

ROWING SOUTH AFRICA



**SA JUNIOR NATIONAL SQUAD SELECTION POLICY
2013**

(Approved by IC: 30 October 2012)



**SOUTH AFRICAN SCHOOLS
ROWING UNION**

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1. JUNIOR SQUAD SELECTION STRATEGY 2013

1.1 This strategy is to be viewed as part of the National Selection strategy implemented by the International Commission of RowSA (IC) in order to:

1.1.1 provide a structure to complement the U23 and Senior structures;

1.1.2 encourage the retention of junior rowers within the relevant National squads after completion of their schooling;

1.1.3 develop and grow the number and quality of rowers who would become available for selection to the National U23 and National Senior squads in due course.

1.1.4 achieve “A” Finals and win medals at the FISA World Rowing Junior Championships

1.2 Objectives of SASRU & RowSA:

1.2.1 To ensure that all rowers are given a fair and informed opportunity to achieve their best performance during the selection process.

1.2.2 To be in a position to assess their performance in light of their regatta performance during the season.

1.2.3 To continuously track, assess and monitor rowers and coaches during the season.

1.2.4 To ensure that the best junior rowers in South Africa are selected to attend the FISA World Rowing Junior Championships.

1.2.5 To provide a structure to ensure and encourage the inclusion and participation of junior club rowers pending the establishment by RowSA and clubs of appropriate structures to represent junior club rowers.

- 1.2.6 To attain A Finals and medals at the FISA World Rowing Junior Championships.
 - 1.2.7 To ensure that the rowers experience high quality training, competitive racing, fair and transparent selections and an enjoyable and rewarding tour experience.
 - 1.2.8 To encourage all rowers who attend the FISA World Rowing Junior Championships to continue rowing at University or Senior Club level.
 - 1.2.9 To interact on all levels with the RowSA IC.
 - 1.2.10 To ensure that the program is structured to cause as little as possible interference with the rowers scholastic obligations and responsibilities.
 - 1.2.11 To publish with the approval of the RowSA IC, an annual national selection criteria by no later than October of each year. From October 2013 in the event that no criteria are timeously published the previous year's criteria shall be deemed to be the applicable criteria.
 - 1.2.12 To develop a coaching structure which will develop, grow and transform junior national squads and enlarge the pool of internationally experienced coaches with a consistent, uniform approach to coaching technique, physical preparation.
 - 1.2.13 To encourage the award of Full Provincial and where applicable Half Provincial Junior Colours in each province by the province.
- 1.3 Expectations of Rowers:
- 1.3.1 Rowers need to be the best in South Africa if they expect to be the best in the world.

- 1.3.2 Rowers must demonstrate outstanding technical skills during racing and training.
- 1.3.3 Rowers must demonstrate physical capacities during ergometer assessments, racing and training and have high resistance to stress in order to have the capacity for psychological and physiological load.
- 1.3.4 Rowers must demonstrate an ability to perform at their peak at major championships such as the SA Schools Rowing Championships.
- 1.3.5 Rowers must be determined to overcome obstacles and challenges.
- 1.3.6 Rowers must accept the responsibility and understand the impact that participation at a national level will have and choose sport over other activities such as socializing, leisure activities etc.
- 1.3.7 Any rower who qualifies as a FISA junior, is an RSA citizen, holds an RSA passport and is a member of RowSA shall be entitled to register with the Junior IC who shall develop and provide an online registration and monitoring facility to all rowers.
 - 1.3.7.1 The registration shall take place on the Form NJ1 which shall be forwarded to the Chair of the Junior IC by fax or email or through the SASRU website.
 - 1.3.7.2 The said Chair shall forward all relevant data to the National Coach.
- 1.3.8 Rowers must adopt the RowSA Code of Conduct.
- 1.3.9 It is a pre-emptory condition of selection that all rowers on the National Junior Squad:
 - 1.3.9.1 Remain in South Africa, attend all national training camps, follow the prescribed programmes, travel with the squad and

- 1.3.9.2 Contribute equally to the cost of all coaches, managers, staff and equipment in respect of any and all international tours including the World Rowing Junior Championships. All local (SA) costs are for the individual rower's account and will not be shared on the above basis.
- 1.3.9.3 Travel on a South African passport.

