

GIANTS Netball Academy and QBE Swifts Academy

Selection Policy for 2022 Programs

As at 14 September 2021

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 and Netball Australia 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 2022
- c) Reside in NSW
- d) Be strong performers in the Netball NSW Premier League competition, State Teams, Metro and Regional Emerging teams or similar standard programs

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 29, 2021.
- 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 ANC 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 ANC 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 ANC 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 Following the 2022 National Netball Championships, an athlete who is selected in a Netball Australia 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 2022 Nationals unless they are selected in a Netball Australia squad.
- 3.14 Where an athlete who currently holds a scholarship in an Academy sustains a significant injury they can be invited to remain in the Academy for 1 year to access rehabilitation and return to court support. This athlete can be additional to the maximum number of 22 athletes.

4 Selection for Australian Netball Championship (ANC) teams

- 4.1 The ANC selection policy is as follows:

- 4.1.1 The selection panel for the GIANTS Netball ANC team 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 and / or GIANTS Netball Academy Performance Manager
- 4.1.2 The selection panel for the NSW Swifts ANC team 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 and / or QBE Swifts Academy Performance Manager
- 4.2 Each team will be selected in accordance with the ANC Player Eligibility criteria (with such criteria to be determined by Netball Australia).
- 4.3 Players may be chosen from the respective SSN Team, SSN Training Partners, Academy or another source as required, in line with the ANC Player Eligibility criteria.
- 4.4 Athletes do not have to be members of the GIANTS Netball Academy or QBE Swifts Academy to be considered for selection into a 2022 ANC Team.
- 4.5 Players cannot be selected from the opposing SSN Team, SSN Training Partners or Academy.

5 Scholarship period

- 5.1 The date for finalisation of the Academy programs will be determined by both Academies when the 2022 competition and National Camp schedules have been finalised.
- 5.2 Athletes who are categorised at the 2022 National Championships and who are selected in a National Squad must remain in an Academy until national selection has been completed following the 2023 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 13, 2021 and will close on October 1, 2021.
- 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 team 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 selection panels will also consider previous performance.
- 7.4 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 4, 2021 to October 15, 2021.

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 2022 athlete agreement, the renewal process is complete.

- 8.3 On October 15, 2021 the Executive General Managers from both Academies will provide the General Manager of Performance & Pathways with a list of athletes who have signed 2022 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 for their Academy from October 18, 2021 to November 29 2021.
- 9.2 Final squad lists be submitted to the Netball NSW General Manager Performance & Pathways no later than December 1, 2021.
- 9.3 The GIANTS Netball Academy and QBE Swifts Academy 2021 squad lists will be sent to successful and unsuccessful athletes on December 3, 2021 and then posted on the Netball NSW website.

10 Review and update of policy and process in 2022

- 10.1 2022 Academy 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 following 2022 National Netball Championships to review the policy and determine the schedule of dates for 2023 selection.

2022 SSN Academies - Selection timeline

Monday September 13 th	Expression of Interest Open
Friday October 1 st	Expression of Interest Close
Monday October 4 th – Friday October 15 th	Renewal of scholarships within Academies Academy coaches can offer <ul style="list-style-type: none"> • Current athletes a renewal of scholarship for 1 year
Friday October 15 th	Lists shared Current athletes that have been re contracted are shared between Academies
Monday October 18 th Monday November 29 th	Recruitment period Academy Coaches can offer a scholarship to: <ul style="list-style-type: none"> • Current athletes who have not already been renewed • Athletes from the alternate Academy that have not had scholarship renewed • Athletes that have submitted an EOI for their Academy
Wednesday December 1 st	Final selection Squads sent to Board and athletes advised