



Netball NSW

Marie Little OAM Shield Selection Policy

Adopted by New South Wales Netball Association Ltd at its Board Meeting held on 2 April 2019

Next Reviewed: 1 December 2019

Last Reviewed: August 2016

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1 Application of the Selection Policy and Process

1.1 Netball NSW will annually select:

- i) Marie Little OAM Shield – State Team.
- ii) Marie Little OAM Shield – Training Partners (at the discretion of selectors).

1.2 The above selections of these positions will be known as the “Marie Little OAM Shield Squad”.

1.3 Application of the policy, operational processes and procedures outlined in this document will help ensure the following:

- i) Alignment and consistency across all levels of the Netball NSW Marie Little OAM Shield program.
- ii) Transparency in the selection criteria and processes.
- iii) Improved planning and execution of all aspects of the selection strategy.
- iv) Flexibility to respond to selection situations in a fair manner.
- v) Facilitation of analysis and review of the selection process to ensure quality, consistency and stability between all events that are undertaken by Netball NSW in a given season.
- vi) Appointment of high quality and experienced selectors.

2 Squad and Team Management

2.1 Netball NSW will appoint, at its sole discretion, all officials for the Squads and Teams. The process for appointment of these officials, including the selection of the relevant coaches, will be conducted at the discretion of Netball NSW and in accordance with that Netball NSW Marie Little OAM Shield Officials Policy.

2.2 Netball NSW will advertise the roles for all Team officials on the Netball NSW website www.netballnsw.com, and via communications to Netball NSW Affiliated Clubs and Associations.

3 Eligibility Criteria

3.1 Whenever selecting players for the Marie Little OAM Shield Squad, the relevant Selection Panels shall apply the eligibility criteria as defined in any relevant Competition Rules and other considerations as set out below.

3.2 To be eligible for selection, players should:

- i) Be a current financial member of Netball NSW;
- ii) Be residing within NSW
- iii) Be female;
- iv) Have an intellectual disability; that meets the requirements of Sports Inclusion Australia; and
- v) Be aged 16 years of age or older by 31 December of the competition year.
- vi) Where possible, be a member of Sports Inclusion Australia.

- 3.3 Notwithstanding the eligibility requirements set out above, Netball NSW may grant an exemption to an ineligible player if in the view of the relevant Selection Panel, that player has the potential to be considered a long term representative player for NSW.
- 3.4 The selection of any ineligible player is to be agreed by the Netball NSW CEO and the Board is to be notified.

4 Selection Panel

- 4.1 Netball NSW shall appoint a NSW Marie Little OAM Shield Selection Panel.
- 4.2 Netball NSW will appoint no less than 3 Selectors to assist in the selection of the Marie Little OAM Shield Squad.
- 4.3 Netball NSW reserves the right to vary the composition of the Panels from time to time, at its discretion.
- 4.4 The NSW Marie Little OAM Shield Selection Panel will consist of:
- i) Marie Little OAM Shield – Head Coach.
 - ii) Marie Little OAM Shield – Assistant Coach.
 - iii) One Independent Selector – holding a minimum Intermediate Coaching Accreditation.
- 4.5 All final selections will be made based on the decisions of the majority of the respective Marie Little OAM Shield Selection Panel. However, where there is an even split on the selection of any player(s), the Head Coach of the Marie Little OAM Shield - State Team will make the final decision (except where there is an acknowledged conflict of interest) after consultation with all members of the Panel. The selection of the Marie Little OAM Shield Squad is deemed to be a selection made by the Panel.
- 4.6 The decisions of the Marie Little OAM Shield Selection Panel shall be final and binding. The Panel is under no obligation to provide reasons for its selection decisions, however may choose to do so, at its discretion.

