** of the following:

- Performance at nominated events (within the 12 months prior to selection to the squad);
- Fitness and athletic ability
- Technical competence
- "Tactical Nous" – tactical ability in relation to Diving
- Potential to improve and progression
- Competitive ability
- Individual application in training and competition
- Team/Squad orientation – ability to 'fit in'
- Specific Diving standards/technical considerations

NB: performances to be considered must be recorded at Diving NSW, Diving Australia and FINA sanctioned competition and must be achieved within the twelve months prior to selection.

NB: Subjectivity is an unavoidable part of athlete selection where potential to perform is being assessed.





Athlete Support

Athlete training schedules and support will vary between scholarship categories

	Podium	Podium Ready	Commonwealth Gold	Podium Potential	Developing	Emerging
Coaching	NSWIS Head Coach to deliver training sessions	NSWIS Head Coach to deliver training sessions	NSWIS Head Coach to deliver training sessions	NSWIS Head Coach to deliver training sessions	NSWIS Assistant Coach to deliver training sessions	NSWIS Assistant Coaches to deliver training sessions
Venues	Provided at SOPAC & SSC with Assistant Coach	Provided at SOPAC & SSC with Assistant Coach	Provided at SOPAC & SSC with Head Coach	Provided at SOPAC & SSC with Head Coach	Provided at SOPAC & SSC with Assistant Coach	Provided at SOPAC & SSC with Assistant Coach
Camps & Competition Support	<ul style="list-style-type: none"> Australian Open Championships State & national representation as appropriate 	<ul style="list-style-type: none"> Australian Open Championships State & national representation as appropriate 	<ul style="list-style-type: none"> Australian Open Championships State & national representation as appropriate 	<ul style="list-style-type: none"> Australian Open Championships State & national representation as appropriate 	<ul style="list-style-type: none"> Australian Open or Elite Junior Championships State & national representation as appropriate 	<ul style="list-style-type: none"> State & national representation as appropriate
High Performance Services	Priority access to services as determined by Head Coach	Priority access to services as determined by Head Coach	Priority access to services as determined by Head Coach	Priority access to services as determined by Head Coach	Priority access to services as determined by Head Coach	Priority access to services as determined by Head Coach
Screening	Compulsory medical & musculoskeletal screenings twice per year	Compulsory medical & musculoskeletal screenings twice per year	Compulsory medical & musculoskeletal screenings twice per year	Compulsory medical & musculoskeletal screenings twice per year	Compulsory medical & musculoskeletal screenings twice per year	Compulsory medical & musculoskeletal screenings twice per year

NSWIS Selection Guidelines

Squad Selection Ratification

The Head Coach will nominate potential scholarship holders and Talent athletes to a selection panel. The selection panel will comprise of the key program partners including the nominated JMC signatories from the State and National sporting organisations.

The nominated Scholarship and Talent athletes must be approved by the JMC prior to athlete notification and induction. Following JMC approval, all athletes will be advised in writing of their selection.

Where a conflict of interest exists with any member of the panel (eg. when a member has a personal involvement with an athlete under consideration), that member will exclude themselves from any decisions relating to identified athlete/s.

NB: Selection criteria will be reviewed annually by the JMC.

NB: Selection to the NSW State teams and National teams is independent from NSWIS Squad athlete selection or membership. Athletes are under no obligation to accept a NSWIS scholarship offer.

Accepting and Maintaining a NSWIS Scholarship

The NSWIS Scholarship athletes must sign and abide by a NSWIS Athlete Agreement and Athlete Code of Conduct for the term of the scholarship. It is the responsibility of the athlete to ensure all conditions of the Agreement are met at all times, including maintenance of a healthy lifestyle and fitness.

Talent athletes must sign and abide by a Talent Athlete Agreement and Athlete Code of Conduct for the term of their squad membership.

The composition of the squad may be amended by the JMC at any time where an athlete's scholarship is withdrawn based on an athlete's performance review, or an athlete meets selection criteria during the course of a scholarship year.

The level of scholarship an athlete receives is performance based.

Athletes selected to NSWIS scholarship for the first time will be subject to an initial 2 month probationary period. Following the 2 month period the athlete will be assessed on their development and suitability and will either:

1. remain at their current scholarship level or be nominated by the NSWIS Head Coach to be moved to another scholarship level for the remainder of the scholarship year
2. Remain on NSWIS scholarship for a further 3 months
3. Not be selected for continuation in the program

Athletes previously on NSWIS scholarship and have been reselected will be offered a 12 month scholarship. Athletes who perform below expectation and do not meet expected performance indicators when they are in the NSWIS or Talent /NEPP program may be withdrawn from the program.

Athlete Withdrawal from NSWIS Diving Squad Scholarship and Talent / NEPP program

An athlete wishing to withdraw from their NSWIS Scholarship or the Talent/NEPP program may do so by informing the NSWIS Head Coach in writing at any time.

Any equipment loaned to an athlete through the NSWIS Program must be returned to the Head Coach upon withdrawal of a scholarship. Athletes who do not return equipment will be liable for the cost of all outstanding equipment.



Scholarship Suspension / Termination

An athlete's scholarship may be suspended or terminated where s/he breaches the NSWIS Athlete Agreement, Code of Conduct, Sport Code of Conduct (or equivalent) and/ or brings the Institute and / or the Sport into disrepute.

In this instance the NSWIS CEO, in consultation with the Program Partners will recommend to the NSWIS Board, the suspension or termination of the athlete's scholarship.

The NSWIS Board is the only body that has the power to terminate or suspend an athlete scholarship. The athlete, Head Coach and Program Partners will be advised in writing of the outcome.

Athlete Appeals Process Relating to Non Selection of NSWIS Athlete Scholarship

Athletes may appeal non-selection to the NSWIS or withdrawal of a scholarship by contacting the Coordinator of the NSWIS Appeals Panel in writing within two weeks of withdrawal or non-selection. The NSWIS Appeals Panel will hear all appeals within two weeks of notification and will consist of the Coordinator and JMC. The Coordinator may appoint an independent to the Appeals Panel where deemed necessary or at an athletes request. A full report of the Appeals Panel's decision will be forwarded to the athlete and NSWIS CEO within one week of the Appeals hearing.

Athletes may be accompanied by a support person of their choice at all times during the Appeals process.

