



netball
NEW SOUTH WALES

Netball NSW

Pathway Selection Policy

Adopted by New South Wales Netball Association Ltd at its Board Meeting held on 18 September 2019

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1 Application of the Pathway Selection Policy and Process

1.1 Application

The Pathway Selection Policy, process and procedures outlined in this document apply to all Netball NSW athletes, who are participating in any selection process undertaken to select a NSW Squad or Team, and or any other group specifically targeted by Netball NSW. This includes the following:

- a) NSW 19/Under Squad & Team (19's);
- b) NSW 17/Under Squad & Team (17's);
- c) NSW Talent Squads;
- d) Any Netball Academies run by Netball NSW

1.2 Responsibility

- a) Netball NSW is responsible for overseeing the application of the Pathway Selection Policy and due process
- b) Netball NSW is assisted in this responsibility by the Netball NSW State Pathways Unit Manager. It should be noted that all times the State Pathways Unit Manager is responsible for overall compliance by coaches, managers and selectors.
- c) Netball NSW and the Netball NSW State Unit Pathways Manager are responsible to the Netball NSW Board, through the Head of Netball and Chief Executive Officer of Netball NSW.

1.3 Purpose of the Pathway Selection Policy and operation guidelines document

The purpose of this document is to clearly outline the policy, operation process and procedures that apply to the selection of netball athletes to participate in a specific event. These athletes could be selected for a squad or team group, or they could be selected as a special invitee for a program for example – training camps, coaching events, tournaments, and opportunities to play against visiting teams.

1.4 Application of the policy and process

Consistent and conscientious application of the policy, operational process and procedures outlined in this document will help ensure the following:

- a) Transparency for all stakeholders who are involved in the selection process
- b) Clear communication and understanding between stakeholders
- c) Effective planning and execution associated with all aspects of selection
- d) Flexibility to respond to selection situations in a fair manner
- e) Facilitation of analysis and review of the selection process to ensure quality, consistency and stability between the selection events that are undertaken by Netball NSW in a given season.

2 Pathway Selectors and Talent Identification Pool

- 2.1 On an annual basis Netball NSW will appoint people with appropriate expertise for the roles of Pathway Selectors and Talent Identification Pool (PSTIP). Netball NSW may call for candidates' application at their discretion.
- 2.2 Suncorp Super Netball Coaching Staff (NSW Swifts and GIANTS Netball) and NSWIS Head Coach are automatically part of the PSTIP.
- 2.3 Persons wishing to be considered for appointment in the roles of PSTIP must be a current financial member of Netball NSW and must also address a minimum of one (1) pre-requisite of the following criteria in their profile and resume:
- a) Have coached within the last five years at a minimum Regional League, Metro League, Premier League, and/or State Titles
 - b) As a minimum, hold the Intermediate Coaching Accreditation, preference may be given to those applicants that have commenced or hold a current Advanced Coaching Accreditation
 - c) Can demonstrate playing experience for a minimum of five years at the high performance level
- 2.4 Netball NSW shall appoint a Selection Panel from the PSTIP for each squad and/or team selection.
- 2.5 Selection Panels will be responsible for the selection of the:
- a) NSW 19/Under Squad and/or Team;
 - b) NSW 17/Under Squad and/or Team;
 - c) NSW Talent Squads;
 - d) Any Netball Academies run by Netball NSW
 - e) Any other programs as specified by Netball NSW
- 2.6 The State Pathways Unit Manager or Netball NSW delegated officer (as approved by the Chief Executive Officer) will convene the Selection Panel, with a minimum of (3) selectors and they will be referred to as the Selection Panel Convenor.
- 2.7 The role of the Selection Panel Convenor is to oversee the selection process, i.e. arrange, organise and Chair meetings, facilitate discussions and decision making, ensure the Selection Policy is adhered to, liaise with the relevant Netball NSW staff and oversee the administrative requirements of all selections. The Selection Panel Convenor will not have any voting rights during the selection process.
- 2.8 All final selections will be made based on the decision of the majority of the Selection Panel.
- 2.9 The decisions of the Selection Panel shall be final and binding.

