



Gymnastics
Victoria

GYMNASTICS VICTORIA

TALENT IDENTIFICATION POLICY

POLICY NAME	Gymnastics Victoria Talent Identification Policy
DATE OF ISSUE	August 2014
POLICY COVERAGE:	All Gymnastics Victoria Clubs and associate members
DATE OF REVIEW	December each year
CONTROLLING BODY	Gymnastics Victoria

1. INTRODUCTION

This policy recognises that Gymnastics is a sport which involves children who show talent and that clubs would like to attract to their program. It also recognises that the Victorian High Performance Center (HPC) is a State-run non Club program which has an obligation to offer International Stream Gymnastics to Victorian Gymnasts.

2. STATEMENT OF PRINCIPLE

Gymnastics Victoria is committed to providing the highest level of support and protection to its member clubs and registered gymnasts. By introducing policies and procedures regarding appropriate pathways for individual gymnasts, GV's intention is to ensure individual gymnasts, clubs and the Victorian HPC can be successful.

3. SCOPE

This policy applies to all Victorian clubs, gymnasts, coaches and the HPC.

4. RELATED DOCUMENTS

Related GV documents include the following::

- 4.1. Constitution*
- 4.2. Codes of Behaviour*
- 4.3. Member Protection Policy*
- 4.4. Grievance and Discipline Procedures*
- 4.5. HPC Talent Identification Procedures.*

5. GV TALENT IDENTIFICATION RULES

5.1 Affiliated Clubs and the HPC or their coaches/officials cannot directly approach any registered gymnast either personally or through their parents from another affiliated club with the intention, or invitation to entice gymnasts to change their club or program.

Approaches may not be made verbally, in writing or any other way at events, clinics, other gymnastic activities or at any other time with the intent of moving a gymnast to a different club.

5.2 Clubs and the HPC may approach other clubs with either general or specific invitations to obtain permission to contact a gymnast or their parent directly. Such permission must be given in writing to the inviting club. If permission is not given in writing, further approaches cannot be made as per Clause 5.1.

5.3 Clubs and the HPC may advertise and conduct TID promotion days in a general manner, but not approach individuals to attend as stated in 5.1. However, any gymnast, who attends such a TID day by their own volition, may be approached directly and invited to join that club.

5.4 Clubs and the HPC may advertise Talent Identification days via a GV e-news edition or the GV web page. They may advertise in local media and within their local Government area.

5.5 No TID approaches may be conducted at GV events. At events other than GV events and GV hosted/sanctioned events, TID promotion may ONLY be conducted if agreed to by all Clubs attending the event. NOTE: TID for all gymsports and between all gymsports fall under this ruling.

5.6. The Victorian HPC is a non Club High Performance program which is established for the sole purpose of providing an International Stream program available to all Victorian gymnasts. The HPC is authorised to extend invitations to individual gymnasts via their club, under the GV set processes and protocols.

In all situations, the club will be notified prior to any invitation being extended to the gymnast as per the HPC guidelines.

HPC Procedures

- The GV CEO must approve any new gymnast commencing at the HPC

- Gymnasts selected to Trial at the HPC will be communicated to via the club they are registered with (except for Come and Try days, if after the Come and Try day the gymnast is invited back to the HPC, communication will be via the gymnasts club)
- Where a gymnast is deemed not yet ready for the HPC staff are not permitted to recommend other clubs. Any discussion with parents wanting recommend pathways can be done by contacting the GV CEO or GA National staff.
- At any time that a gymnast ceases with the HPC the athletes must return to their initial club for a period of at least 6 months (unless otherwise agreed by the initial club in writing)
- Gymnasts must be registered with an affiliated Club for a minimum period of 6 months prior to being accepted at the HPC (an exception for this rule is where an athlete is identified through another sport or through the Victorian Education System).

6. POLICY PROMOTION

This policy will be made available to all members via the GV website. This policy will be communicated to all Victorian HPC staff, Board, and Clubs.

7. PENALTY

Should this policy be breached by any club or coach, a fine of up to \$1000.00 may be imposed for a first offence. Further offences will be dealt with by the Board on a case by case basis.

8. REVIEW

This policy will be reviewed by the GV Board prior to the commencement of each calendar year.

9. ADDITIONS OR AMENDMENTS

In addition to the annual review of this policy, recommendations for changes to the policy may be submitted to the Board for consideration at any time. In the event that changes are accepted the policy will be updated, dated and circulated to all stakeholders via the webpage, bulletin and other appropriate methods.