

# GIANTS Netball Academy and QBE Swifts Academy

## Selection Policy for 2021 Program

### Vision

GIANTS Netball Academy and QBE Swifts Academy leading the way in Australian netball in creating cultures of excellence that will result in GIANTS Netball and NSW Swifts with full rosters of home grown athletes playing each other in the grand final of the Suncorp Super Netball and inspiring young athletes throughout NSW to strive to achieve their netball dream.

### Purpose

- For Academies to work in partnership with Netball NSW, Netball Australia and NSWIS to maximise results.
- For Academies to have independence and autonomy in creating programs and culture.
- For Academies to establish a performance support framework that is progressive and holistic and provides the right support to athletes at the right time.
- For Academies to provide a program that includes strength and conditioning, physiotherapy, physical competency testing, performance analysis and athlete wellbeing.
- For Academies to implement technical and tactical programs to impact athlete performance.

### Application of the policy, processes and procedures outlined in this document will ensure:

- That NSW athletes who demonstrate high performance potential and desire have the support to progress on the NSW performance pathway and ultimately be contracted into the SSN competition
- That GIANTS Netball and NSW Swifts have a succession plan for NSW talent to be contracted into their teams
- An alignment of long-term athlete development across all Netball NSW performance programs
- Transparency in process

## Selection

### 1 Athlete eligibility

1.1 To be eligible for selection athletes must:

- a) Be a current financial member of Netball NSW
- b) Be turning 17 years or older in 2021
- c) Reside in NSW

1.2 Netball NSW may grant an exemption to an ineligible player if that player has the clear potential to be considered a future SSN player.

### 2 Selection Panels

2.1 The selection panel for the GIANTS Netball Academy shall comprise:

- a) Convenor – Executive General Manager of GIANTS Netball
- b) GIANTS Netball Academy Head Coach
- c) GIANTS Netball Head Coach
- d) GIANTS Netball Assistant Coach /GIANTS Netball Academy Performance Manager

2.2 The selection panel for the QBE Swifts Academy shall comprise:

- a) Convenor – Executive General Manager of NSW Swifts
- b) QBE Swifts Academy Head Coach
- c) NSW Swifts Head Coach
- d) NSW Swifts Assistant Coach /QBE Swifts Academy Performance Manager

2.3 Additional delegates may be appointed to the selection panels as required at the discretion of the relevant Convenor.

2.4 The role of each Academy Convenor is to oversee the selection process, facilitate discussions and ensure that the selection policy and processes are carried out with confidentiality, objectivity, integrity and respect.

### 3 GIANTS Netball Academy and QBE Swifts Academy Selection Process

The selection process requires panels to assess the perceived standard of an individual player against the criteria set by the GIANTS Academy and QBE Swifts Academy. It is acknowledged that despite the experience and expertise of the selection panels there is an element of subjectivity. There will be extremely difficult choices to be made which will require the Selection Panel to exercise their discretion and judgement. Providing the Panel has properly followed the Policy below and exercised their discretion and judgement in good faith, the Panel will have fulfilled its obligations under this Policy.

- 3.1 The GIANTS Netball Academy and QBE Swifts Academy will offer a maximum of 22 athlete scholarships by November 16, 2020.
- 3.2 Up to a maximum of 6 GIANTS Netball training partners and up to a maximum of 6 NSW Swifts training partners are not counted as part of the GIANTS Netball Academy and QBE Swifts Academy.
- 3.3 Subject to clause 3.11, Academies will not invite additional athletes to train or join their programs on a regular basis.
- 3.4 Non-scholarship athletes may be invited to participate in an Academy training sessions from time to time at the request of the Academy Head Coaches or Academy Performance Managers. Where possible, consideration should be given to athletes who submitted an expression of interest for their Academy or ANL program and were not selected.
- 3.5 If Academies did not select the maximum number of 22 athletes, they may offer a scholarship to an athlete who submitted an expression of interest for their Academy or ANL program to join their Academy program at a later time.
- 3.6 The Executive General Manager of the relevant Academy must notify the General Manager Performance & Pathways of any proposed changes to the approved Squad prior to an offer of scholarship.
- 3.7 If Academies did not select the maximum number of 22 athletes and identify a player with SSN potential outside of the recruitment period who did not submit an expression of interest for their Academy or ANL program the Executive General Manager of the relevant Academy must

seek approval from the General Manager Performance & Pathways prior to an offer of scholarship.

- 3.8 In 2021, following the National Netball Championships, an athlete who is named by Netball Australia to attend a 2021 National Camp or is selected in a 2021 National Squad and is not currently in an Academy will be offered a scholarship to an Academy.
- 3.9 A panel including the Head Coach of the Netball Australia Centre of Excellence, the General Manager Performance and Pathways and the Performance Managers of the GIANTS Netball Academy and QBE Swifts Academy will convene to place the athlete/s in an Academy.
- 3.10 These athletes can be additional to the maximum number of 22 athletes.
- 3.11 Where an athlete is selected into the 19U NSW State Team and does not hold a scholarship with either the GIANTS Academy or QBE Swifts Academy, the General Manager Performance & Pathways may make a request to both Academies to include this Athlete in their Academy sessions on an invitational basis.
- 3.12 In the instance that both Academies accept the athlete, the athlete will be given a choice to select the Academy they wish to join. This athlete can be additional to the maximum number of 22 athletes.
- 3.13 These athletes will stop training with the Academy after the 2021 Nationals unless they are categorised by Netball Australia.

