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NEW SOUTH WALES

# Netball NSW Regional State Cup Selection Guidelines

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## **1 Application of the Regional State Cup Selection Guidelines**

### **1.1 Application**

The Regional State Cup Selection Guidelines, outlined in this document apply to the Netball NSW athletes, who are participating in any selection process undertaken to select the Regional State Cup team for each region, this includes the following:

- a) Hunter - Region 2
- b) West Central West - Region 3
- c) Far North Coast - Region 4
- d) South Coast – Region 5
- e) Northern Inland – Region 6
- f) North Coast - Region 7
- g) Riverina - Region 8

### **1.2 Responsibility**

- a) Netball NSW is responsible for overseeing the application of the Regional State Cup Selection Guidelines and due process.
- b) Netball NSW is assisted in this responsibility by the Netball NSW Regional Performance and Pathways Manager. It should be noted that at all times the Regional Performance and Pathways Manager is responsible for overall compliance by coaches, managers and selectors.

### **1.3 Purpose of the Regional State Cup Selection Guidelines document**

The purpose of this document is to clearly outline the guidelines 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 sessions, coaching events, tournaments, and opportunities to play against visiting teams.

### **1.4 Application of the Guidelines**

Consistent and conscientious application of the Guidelines 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 Regional State Cup Team Selectors**

- 2.1 On an annual basis Netball NSW will appoint people with appropriate expertise for the role of Regional State Cup Selectors. Netball NSW may call for a candidates' application at their discretion.
- 2.2 Persons wishing to be considered for appointment in the roles of RSCTS must be a current financial member of Netball NSW and must also address 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.
- 2.3 Netball NSW with the assistance of one working group member shall appoint a Selection Panel from each Region to select the squad and/or team.
- 2.4 Selection Panels within each Region will be responsible for the selection of the Regional State Cup Team:
- 2.5 All final selections will be made based on the decision of the majority of the Selection Panel.
- 2.6 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) In a higher Pathway program within Netball NSW
- f) 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 these Guidelines and have exercised their discretion and judgement in good faith, then the selection panel will have fulfilled all of its obligations under these Guidelines.

## **4 Confidentiality Requirements**

- 4.1 The principle of confidentiality by all persons involved in the selection process is paramount.
- 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 Regional Performance and Pathways Manager.
- 4.3 Contravention of the Confidentiality Agreement will lead to removal from the Selection Panel.
- 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.

## **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.
- c) Players entered in a regional representative team must be registered with an Association in that region.
- d) Players wishing to be selected must play at the relevant Regional League Competition, on the dates advertised that selection will take place. Refer to clause 7.2 (d) for exemptions to this clause.

- 5.2 Athletes eligible for selection to a Regional State Cup team will be aged seventeen to twenty-three (17 -23) as at 31 December of the year in which they will participate in the Competition.
- 5.3 In the pilot year of the Competition (2020), there is some flexibility, and up to 2 athletes who are twenty-four (24) years or over may be permitted to be included in the team. If selected, a request for inclusion must be made from the Regional State Cup Selection Panel to the Regional Performance and Pathways Manager for approval.

## 6 Selection of the Regional State Cup Teams

- 6.1 The Primary objective of the Selection Panel is to select 12 eligible players that will represent their Region at the regional State Cup Competition.

### 6.2 Selection Process

- a) Selections will be conducted across at least two (2) days of the respective Regional League Competition in each region.
- b) Dates that selection will take place at each of the Regional League Competitions will be distributed to all affiliated Associations within the region and advertised on the Netball NSW website.
- c) All athletes eligible for selection, as per clause five (5) of this guideline, will be provided a number prior to the selection dates, with instructions on where to apply the number. If athletes do not wish to make themselves available for selection, they may opt out of by advising their Team Manager in writing.
- d) **Exemptions:** where an Athlete is not available for selection, exemptions will be considered under the following circumstances:
  - i. Athletes not available for selection due to their commitment in a current Netball NSW pathways program in the same year.
  - ii. Where an athlete applies for an exemption, written documentation and proof of evidence must be supplied to Netball NSW. Approval may only be granted by the Netball NSW Regional Performance and Pathways Manager

## 7 Replacement of Selected Athletes

### 7.1 Grounds for Replacement:

- a) **Injury or Illness:** An athlete who is ill or injured and is withdrawing from the Regional State Cup team will be required to submit their withdrawal in writing to the Regional Performance and Pathways Manager. The Selection Panel will be notified of the withdrawal.
- 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 and the Netball NSW Code of Behaviour. The Head Coach and/or Team Manager will immediately advise the Regional Performance and Pathways Manager of the situation.

## 7.2 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 will be advised and the Panel consulted.
  - ii. Consideration will then be given to identified athletes. The Selection Panel will then fill this position with the player deemed most suitable.

## 8 Approval and Announcement of Squads and Teams

- 8.1 All squads and teams selected by the Selection Panels are subject to ratification by the Regional Performance and Pathways Manager.
- 8.2 Once selections are ratified by the Regional Performance and Pathways Manager
  - a) Formal announcement will be made via email to the individual athletes and each Association will be notified.
  - b) Teams will be published on the Netball NSW Website.

## 9 Request for Appeal

- 9.1 An athlete may request a review of any given selection criteria as outlined in Clause 3 of these guidelines, by submitting a request for an appeal including the grounds for a review to the Regional Performance and Pathways Manager within five (5) working days of the announcement of the relevant selection decision.
- 9.2 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
- 9.3 The Regional Performance and Pathways manager shall appoint an Appeals Panel to determine the appeal.
- 9.4 All requests for appeals must be submitted in writing, and may be submitted by post, email or facsimile. By post to:

Mardi Aplin – Regional Performance and Pathways Manager  
Netball NSW  
PO Box 396  
Lidcombe, NSW, 1852

By email to: [maplin@netballnsw.com](mailto:maplin@netballnsw.com)

- 9.5 It should be remembered that in general an appeal will only be considered if the Regional State Cup Selection Guidelines was not adhered to, or the player was not given fair and equal opportunity during the selection process.
- 9.6 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