1.4 Venue Definitions for Testing:

1.4.1 Coastal: < 600m above sea level, i.e.- Cape Town, East London, Port Elizabeth, Knysna, Durban, Somerset West, Grahamstown (500m)

1.4.2 Inland: >1200m above sea level, Gauteng

1.5 Parents/legal guardian of any rower who partakes in this selection process, shall:

- 1.5.1 accept and be bound by this policy;
- 1.5.2 accept and be bound by the RowSA Code of Conduct;
- 1.5.3 if accompanying rowers on tour, accept that they will not be considered to be part of the touring squad and that the tour manager shall act in loco parentis.
- 1.5.4 accept responsibility for all and any costs incurred for and/or on behalf of the rower.

1.6 An estimate budget prepared by SASRU for the Junior IC in respect of such costs will be published on the website by the 30 November. A non-refundable fee of R1000.00 is payable by rowers who receive trials invitations

2. SELECTION STRUCTURE

2.1 The selection structure shall consist of a National Junior International Commission , Junior Selection Panel and a Junior Appeal Tribunal,

- 2.2 The National Junior International Commission (hereinafter referred to as the “Junior IC”) shall consist of the SASRU representative on the RowSA IC, namely Trevor Dedlow, who shall chair the panel, a nominee of the SASRU President, the National Coach (or his nominee), the Chair of the RowSA IC or his nominee, and a representative elected by each SASRU Regional structure and a Junior Club representative which representatives should have experience in schools and junior rowing at an international level.
- 2.2.1 Notwithstanding the above the Junior IC shall consist of no less than four persons.
- 2.2.2 In the event of a decision deadlock, the Chair shall refer the matter to the Chair of the IC for resolution.
- 2.2.3 At least one panel member should be female.
- 2.3 The Junior IC shall be responsible to the Chair of the RowSA IC and its responsibilities shall be as set out herein but shall include:
- 2.3.1 Identifying talent, assessing, selecting, preparing, coaching, organising and managing crews and scullers for international competition;
- 2.3.2 Appointing coaches, managers and support officials to international tours;
- 2.3.3 Facilitating, approving, coordinating and organising incoming and outgoing international tours;
- 2.3.4 Approving any itinerary, managers and coaches for international tours;
- 2.3.5 The selection procedures were neutral and fair;
- 2.3.6 There is no breach of protocol, which would prejudice the tour or the sport of rowing in South Africa;
- 2.3.7 The preparation of budgets, fundraising, financial statements and reports on an annual basis;
- 2.3.8 The preparation of the annual international junior programme, camps, training;

2.3.9 The support of and providing assistance where appropriate to Regional structures

- 2.4 The Junior Selection Panel shall be appointed by the Junior IC but shall include the Chair of the Junior IC who shall manage the Panel, The Head Junior Coach and Assistant Coaches, the National coach, the IC Chair and/or his nominee a nominee of SASRU and an elected representative of Junior Clubs.
- 2.5 The Junior Appeal Tribunal shall consist of a Permanent Chairperson, appointed by the SASRU President namely Paul Carstensen, a nominee of the Chair of the IC namely Warren Boltler and two experts, one of whom shall have coached international crews and one of whom shall have rowed internationally. None of the members of the Junior Appeal Tribunal shall be a current member of any National Squad or the Junior Selection Panel or the Junior IC.
- 2.6 Except with the leave of the Chair of the Junior IC, no member of the Junior Appeal Tribunal or the Junior IC or the Junior Selection Panel may apply for the position of junior national coach nor may a parent of any participating rower participate in the selection process or trials.
- 2.7 All members of the Junior Selection Panel are expected to attend the SA Schools Championship Regattas and most u16 and Open SASRU and Provincial Schools and/or Junior Championship Regatta which may be held in their province.
- 2.8 Notwithstanding the procedure for the award of Full Provincial Colours set out hereunder, provinces are encouraged to:
- 2.8.1 develop a provincial selection policy in conjunction with the Junior IC Chairperson in respect of both U16 and U18 age groups;
- 2.8.2 select both Junior Provincial U/J18 and U/J16 teams and crews;

2.8.3 issue provincial and/or half provincial colours.

