



GOLFING UNION OF IRELAND

Selection for Coaching Panels – 2018/19 Coaching Season

Conditions of Selection

In order for players to be selected on a GUI Coaching Panel (Regional, Provincial or National) they must meet the following:

- U12 Panels (Development Level) – a player must live or be born in the relevant Province or born of a parent who was born in the relevant Province.
- U14 Panels upwards – a player must be a member of a GUI-affiliated club for a period of at least one year immediately prior to their selection. In the case of selection for a Regional or Provincial Panel, he must be a member of a GUI-affiliated club in the province for which they have been selected for a period of at least one year immediately prior to their selection. If a member of a club not in the relevant province, a player must have been born in the relevant Province or born of a parent who was born in the relevant Province.
- be eligible to play golf for Ireland
- be eligible for a particular age group e.g. U16 players must turn 16 on or after January 1st, 2019 to be eligible for an U16 panel for the 2018/19 coaching period
- be a member not subject to any disciplinary process or sanction by the Union.
- chosen golfers will be asked to sign up to the GUI Code of Conduct and return to X prior to the first coaching session

Availability

Upon selection to a Coaching Panel, the player must confirm their availability for all Panel Sessions.

Selection Panel

Selection for Coaching Panels will be made by the below:

Regional Level:

- Branch Junior/Coaching Convenor
- Provincial HP Lead
- Branch Coach at Regional Development Centre

Provincial Level:

- Captain (at relevant age level)
- Selector (at relevant age level)
- Provincial HP Lead
- Branch Coach X 2

National Level:

- Captain
- National Selectors
- National Coach

Individuals involved in the selection process will be required to adhere to the GUI's Conflicts of Interest Policy in respect of selection of players.

Criteria for Selection

The specific criteria for each level of the pathway are listed in their respective sections below. Overall, selections will be made based on three primary areas depending on the level of the pathway. Selection Committees will require players to achieve strong ratings in at least two of the following three criteria to be considered for selection:

1. Handicap
2. Tournament Results
3. Coaching Report

The below will also be a major consideration in the selection process:

- Coaching Trials
- Club Pro/Club Junior Golf Representative Recommendations
- Branch Coach Recommendations
- Strong Support Network around the player

Additionally, a player's selection to a panel will also be dependent on whether they possess the below characteristics to varying degrees:

- Openness
- Commitment
- Ownership
- Time-Management
- Resilience
- Physical Fitness
- Mental Strength
- Technical Skills

Those players selected for Panels may enter the pathway at any time and do not necessarily need to be on a regional panel before progressing to a provincial panel and so on.

It is acknowledged that earlier in the pathway, player selection will have a greater emphasis on Talent ID structures but as a player progresses, the emphasis will shift more towards a performance based criteria.

Player Dialogue

Informal dialogue may take place between players and the Provincial HP Lead or Branch Coaches to help assist with the selection process. These may be conducted at coaching trials and/or national and provincial events.

Regional Level

I. Handicap

Development level (approx. U12) –

It is desirable for players on a Regional Development Panel to have a CONGU handicap, but it is not essential.

U14 level –

If a player is U13 they will be expected to have a maximum playing handicap of 20 to be considered for selection to a Regional Panel.

If a player is U14, they will be expected to have a maximum playing handicap of 18 to be considered for selection to a Regional Panel.

U16 level - players on an U16 Regional Panel will be expected to have a handicap which is low enough to ensure entry into U16 GUI Provincial events (Connacht U16 Boys Amateur Open etc.)

If a player is U15, they will be expected to have a maximum playing handicap of 11 to be considered for selection to a Regional Panel.

If a player is U16, they will be expected to have a maximum playing handicap of 9 to be considered for selection to a Regional Panel.

2. Tournament Results

Development level (approx. U12) - no major focus on results. Coaching trials and Club Pro/Club Junior Golf Representative & Branch Coach recommendations (below) will be used to ascertain the potential of players to progress and develop along the HP Pathway.