3 Eligibility Criteria

Whenever selecting athletes for the Squads and Teams, the Selection Panel shall assess the level of the following competencies, personal attributes and other considerations:

3.1 Core Playing Competencies:

- a) Sound technical skill base
- b) Tactical understanding and ability to read play, consistency and accuracy of decision making under pressure
- c) Achieved and maintained the fitness required for this level of competition
- d) Can sustain intensity of performance throughout the game
- e) Shows the potential skills and capabilities to represent NSW at the highest level

3.2 Core Personal Attributes:

- a) Self-responsibility – driven to be the best and committed to own development
- b) Resilience – mental toughness, bounces back from adversity, perseveres and adapts
- c) Self-awareness – emotional intelligence and can manage behaviour
- d) Leadership – leads by example, and role models the Netball NSW performance culture on and off court
- e) Communication – ability to communicate positively and be open to receiving feedback and also able to give feedback in a calm and mature manner

3.3 Consideration may also be given to the following factors:

- a) Coachability
- b) Demonstrates team qualities and is a fit within the team environment
- c) Positional versatility and balance within the team
- d) Current form.
- e) Whether a athletes' performance and/or contribution has been affected by extenuating circumstances such as illness, injury, bereavement, parental leave, work/study commitments or similar which have temporarily compromised form

3.4 Notwithstanding any of the provisions in this policy, it is acknowledged that when applying the criteria and considerations set above, there will be at times extremely difficult choices to be made which require the selection panel to exercise their discretion and judgement. Providing the selection panel has properly considered the criteria and considerations set out in this policy and have exercised their discretion and judgement in good faith, then the selection panel will have fulfilled all of its obligations under this policy

4 Confidentiality Requirements

- 4.1 The principle of confidentiality by all persons involved in the selection process is paramount. All members of the Selection Panel will be required to sign a Netball NSW Confidentiality Agreement and Code of Behaviour
- 4.2 Selectors, Coaches and any other person providing input will not discuss selection matters outside official selection meetings, without the express permission of the Netball NSW State Pathways Unit Manager.
- 4.3 Contravention of the Confidentiality Agreement will lead to removal from the Selection Panel and possibly from the PSTIP.
- 4.4 Selection Panel members will be required to declare any conflict of interest in relation to the athlete selection process they have been assigned to. A register of conflicts will be managed by Netball NSW State Pathways Unit Manager. This conflict register will be available to review by the CEO.

5 Athlete Eligibility Criteria

- 5.1 Whenever selecting athletes for any Squads and/or Teams, the relevant Selection Panels shall apply the eligibility criteria as defined in any relevant Competition Rules and other considerations as set out below:
 - a) Be a current financial member of Netball NSW; and
 - b) Be residing within NSW.

6 Athlete Age Specific Selection Consideration

- 6.1 Athletes eligible for NSW 17/Under selection may only be considered for NSW 19/Under selection under exceptional circumstances and as agreed by the Netball NSW Chief Executive Officer or Netball NSW delegated officer.
- 6.2 Athletes may only be selected into one age group in any given calendar year.
- 6.3 If any athlete is being considered for promotion to the higher age group, their readiness for the next level must be prioritised and fully considered by the Selection Panel. Consent of the athlete concerned and a parent/caregiver, if that player is aged under 18 years, will be required.

7 Selection of the NSW 19/Under (19's) and 17/Under (17's) Squads and Teams

7.1 The Primary objective of Netball NSW is to select 12 eligible players that will represent NSW at the highest possible level.