3. JUNIOR SELECTION PROCESS

3.1 Phase 1 – Identification, Assessment & Performance

3.1.1 5 Nov – 5 Dec 5km Concept2 no rate cap

3.1.2 1 - 14 Jan 2000m Concept2 no rate cap

3.1.3 4th – 17th March 2000m Concept2 no rate cap.

3.1.4 Rowers shall submit their scores in respect of the above to the Chair of the Junior Selection Panel by no later than 48 hours after the last date set out for each ergo assessment. The Chair shall send all relevant data to the National Coach.

3.1.5 To be considered:

3.1.5.1 The scores must be validated by the rower's school MIC or club captain/chair;

3.1.5.2 Rowers must submit score for all tests.

3.1.5.3 Rowers must register by the deadline;

3.1.5.4 Scores in the form of photographs are not acceptable.

3.1.6 A test may be delayed by no more than 7 days for medical reasons and subject to the submission of a medical certificate and the approval of the Junior IC.

3.2 Phase 2 - Trials

3.2.1 Rowers who achieve any one of the standards set out below will be invited to national trials run by the Junior IC on the third weekend of March each year.

3.2.2 The national trials will take place at Roodeplaat.

3.2.3 The trials will group rowers in sweep and sculling categories, assess the abilities of the invited rowers and form crews in the double, pair and single scull, based on ability and region.

3.2.4 Any rower that achieves or betters the following ergometer times in the assessments referred to in 3.1 above will be invited to trials.

	Inland	Coastal
Boys 2000m free rate	6:35	6:30
Girls 2000m free rate	7:35	7:30

3.2.5 Any rower who achieves a gold medal in the following boat classes at the SA Schools Rowing Championships or achieves a time within 2% of the fastest SA boat in the following classes at SA Schools Rowing Championships will be invited to trials:

Boys: 1st 1x, 1st 2-, 1st 2x .

Girls: 1st 1x, 1st 2-, 1st 2x.

3.2.6 The Junior IC reserves the right to:

3.2.6.1 limit the numbers on the trials;

3.2.6.2 Offer a “Wild Card Invitation” to any rower or crew who has participated during the season but does not meet the above criteria.

3.2.7 Provinces and coaches are encouraged to nominate, by the 20 February, deserving rowers which although they may not meet the criteria, ought for any reason to be considered by the Junior IC as worthy of receiving a Wild Card Invitation.

3.2.8 The trials will:

3.2.8.1 assess the performance of individuals and those assessments may include ergometer testing over 2000m, seat racing in small boats and racing in any international boat class

3.2.8.2 select crews;

3.2.8.3 select coaches and allocate coaches to crews.

3.2.9 Coaches:

3.2.9.1 Any coach that has a rower selected through the above criteria will be invited to participate in the trials. Coaches will be involved in discussions about their rower’s performance.

3.2.9.2 Coaches at trials will be involved in the observation of trials, assessments, racing, discussions and results analysis in relation to their rowers performance.

3.2.9.3 The Junior IC reserves the right to invite additional coaches to attend the trials.

3.2.10 Although all coaches are expected to contribute fully to the process, the final selection decision will remain with the Junior Selection Panel.

3.3 Phase 3 – Preparation for FISA World Rowing Junior Championships

3.3.1 Crews selected at the Trials Weekend will be presented by the Junior Selection Panel to the Junior IC for ratification who in turn shall report to the Chair of the RowSA IC.

3.3.2 Crews selected at the Trials will continue to train in their regions and where possible combine as a team to train together during available school holidays.

3.3.3 Selected crews may, amongst those selected, be subjected to continuous assessment and review of crew formations and composition.

3.3.4 The coaches of the team will be chosen from those who attended the Trials. However the Junior Selection Panel and/or the Junior IC reserve the right to appoint additional coaches.