5 Selection Criteria

- 5.1 The selection process requires selectors to assess what they believe the standard of an individual player is against defined criteria. It is acknowledged that this will in the main be a subjective decision tempered by the experience and expertise of the selector. Consequently, subjectivity will always remain an unavoidable element of selection.
- 5.2 When applying the criteria and considerations below, there will be at times, extremely difficult choices to be made which require the Panel to exercise their discretion and judgement. Providing the Panel has properly considered the criteria and considerations in this policy and exercised their discretion and judgement in good faith, the Panel will have fulfilled its obligations under this Policy.
- 5.3 Whenever selecting players for the Marie Little OAM Shield Squad, the Panels shall apply the appropriate level of the following competencies, personal attributes and other considerations:

Core Playing Competencies:

- i) Sound technical skill base.
- ii) Tactical understanding and ability to read play, consistency & accuracy of decision making under pressure.
- iii) Achieved and maintained the fitness required for this level of competition.
- iv) Can sustain intensity of performance throughout the game.
- v) Consistency of performance.
- vi) Shows the potential skills and capabilities to represent NSW at the highest level.

Core Personal Attributes:

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

5.4 Consideration may also be given to the following factors:

- i) Coachability and potential to improve – understands expectations and applies learnings to improve performance.
- ii) Demonstrates 'team' qualities and is a 'fit' within the team environment, able to influence the squad/team in a positive manner.
- iii) Understands and demonstrates the Netball NSW values.
- iv) State of fitness, health and/or wellbeing.
- v) Positional versatility & balance within the team.
- vi) Succession planning.
- vii) Current form.
- viii) Balance of experience and emerging talent.
- ix) Whether a player's 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/contribution.

5.5 Consideration may also be given to any other factors that the Panel considers in its sole discretion to be relevant and appropriate to the overall assessment of a particular player.

6 Post Selection Requirements

6.1 Following selection in any NSW Squad or Team, selected players must agree to:

- i) Attend all scheduled training sessions unless extenuating circumstances arise.
- ii) Players who are unable to attend training must contact the Team Manager within 24 hours of the day of training.
- iii) Be available for all games, including preparation matches as scheduled in the program.

- iv) Travel to, and reside with the team for the entire key event unless a Player Release Form has been submitted and agreed in advance with the Head Coach and General Manager - Stakeholder Relations or their delegate.
- v) Fully comply with Netball NSW expectations as set out in the Player Declaration/Welcome Pack and amended by Netball NSW from time to time.
- vi) Comply with all rules, regulations, policies and procedures of Netball NSW and Netball Australia (where appropriate).
- vii) Work towards achieving and/or maintaining the level of fitness required to perform at the level of competition selected for.
- viii) Undertake any reasonable medical and/or fitness assessments required by Netball NSW.
- ix) Undertake to follow any reasonable medical requirements or preventative measures to maintain health and well-being and minimise the risk of injury and ill-health.
- x) Provide Netball NSW with full medication details including a detailed medication schedule.
- xi) Complete the Sport Inclusion Australia (formally AUSRAPID) eligibility forms on selection and be registered with Sport Inclusion Australia
- xii) Complete the Sport Inclusion Australia (formally AUSRAPID) medical/physiotherapy forms on selection.
- xiii) Pay the Player Levy to Netball NSW at least eight (8) weeks prior to the Marie Little OAM Shield Event.

7 Selection of the Marie Little OAM Shield Squad

7.1 Objectives

- 7.1.1 To identify and select up to twelve (12) of the best players in this age group capable of achieving success at the Marie Little OAM Shield.
- 7.1.2 To develop the tier of players underneath the Marie Little OAM Shield – State Team to increase the depth of emerging talent and increase competition for places in Marie Little OAM Shield Squad in subsequent years.

7.2 Selection Process

- 7.2.1 Selections will be conducted in one (1) phase with additional phases added if required.
- 7.2.2 Applications will be called for the Marie Little OAM Shield Squad.
- 7.2.3 Dates for selection/trials will be distributed to all affiliated Associations.
- 7.2.4 Application forms will be available from the website, sent to affiliated Associations for distribution to potential applicants, and sent to previous/current Marie Little OAM Shield Squad members.
- 7.2.5 All players will be responsible for submitting completed application forms to the Netball NSW office by the required date marked Application: Marie Little OAM Shield Application.