7.2 Selection Process

- a) Selections will be conducted in at least two (2) phases, with additional phases added, if required.
- b) NSW 17/Under Phase 1 trials may be held across multiple venues statewide if deemed appropriate by Netball NSW
- c) If NSW 17/Under Phase 1 trials are held at multiple venues, athletes can only trial at one (1) venue that they nominate on their application form.
- d) Deadlines for selections of 19's and 17's are set by Netball NSW each year and the Selection Panel Convenor will establish a selection timeline each year in order to meet the Netball Australia deadlines and requirements.
- e) Dates for selection/trials will be distributed to all affiliated Associations and advertised on the Netball NSW website.
- f) Applications for selection attendance must be completed online by the closing date for nominations in line with the Netball NSW selection timeline. The closing date will be determined annually by Netball NSW and advised via the Netball NSW website.
- g) Athletes eligible for the NSW 17/Under Team level and who the Selection Panel believes to be exceptionally talented, may be invited to trial for the NSW 19/Under Team.
- h) **Exemptions:** Exemptions will be considered under the following circumstances:
 - i. Late applications will only be considered if a late fee of \$50.00 and exemption form is completed and submitted to the State Pathways Unit Manager. Netball NSW will determine if the athlete is to be permitted to trial.
 - ii. An athlete who moves to NSW from another state or territory prior to the final selection, but who has missed the application deadline, may apply to Netball NSW for an exemption. The athlete's application will only be considered if a late fee of \$50.00 and exemption form is completed and submitted to the State Pathways Unit Manager. Netball NSW will determine if the athlete is then permitted to trial.
 - iii. Where an athlete applies for an exemption from any of the phases, written documentation and proof of evidence must be supplied to Netball NSW. Approval may only be granted by the Netball NSW Chief Executive Officer or Netball NSW delegated officer
 - iv. Where an athlete fails to attend trials and that athlete believes that exceptional circumstances prevented them from attending, a written application may be made to Netball NSW within 24 hours of the commencement of selection. The reason(s) for non-attendance must be disclosed and include, where appropriate, relevant documentary evidence. The Netball NSW Chief Executive Officer or Netball NSW delegated officer will determine if the athlete is to be permitted to be considered for selection.

- v. Netball NSW may grant athletes' who have been identified by Netball Australia or Netball NSW an exemption from stated trial phases.
- i) The Panel will take into account previous performances at nominated events over the last 12 months prior to selection. Events may include but are not limited to:
- Premier League
 - Metro League
 - Regional League
 - State Tournaments and Championships
 - Academy Games and other Regional Academy programs and events
 - National Championships
 - AIS and NSWIS Scholarship Holder training and events
 - Other relevant games and competition as agreed by the Selection Panel Convenor

8 Selection of the NSW Emerging Talent Squad

8.1 Objectives

To increase the depth and calibre of talent.

8.2 Selection Process

The Selection Panel will name a cohort of talented athletes who will be provided with opportunities to train at various times as agreed between the relevant Head Coach and the Netball NSW State Pathways Unit Manager.

9 Pathway Development Opportunities

- 9.1 Netball NSW may invite athletes identified by Pathway and Talent Identification Pool Selectors into programs run by Netball NSW.

10 Sydney Netball Academy run by Netball NSW

10.1 Objectives

- a) The purpose of the Sydney Netball Academy is to provide a localised training environment that allows eligible, aspiring young players within the Academy Catchment area to access quality development opportunities and support as they progress through the Netball NSW pathway.
- b) The Sydney Netball Academy is aimed primarily at individual athlete development with a focus on preparing players for NSW state team trials and other talent opportunities.

10.2 Selection Process

- a) The trials for Sydney Netball Academy will be held each year at a time determined by Netball NSW to identify and select athletes for the squad for the following year.
- b) Trials for Sydney Netball Academy are open to aspiring young athletes from the Academy Catchment Area, who fit within the eligibility criteria for the program.
- c) Application and selection dates will be distributed to the relevant Associations and advertised on the Netball NSW website. Each applicant will be considered by the Selection Panel who will be responsible for the final selection of athletes.
- d) In selecting the Squad, the Selection Panel may take into account previous performance at nominated events over the last 12 months prior to selection. Events may include but are not limited to:
 - State Titles.
 - Academy Games, and other Regional Academy programs and events.
 - State and National Schools training and events.