4. **SASRU DEVELOPMENT U16/U17 JUNIOR SQUAD SELECTION PROCESS**

4.1 The Intention

4.1.1 The intention is to provide opportunity for rowers that are U/J16 & those U/J17 rowers who do not (or potentially do not) meet the standards for the junior squad to develop further. Development trials run by the SASRU, will take place on the second weekend of March at Roodeplaat, with the primary aim of identifying a group of rowers that should have the ability to be involved in the process in the next season.

4.1.2 The Development trials will assess the performance of individuals and work to develop technique and physical capacities and select the SASRU Development Squad The trials will be aimed at educating the rowers on the training load required for participation, nutrition, technique, and rest and recovery;

4.2 Phase 1 - Identification

4.2.1 5 Nov – 5 Dec 5km Concept2 no rate cap

4.2.2 1st – 12th Jan 2000m Concept2 no rate cap

4.2.3 4th – 17th Feb 2000m Concept2 no rate cap

4.2.4 Rowers shall submit their scores in respect of the above to the Chair of the Junior IC by no later than 48 hours after the last date set out for each ergo assessment.

4.2.5 To be considered:

4.2.5.1 the scores must be validated by the rower's school MIC or club captain/chair;

4.2.5.2 Rowers may submit scores for all tests;

4.2.5.3 register by no later than the end of November;

4.2.5.4 (Scores in the form of photographs are not acceptable)

4.2.6 A test may be delayed by no more than 7 days for medical reasons and subject to the submission of a medical certificate and the approval of the Junior IC.

4.3 Phase 2 - Development Trials

4.3.1 Rowers who achieve any one of the standards set out below will be invited to the development trials :

4.3.1.1 Any U/J16 rower who achieves:

4.3.1.1.1 A Gold medal in the Boys 1x, 2x, 2-, 4x+, or 4+ events at SA Schools Rowing Championships;

4.3.1.1.2 A Gold medal in the Girls 1x or 2x events at SA Schools Rowing Championships.

4.3.1.2 Any rower that achieves or betters the following 2000m free rate ergometer times during the assessments set out in 4.2 above:

	Inland	Coastal
Boys U/J16	<6:50	<6:45
Boys U/J17	<6:42	<6:37
Girls U/J16	<7:50	<7:45
Girls U/J17	<7:42	<7:37

4.3.1.3 In addition the Junior IC reserves the right to offer a “Wild Card Invitation” to any rower or crew who has performed throughout the season but may not meet the above criteria, subject to an application in writing from the rowers coach.

4.3.1.4 Provinces are encouraged to nominate deserving rowers which although they may not meet the criteria, ought for any reason to be considered by the Junior IC as worthy of

receiving a Wild Card Invitation by no later end of SA Schools Rowing Championships Regatta.

4.3.2 The Junior IC reserves the right to restrict the trials to a maximum of 32 boys and girls.

4.3.3 Any coach that has a rower selected by the above criteria will be invited to participate in the trials. Coaches will be involved in discussions of their individual rower's performance.

4.4 Attendance at the Development Trials does not automatically qualify those participants for participation in future Junior Selection Camps or process.

4.5 It is also anticipated that selected the development squad, athletes and coaches, if appropriate, should participate at an International Junior Regatta in order to gain experience, exposure in preparation for future FISA World Rowing Junior Championships.

5. PUBLICATION OF SELECTION CRITERIA AND RESULTS

5.1 Publication of selections in respect of Junior Selection Process

5.1.1 In respect of the ergo assessments in Phase 1, these results and a ranking ladder will be published within 14 days of the closing date of submissions.

5.1.2 Those rowers who qualify to attend trials by virtue of their January ergo assessments will be named at SA Schools Rowing Championships and their names will be published on the SASRU and RowSA websites.

- 5.1.3 Failure to receive a timeous invitation means the rower has not been invited.
- 5.1.4 During the selection trials, all results will be published daily and within 3 hours of any decision being reached.
- 5.1.5 The selection of rowers to go to the FISA World Rowing Junior Championships shall, within 48 hours of the decision having been taken, be published and shall include the decision of the Junior IC and all selection results as follows:
 - 5.1.5.1 By publication on the SASRU and/or RowSA websites and/or;
 - 5.1.5.2 By email to each selected and non-selected rower to the email address given on that rowers registration form.
- 5.2 On publication of the selection decision the Chair of the Junior IC shall immediately forward to the Junior Appeal Tribunal Chairperson:
 - 5.2.1 A copy of the current selection policy;
 - 5.2.2 The selection decision;
 - 5.2.3 All data, results whether considered by the Junior IC or not in respect of all rowers who participated in trials.

