

Gisborne Rowing Club Selection Policy



1 Introduction

Gisborne Rowing Club (the Club) aims to grow and develop young adults through the sport of rowing and support our older club rowers to continue to participate in rowing beyond school. We strive to provide a fun and enriching environment, that inspires rowing for life, and offers opportunities for all our athletes to enjoy the sport of rowing, and if they wish to, to be able to compete at domestic regattas - to the best of their ability, including providing a pathway for our most talented rowers.

We encourage all our athletes to ***gRow Strong and Belong.***

This policy outlines the selection criteria and processes for the Club and associated schools for competing at domestic regattas.

2 Policy

The Club will encourage, and support, all paid up club members, who have no outstanding club costs or serious breaches of the Club Code of Conduct Policy, who wish to compete at domestic regatta's in New Zealand throughout the season. The Club will identify which regattas the Club will attend each year, based on quality and competition at the event, timing versus athlete training cycles/programmes, rower numbers, affordability, available coach and parent support, school attendance and other requirements.

The Club will provide a draft calendar of the proposed season, prior to the first regatta, and preferably after the annual learn to row programme, with a summary of each regatta, logistics details and estimated costs, so athletes and guardians can understand the costs and commitments of a season of competitive rowing.

This will be subject to change as training, athlete numbers, costs, and other factors dictate during the season, but it is intended to provide a summary of the proposed training camp and regatta season for athletes and parents to understand each year.

All members of the Club rowing squad who are committed to training – on-water sessions, ergs, runs and gym - will be supported and encouraged to race in the domestic regattas the Club attends, with the exception of the New Zealand Rowing Championships (Club Champs) and the New Zealand Secondary Schools Championships Regatta (Maadi Regatta). It is expected that all members wishing to compete at regattas will attend all prescribed training sessions, camps and regattas - as crew members rely on their teammates for boats to be put together.

The Club will apply selection criteria, based on this Policy, and **only take selected athletes** to the New Zealand Rowing Championships (Club Champs) and the New Zealand Secondary Schools Championships Regatta (Maadi Regatta). The same attributes mentioned above will determine if the Club attends either of these regattas too. This is especially so in the years these regattas are held in the South Island.

All who are prepared to commit to rowing will get the opportunity to row competitively.

3 Non Selection Based Regattas

3.1 Approach to Specific Crew Make up for Non-Selection Based Regattas

When putting together crews for events, coaches will aim to have all rowers competing in 3 events. This aligns with the maximum generally permitted by the large domestic regattas. This is not always possible and will sometimes result in rowers competing in 1-3 events. Some rowers may also need to be prepared to cox where necessary. There are several factors that coaches need to consider when putting crews together, these include:

- event entry restrictions (normally 3 per rower at larger domestic regattas)
- number of club/school crews in an event overall
- event timetable clashes (a significant factor)
- number of events for their other crew members and those timetable clashes
- how well crews work together.

Priority will generally be given to racing larger boats to maximise the opportunity for all club members.

Club rowing competitions are based on a mix of club classifications and sometimes age based, whereas school-based rowing competitions are based on age - rather than year group. So, age-based selection questions can arise. It is sometimes possible to row a rower in a group of similar age, but lower year group, and it is also possible to put a talented and high performing rower into a crew from an older age group. Decisions on these matters will be made based on social factors as well as performance ones. **The welfare of the rower in question will always be the paramount consideration.**

The pinnacle regattas of the season that the Club regularly attends are:

- the North Island Rowing Championships (NIRC) and The Club Champs - for Club based competition, and;
- the North Island Secondary School Championships (NISS) and the Maadi Regatta for school-based competition.

The Club will support all rowers to compete at NIRC & NISS. Only a selected squad will compete at the Club Champs and Maadi Regatta. Due to the closeness of the Club Champs regatta to school-based ones, attendance at this is a discussion with any interested athletes and the Club each year but will be selection based.

4 Selection Based Regattas

To be eligible for a place in a crew and for selection for The Club Champs and/or Maadi Regatta, crews will be selected based on performance and with the selection process outlined below.

4.1 Process

The process of selection is continuous throughout the season across trainings, testing, regattas and general crew dynamics and is led by the Head Coach with input from the Coaching Committee.

The Coaching Committee consists of all of the Coaches of Gisborne Rowing Club, The Club Captain, and, at the discretion of the Coaching Committee, representatives from one or more of the associated schools who have athletes rowing as members of the Club.

There are two main steps in the process:

1. the formation of crews for NIRC and/or the final major school regattas AND;
2. the selection of crews to attend the Club Champs and /or Maadi Regatta.

It is intended that preliminary crew selections - as possible selection-based regatta entrants, will be complete by early/mid February, based on crew and individual performances up until that point.

Then boat speed and competitiveness at subsequent regattas (Aon and NISS typically) will determine final decisions on crew attendance at Maadi Regatta, or not, as soon as is practicable. It must be accepted that injury, illness and other unavoidable problems may cause delays in confirming and communicating initial and final crew selections.