10.3 Eligibility

- a) Refer Clause 5.1
- b) Be residing within the relevant Academy Catchment Area; as specified on the Netball NSW website
- c) Be turning 14,15 or 16 years in the year they will be an Academy athlete

10.4 Selection Criteria

Whenever selecting players for the Sydney Netball Academy, the Selection Panel shall apply the competencies, personal attributes and other considerations as outlined in clause 3.

11 Replacement of Selected Athletes – State Teams, Pathways Talent Programs and Academies

11.1 Grounds for Replacement:

- a) Injury or Illness: An athlete who is injured or ill should be assessed by a doctor nominated or agreed to by Netball NSW, who will assess the athlete. A final decision on the withdrawal of an athlete will then be made in conjunction with the Head Coach. The Selection Panel Convenor is to be notified of all such injuries or illness.
- b) Breach of Discipline: An athlete may be considered for replacement due to a breach of discipline, including failure to observe any relevant Netball NSW policy, the Netball NSW Code of Behaviour or the Netball NSW State Team Athlete Agreement. The Head Coach and/or Team Manager will immediately advise the State Pathways Unit Manager of the situation. The State Pathways Unit Manager will initiate an appropriate disciplinary process in consultation with the Head of Netball and Head Coach.

- c) Breach of Anti-Doping Policy: Any athlete who breaches the Netball Australia Anti-Doping Policy will automatically be removed from the relevant State Team and will be replaced. All penalties relating to these breaches will be as per Netball Australia guidelines. The State Pathways Unit Manager will report such breaches to the Head of Netball immediately.

11.2 Replacement Process:

- a) If a selected athlete is unable to continue or is to be removed as a representative of any Squad or Team, the procedure for a replacement athlete is as follows:
 - i. The Selection Panel Convenor will be advised and the Panel consulted.
 - ii. Consideration will then be given to identified athletes. The Selection Panel Convenor will then fill this position with the player deemed most suitable.

12 Approval and Announcement of Squads and Teams

- 12.1 All squads and teams selected by the Selection Panels are subject to ratification by the Chief Executive Officer or Netball NSW delegated officer.
- 12.2 Selection of Captains, Vice Captains and Leadership Groups are also subject to ratification by the Chief Executive Officer or Netball NSW delegated officer.
- 12.3 The State Pathways Unit Manager will submit the selections to the Chief Executive Officer or Netball NSW delegated officer for ratification.
- 12.4 Once selections are ratified by the Chief Executive Officer or Netball NSW delegated officer:
 - a) Board of Directors will be advised; and
 - b) Formal announcement will be made via the Netball NSW website and/or media release.

13 Request for Appeal

- 13.1 An athlete may request a review of any given selection criteria as outlined in Clause 3 of this policy, by submitting a request for an appeal including the grounds for a review to the Chief Executive Officer or Netball NSW delegated officer within five (5) working days of the announcement of the relevant selection decision.
- 13.2 The request for the appeal must state the grounds for review, or why the selection decision should be changed. It must specifically address issues regarding how the athlete was evaluated under situations that put them at a distinct disadvantage to other athletes being evaluated
- 13.3 The Chief Executive Officer or Netball NSW delegated officer shall appoint an Appeals Panel to determine the appeal.

13.4 All request for appeals must be submitted in writing, and may be submitted by post, email or facsimile. By post to:

The Chief Executive Officer
Netball NSW
PO Box 396
Lidcombe, NSW, 1852

By email to: netball@netballnsw.com

13.5 It should be remembered that in general an appeal will only be considered if the Pathway Selection Policy was not adhered to, or the player was not given fair and equal opportunity during the selection process.

13.6 An appeal will not be heard on a subjective basis i.e. an athletes' belief that they are better or more deserving than another athlete