6. ANALYSIS AND DEBRIEFING CONFERENCE

- 6.1 After return from the FISA World Rowing Junior Championships the Junior Squad and the SASRU Development Squad together with the Junior IC shall hold a debriefing and analysis conference to discuss possible improvements in policy and procedure and receive suggestions and criticisms.

7. APPEAL PROCEDURE

- 7.1 The purpose of this policy is to enable disputes relating to the selections to be adjudicated fairly, expeditiously and affordably without recourse to external procedures.
- 7.2 The SASRU President in consultation with the Chair of the RowSA IC will appoint a permanent Junior Appeal Tribunal Chairperson from time to time.
- 7.3 The only decision which shall be appealable is the final decision of the Junior Selection Panel concerning the selection of rowers to attend the FISA World Rowing Junior Championships. This means that:
- 7.3.1 the invitations and/or selections of rowers to attend and/or participate in in the Junior Selection Process shall not be appealable;
 - 7.3.2 no decision or invitation in respect of the SASRU Development Junior Selection Process is appealable.
- 7.4 A rower who has participated fully in a selection process may lodge a written objection with the Chair of the Junior IC no later than 60 hours of notification of the publication of a selection decision. The objection must set out detailed and specific reasons for any grievance or objection as well as evidencing the date/time of receipt of the decision which is being challenged.
- 7.5 The Chair of the Junior Selection Panel will provide a written response to the rower no later than 96 hours of receiving the request, excluding holidays and week-ends.
- 7.6 If a rower is not satisfied with the response, he or she may submit a written request to the Junior Appeal Tribunal Chairperson to review the selection process. The request must:

- 7.6.1 set out in as much detail as possible the grievance or objection, as well as specific detailed reasons why the written response of the Chair of the Junior Selection Panel does not satisfy the complainant and/or is incorrectly decided;
 - 7.6.2 contain a list of information, documents, results or decisions which the rower wishes to be made available to him/her;
 - 7.6.3 contain written proof that the rower has discussed the issue with the rower's coach, but remains unsatisfied;
 - 7.6.4 be accompanied by an appeal fee of R1 500.00, payable into the SASRU account through the SASRU website. This fee may be waived by the Junior Appeal Tribunal Chairperson. This fee will be refunded if the appeal is upheld.
- 7.7 The appellant shall bear the onus of proof and therefore must demonstrate that the Junior Selection Panel has:
- 7.7.1 Reached a decision which was erroneous, or grossly unreasonable;
 - 7.7.2 Did not have the authority or jurisdiction to make the decision it did;
 - 7.7.3 Failed to follow the published selection procedure;
 - 7.7.4 Made a decision influenced by bias or improper purpose;
 - 7.7.5 Failed to consider relevant facts or took into account irrelevant facts.
- 7.8 On receipt of the request, the Junior Appeal tribunal Chairperson will convene:
- 7.8.1 an urgent meeting of a Junior Appeal Tribunal and convene such meeting within 60 hours;

7.8.2 provide the documents and/or information to be used during the hearing, to the appellant no later than 36 hours prior to the appeal hearing.

7.9 During this process, a rower may be assisted by his/her parent or MIC of his/her school or Captain of his/her Junior Club.

7.10 The lodging of an appeal does not stay the decision appealed against or challenged.

7.11 Appeal Procedure

7.11.1 Junior Appeal Tribunal hearings will be heard in Gauteng unless otherwise directed by the Junior Appeal Tribunal Chairperson.

7.11.2 The Junior Appeal Tribunal may receive representations from:

7.11.2.1 the rower who may be assisted by a parent or the MIC of his/her school or Captain of his/her Junior Club.;

7.11.2.2 any witness that the rower wishes to present;

7.11.2.3 the Chair of the Junior Selection Panel.