- 7.2.6 Closing date for applications will be prior to the Phase 1 trials date.
- 7.2.7 Late applications will not be accepted unless submissions in writing outlining the extenuating circumstances are received by Netball NSW within 48 hours of the closing date. The reason(s) for the late application must be disclosed and include, where appropriate, relevant documentary evidence. Netball NSW will determine if the athlete is to be permitted to trial.
- 7.2.8 Where a player fails to attend trials and that player 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 General Manager – Stakeholder Relations will determine if the player is to be permitted to be considered for selection.
- 7.2.9 Following the trials, the Panel will announce players who will progress to the squad. The number of players will be determined by the initial number of players in attendance at trials. Netball NSW reserves the right to extend the trial phase where required by up to 4 weeks.
- 7.2.10 Following the Marie Little OAM Shield Squad's announcement or first training session, the Panel will announce player positions in either the:
- i) Marie Little OAM Shield – State Team or;
 - ii) as Marie Little OAM Shield – Training Partners.

8 Replacement of Selected Athletes

8.1 Grounds for Replacement:

- 8.1.1 Injury or Illness: An athlete who is injured or ill may be assessed by a doctor nominated or agreed to by Netball NSW, who will assess the athlete in conjunction with the State Team Coach. The Selection Panel Convenor is to be notified of all such injuries or illness.
- 8.1.2 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 Marie Little OAM Shield Athlete Agreement. The Head Coach and/or Team Manager will immediately advise the General Manager – Stakeholder Relations of the situation and the General Manager – Stakeholder Relations will initiate the Netball NSW Discipline Process in consultation with the CEO and Head Coach.

8.2 Replacement Process:

- 8.2.1 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 first be given to identified shadow athletes.

- iii) Consideration will then be given to other identified athletes from the selection process, should this be necessary.
- iv) The appropriate Selection Panel will then fill this position with the player deemed most suitable.

9 Approval and Announcement of Squad and Teams

- 9.1 All squads and teams selected by the Panels are subject to ratification by the CEO or Netball NSW delegated officer.
- 9.2 Selection of Captains, Vice Captains and Leadership Groups are also subject to ratification by the CEO or Netball NSW delegated officer.
- 9.3 The General Manager – Stakeholder Relations will submit the selections to the CEO or Netball NSW delegated officer for ratification.
- 9.4 The formal announcement process (i.e. announcement to selected and non-selected players and public announcement) will be determined and agreed by the General Manager – Stakeholder Relations, General Manager – Marketing, Events and Communications and CEO.
- 9.5 Once selections are ratified by the CEO or Netball NSW delegated officer:
 - i. Board of Directors will be advised; and
 - ii. Formal announcement will be via the Netball NSW website and/or media release.

10 General Selection Information

- 10.1 Any requests for exemptions outside this policy can only be approved by the CEO of Netball NSW.

11 Request for Appeal

- 11.1 An athlete may request a review of any given selection criteria as outlined in Clause 5 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.
- 11.2 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
- 11.3 The Chief Executive Officer or Netball NSW delegated officer shall appoint an Appeals Panel to determine the appeal.

- 11.4 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
- 11.5 Requests for appeal via post need to ensure they are post marked no later than five working days following the official announcement of the relevant selection decision of the Squad or Team. Requests for appeal via email must be received within five working days.
- 11.6 If a request for appeal is lodged via email contact should immediately be made with the Chief Executive Officer or Netball NSW delegated officer to confirm receipt
- 11.7 It should be remembered that in general an appeal will only be considered if the Marie Little Shield Selection Policy was not adhered to, or the player was not given fair and equal opportunity during the selection process.
- 11.8 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