



Selection Criteria – Panels

This selection policy applies to the selection of Golf Ireland Panels.

Purpose

The purpose of this policy is to establish a clear, transparent and accountable system of selection for all Golf Ireland Panels, to ensure so far as possible that criteria is objective and fully understood by players, parents/guardians, coaches, team captains and all interested parties.

The policy also aims to:

- Set out the conditions of selection
- Identify the objectives of the Golf Ireland Selection Committees
- Identify the selection process, criteria and key timescales for selection for Golf Ireland Panels
- Identify the appeals process should an individual(s) believe this policy has not been implemented

Conditions of Selection

In order for players to be selected on a Golf Ireland Panel (Area Development, Performance Development or National) they must meet the following:

- be eligible to play golf for Ireland
- be a member not subject to any disciplinary process or sanction by Golf Ireland
- chosen golfers will be required to sign up to the Golf Ireland Code of Conduct prior to the first coaching session

Availability

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

Golf Ireland Selection Committees Objectives (Male & Female):

The objectives of the Golf Ireland Selection Committees are to:

- Select Golf Ireland Panels at all levels using the criteria set out
- To ensure that future playing potential as well as current achievement remains a key factor in the selection process of Golf Ireland Panels
- Ensure players that are unsuccessful in Panel or team selection are provided with feedback by Golf Ireland

Overall Selection for Golf Ireland Panels

Overall, selections will be made based on three primary areas depending on the level of the pathway. The Golf Ireland Selection Committees will require players to achieve strong ratings in at least two of the following three criteria to be considered for selection towards the higher levels of the talent pathway (National & Performance Development):

1. Tournament Results
2. Handicap
3. Coaching Report

Along with championship performances, the below will be of consideration in the selection process at the beginning of the talent pathway (Area Development - for boys only):

- Coaching Trials
- Regional Coach Recommendations

Additionally, a players' 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 have been on an Area Development Panel before progressing to a Performance Development Panel and so on.

Golf Ireland Championships

It is acknowledged that earlier in the pathway, player selection will have a greater emphasis on Talent ID structures but from Performance Development level on, strong weighting will be placed on performances in Championships, therefore players wishing to be considered for selection are expected to compete in Golf Ireland Championships throughout the season.

High Performance Panels

Overall Aim: To improve upon the already considerable abilities of the high performance players and assist them towards excelling in international amateur golf while representing Ireland.

Overall Objectives

- Create a process-based environment which supports players to focus on the controllable as they strive to achieve excellence
- Supply players with funded access to a highly responsive coaching system, delivered by experienced and professional coaching staff, with an excellent track record of success and innovation
- Design training plans that meet the individual needs of the player and complementary competition schedules which offer worldwide playing opportunities in appropriate WAGR events

Men's Criteria for consideration:

- Top-4 Irish players on WAGR at time of selection will be guaranteed selection
- Top-3 on 2020 Willie Gill Order of Merit will be guaranteed selection
**all four of the scheduled events on the Willie Gill Order of Merit (as at July 24th) must be completed for this criteria to be utilised*

The Selection Committee will also make a number of picks for the panel. As part of the decision-making process, they will consider a players':

- WAGR progression
- International tournament statistics
- Progression through elite Boys golf

Women's Criteria for consideration:

- Players ranked in the top 150 on WAGR
- Age 14 and above

Boys Criteria for consideration:

U18 level

- International performances (Boys Amateur Championship, German Boys etc.)
- Domestic performances
- Typically, handicap of 1 or better for an U18 or 2 or better for an U17

U16 level

- International performances (McGregor Trophy, Italian U16 Championship etc.)
- Domestic performances
- Typically, handicap of 3 or better for an U16 or 4 or better for an U15

Girls Criteria for consideration:

U-18 Level

- Players ranked in the top 1000 on WAGR
- Previous International experience
- Domestic performances
- Typically, handicap of 2 or better
- Between the ages of 14 and 18 to join panel

Performance Development Panels

Aim

To provide a programme of coaching which will help to develop the skills of each golfer to assist them in making the progression towards National and International representation.