7.11.3 The chairperson of the Junior Appeal Tribunal will determine the conduct and procedure of the meeting including any adjournment if necessary.

7.11.4 The meeting will review the selection procedures followed.

7.11.5 The Junior Appeal Tribunal will make a decision within 24 hours of such meeting or such adjourned meeting, without further engagement with either the rower or Junior Selection Panel, which shall be binding on all parties.

7.11.6 The chairperson of the Junior Appeal Tribunal will notify all parties of the decision.

7.11.7 The decision as published shall be final, binding on all parties and not subject to any further appeal.

7.11.8 The rower will bear only the costs of his or her appeal and attendance at such a meeting.

8. SECTION APPLICABLE TO COACHES

8.1 Coaching Vision

8.1.1 The vision is to develop a continuous pathway that allows optimal development of the rowers and coaches from Juniors to U23's into the Senior team and ultimately Olympic and FISA World Rowing Championship Regatta medals.

8.1.2 One of the main strengths of the coaching group is the diversity of ideas. This means that we can constantly learn from one another (both successes and mistakes) and enhance our understanding of our sport and our rowers. We will constantly seek to learn more and develop skills that will ensure that our coaching is of the highest International Standard. All of the coaches are focused on developing high performance.

8.1.3 The Coaches also understand that each will have a place in the system and that no place is more valuable than another.

8.2 Expectations of Coaches:

8.2.1 Coaches are expected to demonstrate an ability to identify talented rowers and to develop rowers over time. i.e. improve physiology, improve strength, improve technique, and make them faster.

8.2.2 Coaches will be expected to form crews with the capacity to win medals at the FISA World Rowing Junior Championships.

8.2.3 Coaches must be creative, innovative and must have excellent knowledge of all aspects of rowing e.g. technique, physiology, training programs, strength training, rigging.

- 8.2.4 Coaches should be able to use initiative to solve crew problems as well as work as a team in preparation for the FISA World Rowing Junior Championships.
- 8.2.5 Coaches are expected to be able to mediate and resolve conflict amongst their crews and have the maturity to manage the uniqueness of each individual in forging a team.
- 8.2.6 Coaches by accepting the position will ascribe to the Coaches Code of Conduct.
- 8.2.7 Every coach of a selected rower shall be entitled to participate in the selection discussions held at the selection camps insofar as the discussions pertain to their rowers.
- 8.2.8 Coaches who anticipate arranging school/club tours need to advise the Junior IC of this intention prior to SA Schools Boat Race to avoid a clash of commitment by rowers.

8.3 Appointment of Coaches

- 8.3.1 Coaches will be appointed by the Junior IC and ratified by the IC.
- 8.3.2 It is anticipated that the Team manager will be appointed before or at SA Schools Boat Race and the Head Junior Coach by the end of January.
- 8.3.3 Coaches who wish to be appointed as a coach of a national junior squad or play a role in the Squad, are required to demonstrate their intent by completing the 'Coaches Application Form', on the website Form NJ2 attached hereto, and/or lodging same with the Chairperson of the Junior IC by no later than 30 November who will forward the list of names to the National coach.

- 8.3.4 The coaches of crews selected will be considered to continue as the coach or assistant coach of those rowers for the period of their selection.
- 8.3.5 Coaches and Additional Coaches will be appointed and assigned to crews by the Junior Selection Panel based on track record, ability, qualifications, experience, coach/rower compatibility, demonstration of willingness to participate in the greater coaching team structure.
- 8.3.6 Coaches are expected to attend most u16 and Open Provincial and National Schools and Junior regattas in their province
- 8.3.7 On appointment coaches will be deemed to subscribe to the RowSA Code of Conduct.
- 8.3.8 Subject to what has been set out above, those coaches who hold a valid coaching certificate will be favorably considered

9. DOPING

- 9.1 Rowers will be subjected to testing from time to time and are responsible for their own education and diligence with regards to doping while preparing for selection and assessment. Once part of the Squad, rowers will form part of the South African Institute for Drug Free Sport (SAIDS) testing program and will be required to comply with the regulations as determined by the World Anti Doping Association (WADA) and the South African Institute for Drug Free Sport (SAIDS).

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