U14 level – Coaching trials and Club Pro/Club Junior Golf Representative & Branch Coach recommendations (below) will primarily be used to ascertain the potential of players with Championship and/or Provincial Winter Series performances also taken into account for selection at Regional level

U16 level – Players on an U16 Regional Panel may have been involved in an U14 Regional/Provincial Panel and displayed sufficient ability to remain within the system. Championship and/or Provincial Winter Series performances will also be taken into account for selection at Regional level

***Note – support may be provided to U18 players who are on the cusp of achieving the Provincial Criteria, if it is felt that the player has the potential to progress to representative level**

3. Coaching Trials

Coaching Trials will be utilized for selection (primarily at U14 and Development levels) to Regional Panels

At these trials, Coaches will be looking for players to display proficiency in the following areas;

- Swing
- Short game/Putting
- Adaptability to different shot types
- Tactical Decision Making
- On-course scoring

Trials will take place over two days in July/August. Day 1 will involve a Skills Assessment and Day 2 will involve an on-course session.

4. Club Pro/Club Junior Golf Representative & Branch Coach Recommendations

Club Pro/Club Junior Golf Representative & Branch Coaches will be asked to recommend players from their clubs to attend these coaching trials. Advice will be sought as to the potential they see in the recommended players and the technical and mental attributes that a player may possess.

5. Team Ethos Statement

Players will be required to sign a pro forma team ethos statement upon selection to a coaching panel.

Provincial Level

1. Handicap

U14 level – players on an U14 Provincial Panel will be expected to have a handicap which is low enough to ensure entry into U14 GUI Provincial events (Connacht U14 Boys Amateur Open etc.)

If a player is U13, they will be expected to have a maximum playing handicap of 12 to be considered for selection to an U14 Provincial Panel.

If a player is U14, they will be expected to have a maximum playing handicap of 10 to be considered for selection to an U14 Provincial Panel.

U16 level - players on an U16 Provincial Panel will be expected to have a handicap which is low enough to ensure entry into U16 GUI events (Irish U16 Boys Amateur Open, Connacht U16 Boys Amateur Open etc.)

If a player is U15, they will be expected to have a maximum playing handicap of 5 to be considered for selection to an U16 Provincial Panel.

If a player is U16, they will be expected to have a maximum playing handicap of 4 to be considered for selection to an U16 Provincial Panel.

U18 level - players on an U18 Provincial Panel will be expected to have a handicap which is low enough to ensure entry into U18 GUI events (Irish Boys Amateur Open, Connacht U18 Amateur Open etc.)

If a player is U17, they will be expected to have a maximum playing handicap of 3 to be considered for selection to an U18 Provincial Panel.

If a player is U18, they will be expected to have a maximum playing handicap of 2 to be considered for selection to an U18 Provincial Panel.

2. Tournament Results

U14 level - Results at the four Provincial U14 Boys events and the Irish U14 Boys Amateur Open will be key parts of the selection process for Provincial U14 Coaching Panels.

U16 level - Results at the four Provincial U16 Boys events and the Irish U16 Boys Amateur Open will be key parts of the selection process for Provincial U16 Coaching Panels.

U18 level - Results at the four Provincial Boys events and the Irish Boys Amateur Open will be key parts of the selection process for the Provincial U18 Coaching Panels.

*Note – Notable results at international events may also be utilized as part of the selection process at Provincial level.

Performance on National and Provincial Orders of Merit will be taken into account for selection at Provincial level.

3. Coach Recommendation

Reports on a player will be sought from his Personal Coach and/or most recent Regional or Provincial Coach to aid the decision as to whether a player will be selected for a Provincial Panel.

4. Team Ethos Statement

Players will be required to sign a pro forma team ethos statement upon selection to a coaching panel.

National Level

I. Handicap

U16 level - players on an U16 National Panel will be expected to have a handicap which is low enough to ensure entry into U16 elite events (Irish U16 Boys, Italian U16 Championship, McGregor Trophy etc.)