Objectives

- Encourage players of the same standard, aspiration and location to play and practice together
- To continue to advance the players skill development and independent learning
- Provide talent identification and assessment opportunities

Boys Criteria for consideration:

U-17 Level:

- Domestic performances (U18 & U16 Championships)
- Typically, handicap of 3 or better for an U17 or 4 or better for an U16

U-15 Level:

- Domestic performances (U16 & U14 Championships)
- Typically, handicap of 5 or better for an U15 or 6 or better for an U14

Girls Criteria for consideration:

U-17 Level:

- Participation in Girls National and Regional events
- Typically, handicap of 12 or better

Individual Funding

Aim

To assist players in gaining International experience and helping them to develop their skills towards improved tournament performance.

Objectives

- Empower players to become self-sufficient in the design and execution of their personal performance (training and competition) plan
- Provide financial assistance that supports players' participation in international amateur events
- Assistance reward managed by the HP Manager/Performance Director /Golf Ireland Selection Committee and appropriate to players planned programme needs
- Support players as they strive to balance competing at international level with commitments outside of the sport, such as careers and education
- Work closely with the Sport Ireland Institute in providing relevant transition support when appropriate

Application Process

Applicants will be required to state:

1. Where they would like financial assistance, i.e. for which part of their game/preparation?
2. Details of their envisaged 2021 schedule including International events.
3. The effect this is intended to have on their performance. This should be delivered with some objective feedback.
4. USA/UK based players are entitled to apply for a summer tournament support package, bearing in mind this should not be exhaustive.

Please note that this funding should be for something outside a personal coaching program and should be designed to add to a players' skillset or support their international tournament schedule.

All applications will be considered and must include the following information:

1. Aims and targets for upcoming season and beyond (up to 2022)
2. Assessment of previous seasons play, progress & achievements
3. Outline winter training program, details of service provision (lessons, strength & conditioning, psychology etc.) and how this tracks with future targets
4. 2021 schedule including international events
5. Any relevant golfing references

Awards will be granted in **November with applications closing on October 31st**. Applications will open at the beginning of October. Any unsuccessful candidate will be furnished with feedback so they can attempt to apply again in 2021 for the 2022 season if they chose to do so. (Note: exemptions may be made on a case by case basis throughout the season).

Area Development Panels

Boys Aim:

To bring skilful young players together in a social and creative environment where they can thrive and further develop their talents.

Girls Aim:

To create an environment where girls can socialise and develop their skills with girls of similar ages and standards

Objectives:

- To create an environment where players can socialise and develop their skills with players of similar ages and standards
- Coaching sessions with a nominated PGA professional to develop short game skills, on course skills and technique
- To continue to advance players' skill development and independent learning
- To prepare players for the playing season in 2021
- To increase players' awareness on playing opportunities available to them at Regional & National events

Boys Area Development Panel Criteria for consideration:

U-16 Level:

- Domestic performances (U16 & U14 Championships)
- Typically, handicap of 7 or better for an U16 or 9 or better for an U15

U-14 Level:

- Domestic performances (U14 Championships)
- Typically, handicap of 18 or better for an U14 or 20 or better for an U13

U-12 Level:

- It is desirable for players on an U12 Regional Panel to have a CONGU handicap, but it is not essential.

Girls Area Development Panel:

This Panel will not be selected, it will be open for all that meet the criteria to take part.

Criteria:

- Girls must be Under 17 on 1st January 2021
- Girls must have a handicap between 12-35

Selection Date, Notification & Announcement

The selection of National and Performance Development Panels for the 2020/21 coaching season will be announced and published by the end of September 2020. Area Development Boys Panels will be announced in mid-October 2020. Area Development Girls Panels will be announced in January 2021.

Transition

A player may be moved onto or off a panel during a season and may also move up and down the pathway between Area Development, Performance Development and 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 Golf Ireland coaches, attendance and behaviour of players and performances in tournaments.

Appeals Process

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

An appeal must be submitted in writing by the player (or parent) 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 HP Department, Golf 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.

Golf Ireland will then endeavour to have any appeal heard within 10 working days of receipt of said appeal. The Golf Ireland HP 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 Area Development or Performance Development Panel Appeals, this Committee will be comprised of:

1. Regional Council member from the Region in question
2. Junior Convenor (or equivalent) from another Region
3. National High Performance Committee member

For High Performance Panel Appeals, this Committee will be comprised of:

1. Two National High Performance Committee members
2. Individual with high performance sport experience who is external to Golf Ireland

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

This Appeals Committee will then follow an appeals process and it will 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.