Appendix 1 will set out any season specific selection criteria or logic, based on the regatta location and crew numbers and options that exist, in that particular season, and will be updated annually to support this Policy by the Coaching Committee - prior to the end of December each year.

4.2 Crew selection criteria

The criteria for selection into a crew include:

- being a paid up member with no outstanding club costs (or there is a payment plan agreed and in place),
- adherence to the Club Code of Conduct throughout the season,
- technique, general fitness, strength, regatta results, seat racing, erg tests, diligence, attitude, effort and compatibility.

A rower must complete all earlier regatta races entered in, and training tests, to the satisfaction of the coaches. Absence from a prescribed test or race is only permitted with prior permission from the Head Coach, and normally a missed test will be re-scheduled. Social factors involved with the age and stage of development of the individual rower will also be taken into account. Often the contenders for the last seats in a crew cannot be separated by objective testing and a subjective decision must be made. It is emphasised that no one result can ensure selection into a crew. The final decision is the responsibility of the Coaching Committee.

4.3 Coxswain selection

The selection of coxswains is very different to rowers.

The coaching team will look for the following attributes when selecting coxswains:

- Availability at training camps and competitions
- Technical understanding
- Attitude at training and competition
- Confidence in making calls on and off the water
- Ability to earn respect of teammates
- Ability to steer

- Attitude which includes willingness to be part of a team
- Previous performance at regattas

A crew's performance is as dependent on a well-prepared coxswain, as it is on the technical and athletic abilities of the rowers. A coxswain can cox any crew, except school regattas where they must be from the same school as the crew. So, they will be picked on performances during the season as well as compatibility with a crew. Coxswains may be asked to record audio during racing/training for coaches to review and provide feedback on.

The Coaches will have the ultimate say with coxswain selection but will work very closely with the Coaching Committee to make these decisions.

Every day is selection day

5 School Regattas

For school regattas (AON Junior, NISS & Maadi Regatta) any decisions will be made in line with relevant school policies and in conjunction with school representative(s) eg. Director of Sport, Sports Co-ordinator, Teacher in charge. Ultimately the schools decide if rowers can compete at these regattas. This Policy is intended to provide a process and evidence to the schools - for their final decision making. The schools all have input into and copies of this Policy.

5.1 Final Maadi Regatta Decision

Once Maadi Regatta crew selections have been made by the Coaching Committee these will be provided to the individual Schools to determine if these crews are able to travel to Maadi regatta, based on the schools review and decisions making against their requirements - given this is a school based selection and a significant amount of time off from school for the athletes compared to other regattas, especially when in the South Island. The final decision on attendance at Maadi Regatta like all school regattas is therefore the schools and their nominated representative - normally the Director of Sport or School Principal.

6 Conflicts of Interest

Where a member of the Coaching Committee has a conflict of interest, (typically a parent or close family friend of an athlete), they will advise the Coaching Committee of this prior to meetings regarding selections and will not take part in any decisions regarding the athlete and their crews, or other crews that could be impacted by any decision.

7 Questions or Concerns

Parents and athlete's need to have trust in the crew selection process. Any concerns or issues regarding crew selections must be raised with the Coaching Committee, via the Head Coach or Club Captain, not the squad coaches. If the concern is with respect to a school decision, then this should be raised directly with the School and the Club Captain informed in parallel.

At any time, coaches are happy to share information on the current performance of an athlete either directly with them and/or their guardian in the case of school aged rowers. Please do not

hesitate to ask the Coaching Committee or Head Coach for this information, or about other factors that can help improve your child's performance.

If this does not satisfactorily resolve the issue, then this can be elevated to the Club Captain for discussion and ultimately directly with the Club Committee, in writing, if there remains a concern.

8 Where to Find This Policy and Review

This policy will be published on the Clubs website and Heja app, and annually reviewed. It will be provided to all athletes and guardians at the start of each season - during the induction period and posted to Heja after the annual Appendix 1 review.

Issue Date: 8th February 2024

Version: 2

Approved by Committee: 7 February 2024

Approved for Issue by: Club Captain

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Appendix 1 follows

Appendix 1 – Annual Maadi Regatta Selection Criteria

2024 Maadi Regatta Selection criteria

We are aware that travelling to Twizel comes at a significant expense and time away from school requirement. So, we want to ensure that those travelling will be competitive enough to race right through to finals days wherever possible.

As well as all factors outlined in the selection policy and process, the following factors will also be considered when selecting the 2024 Maadi Regatta Squad to be recommended to schools to travel to Twizel:

- **U17/U18 rowers:** Realistic chance of making A/B/C finals (top 24)
- **U16/U15 rowers:** Realistic chance of making A/B finals (top 16)
- **U15 novice rowers:** Realistic chance of A Final, or to support an U16 crew to achieve their criteria in a larger boat.

Older novices: Selected as per their age group

There is a possibility that a rower may be asked to travel for one event. If this is the case, it will be discussed with parents prior to the team announcement.