If a player is U15, they will be expected to have a maximum playing handicap of 4 to be considered for selection to a National Panel.

If a player is U16, they will be expected to have a maximum playing handicap of 3 to be considered for selection to a National Panel.

U18 level - players on an U18 National Panel will be expected to have a handicap which is low enough to ensure entry into U18 elite events (Irish Boys, Peter McEvoy Trophy, Sir Henry Cooper Junior Masters etc.)

If a player is U17, they will be expected to have a maximum playing handicap of 2 to be considered for selection to a National Panel.

If a player is U18, they will be expected to have a maximum playing handicap of 1 to be considered for selection to a National Panel.

2. Tournament Results

U16 level – Results at the four Provincial U16 Boys events and the Irish U16 Boys Amateur Open will be key parts of the selection process for the National U16 Coaching Panel.

Results at international events may also be utilized as part of the selection process. They include but are not limited to;

- McGregor Trophy
- Italian U16 Championship

U18 level – Results at the four Provincial Boys events and the Irish Boys Amateur Open will be key parts of the selection process for the National U18 Coaching Panel.

Results at international events may also be utilized as part of the selection process. They include but are not limited to;

- Peter McEvoy Trophy
- Fairhaven Trophy
- Sir Henry Cooper Junior Masters
- Boys Amateur Championship

Performance on National Orders of Merit will be taken into account for selection at National level.

Transition

A player may be moved onto or off a panel during a season and may also move up and down the pathway between Regional/Provincial/National panels. These decisions will be based on but not limited to; personal development/progress across all levels of support (golfing coaching, strength & conditioning, mental skills and lifestyle

management), levels of commitment to coaching sessions and designated tournaments listed by GUI coaches, attendance and behaviour of players and performances in tournaments. There will be a separation of Coaching Panels whereby players who are chosen for a National Panel will not also attend Provincial Panel sessions unless it is as an explicit part of preparations for the Interprovincial Championships at the various age levels.

Selection Date, Notification & Announcement

The selection of panels for the 2018/19 coaching season will be announced and published by the end of September 2018

Appeals Process

In the event that an individual believes that this policy has not been implemented correctly during the selection of a Coaching Panel, the individual concerned has the right to appeal against any such decision.

An appeal must be submitted in writing by the player making the appeal which should contain details of the decision against which the appeal is being lodged and the full grounds of grievance (Notice of Appeal). The appeal must be addressed to James Corcoran, Golfing Union of Ireland HQ, Carton Demesne, Maynooth, Co. Kildare and submitted within 5 working days following announcement of the panel for which the appeal is being made. The GUI will then endeavour to have any appeal heard within 10 working days of receipt of said appeal. The GUI High Performance Programme Manager will first determine whether there are legitimate grounds for appeal. These grounds may include but are not necessarily limited to;

- The decision taken was explicitly unreasonable based on the evidence before the selection committee
- Significant, relevant new evidence has become available which was not available to the selection committee but which could have been available at the time of the decision, and, had it been available, may have caused the selection committee to reach a fundamentally different decision
- There were serious procedural or other irregularity in the selection proceedings

Should there be legitimate grounds for an appeal, an Appeal Committee will then be formed to manage the appeal. For Provincial or Regional Panel Appeals, this Committee will be comprised of:

1. Provincial Council member from the Province in question
2. Junior Convenor (or equivalent) from other Province
3. National High Performance Committee member

For National Panel Appeals, this Committee will be comprised of:

1. Two National High Performance Committee members
2. Member with high performance sport experience who is external to the GUI

No member of an Appeals Committee shall have been involved directly in the selection decision being appealed.

This Appeals Committee will then follow the appeals process under the GUI Disputes and Appeals Regulations and it will then decide whether to reject the appeal, or fully uphold the appeal, which will then be immediately communicated to the Appellant. It will also specify what action should then take place.