#### **4 Selection for Australian Netball League (ANL) teams**

- 4.1 Athletes do not have to be members of the GIANTS Netball Academy or QBE Swifts Academy to be considered for selection into a 2021 ANL Team.
- 4.2 The GIANTS Netball Academy and QBE Swifts Academy will determine an ANL Selection policy once the format of the ANL competition is finalised by Netball Australia.
- 4.3 It is important for athletes to note that at this time no decision has been made by Netball Australia on the continuation or the format of the ANL Competition in 2021.

## **5 Scholarship period**

- 5.1 Following 2020 scholarship offers, selected athletes will be on scholarship until the conclusion of the 2021 Premier League season.
- 5.2 Athletes who are categorised at the 2021 National Championships and who are invited to attend a 2021 National Camp or who are selected in a National Squad must remain in an Academy until the 2022 Nationals Championships.

## **6 Expression of interest**

- 6.1 All athletes wishing to be considered for selection into the GIANTS Netball Academy and/or QBE Swifts Academy must submit an expression of interest to Netball NSW.
- 6.2 Athletes currently on scholarship are also required to complete an Expression of Interest.
- 6.3 Expression of Interest applications will open on September 7, 2020 and will close on September 30, 2020.
- 6.4 Expressions of Interest applications submitted after the EOI period should be submitted to the General Manager Performance & Pathways for consideration.
- 6.5 It should be noted that late submissions will limit the ability of selection panels to assess their performance (as outlined in clause 7).
- 6.6 The process for submitting an Expression of Interest registration will be available on the Netball NSW website.
- 6.7 All submissions will be collected and collated by the Netball NSW Performance & Pathways teams and reports will be forwarded to each Academy on a weekly basis during the EOI period.

## **7 Assessment**

- 7.1 The GIANTS Netball Academy and QBE Swifts Academy will independently determine the assessment criteria for selection into their Academies.

- 7.2 The GIANTS Netball Academy and QBE Swifts Academy selection panel will review athlete performance in match play and video footage.
- 7.3 The designated assessment period begins on September 30, 2020 and concludes on October 28, 2020.
- 7.4 The selection panels will also consider previous performance.
- 7.5 The GIANTS Netball Academy and QBE Swifts Academy selection panels are not obliged to provide feedback to athletes.

## **8 Renewal and release of current scholarship athletes**

- 8.1 The GIANTS Netball Academy and QBE Swifts Academy selection panels can offer to renew the scholarship of any athlete currently in their Academy for 1 year in the period from October 2, 2020 to October 30, 2020.

During this period, it is an expectation that GIANTS Netball Academy and QBE Swifts Academy selection panels will only discuss contracts with athletes currently within their Academy.

- 8.2 Once an athlete has signed a 2021 athlete agreement, the renewal process is complete.
- 8.3 On October 31, 2020 the Executive General Managers from both Academies will provide the General Manager of Performance & Pathways with a list of athletes who have signed 2021 scholarships.

## **9 Recruiting period**

- 9.1 The GIANTS Netball Academy and QBE Swifts Academy selection panel can offer scholarships to any athlete who has been released from the alternate Academy or who has submitted an Expression of Interest from 2 November 2020 to 16 November 2020.
- 9.2 Final squad lists be submitted to the Netball NSW General Manager Performance & Pathways no later than November 18, 2020.

9.3 The GIANTS Netball Academy and QBE Swifts Academy 2021 squad lists will be sent to successful and unsuccessful athletes on November 20, 2020 and then posted on the Netball NSW website.

**10 Review and update of policy and process in 2021**

10.1 It is important to note that 2020 selection dates have been dictated by restrictions imposed by COVID-19.

10.2 A committee including the GIANTS Netball Academy Performance Manager, QBE Swifts Academy Performance Manager, Netball NSW General Manager Performance & Pathways and Netball NSW Competitions Manager will convene prior to April 30<sup>th</sup> each year to review the policy determine the schedule of dates for 2022 selection.

**2021 SSN Academies selection timeline**

Wednesday September 7th	Expression of Interest open
Wednesday September 30th	Expression of Interest close
Wednesday September 30th – Wednesday October 28th	Athlete assessment
Friday October 2nd – Friday October 30th	Renewal of scholarships - Academy coaches can offer current athletes a renewal of scholarship for 1 year
Friday October 30th	Lists of current athletes that have been re contracted are shared between Academies
Monday November 2nd - Monday November 16th	Recruitment - Academy Coaches can offer a scholarship to: Current athletes who have not already been renewed Athletes from other Academy that have not renewed Athletes that have nominated and assessed
Wednesday November 18th	Squads sent to Board and athletes advised