



Netball NSW

Performance and Pathways Policy

Adopted by New South Wales Netball Association Ltd at its Board Meeting held on 10 October 2023

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1 Purpose

The Performance and Pathways Policy ('the Policy') is designed to ensure consistent and conscientious application of the policy, operational process and procedures. The processes outlined in this document will help ensure:

- a) Transparency for all stakeholders who are involved in the selection process.
- b) Experience and objectivity in selecting the right players in the right program at the right time.
- c) Clear communication and understanding between all stakeholders.
- d) Effective planning and execution associated with all aspects of selection.
- e) Flexibility to respond to selection situations in a fair manner.
- f) Ongoing review of the selection process to ensure, best practice is attained and sustained.

2 Scope

The, processes and procedures outlined in this document apply to any process undertaken to select a NSW Performance Program or Team.

This includes the following:

- a) NSW 19/Under Team (19U)
- b) NSW 17/Under Team (17U)
- c) NSW Emerging Talent Programs
- d) Sydney Netball Academy
- e) NSW Marie Little OAM Shield Team

3 Responsibility

- a) Netball NSW is responsible for overseeing the application and execution of processes outlined within this Policy.
- b) Netball NSW may delegate this responsibility to the General Manager Performance & Pathways who will be responsible for the overall compliance by coaches, managers, selectors and athletes for NSW Performance program and teams.
- c) The General Manager Performance & Pathways is accountable to the Netball NSW Board, through the Executive General Manager Community & Pathways and Chief Executive Officer of Netball NSW.

4 Performance & Pathways Selectors and Talent Identification Pool

- 4.1 On an annual basis Netball NSW will appoint people with appropriate knowledge and experience for the Performance & Pathways Selection Panels and Talent Identification Pools (PPSTIP) as outlined in clause 4.3.

- 4.2 Suncorp Super Netball coaching staff (NSW Swifts and GIANTS Netball) and QBE Swifts Academy and GIANTS Netball Academy coaching staff are automatically part of the PPSTIP.
- 4.3 Persons wishing to be considered for appointment in the roles of PPSTIP must be a current financial member of Netball NSW and must also address a minimum of one (1) of the following criteria:
- a) Be a current coach in Pathway and Performance Programs, Regional League, Regional State Cup, Metro League, Premier League, State Titles or similar.
 - b) Hold the Intermediate Coaching Accreditation or above.
 - c) Be a current or former elite athlete with a minimum Development Coaching Accreditation.
- 4.4 Appointed selection and identification panels will be responsible for assessment, identification and selection at events and trials including:
- a) NSW 19U Team
 - b) NSW 17U Team
 - c) NSW Emerging Talent Programs
 - d) NSW Marie Little Shield OAM Team
 - e) Sydney Netball Academy
 - f) Senior State Titles
 - g) Regional State Cup
 - h) Metro, Premier and Regional Leagues
 - i) Any other programs as specified by Netball NSW
- 4.5 The General Manager Performance & Pathways or their delegate will convene the selection panel, with a minimum of (3) selectors and will be referred to as the Selection Panel Convenor.
- 4.6 The role of the Selection Panel Convenor is to oversee the selection process including; processes to ensure an effective and fair trial for all athletes, manage selectors to maximise transparency, objectivity and confidentiality, chair meetings, facilitate open discussion and collaborative decision making, observe policy in all process. The Selection Panel Convenor will not have any voting rights during the selection process.
- 4.7 All final selections will be made based on the decision of the majority of the selection panel.
- 4.8 The decisions of the selection panel shall be final and binding.

5 Selection Panel Requirements

- 5.1 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.

- 5.2 Appointees in selection and talent identification panels will not discuss selection matters outside selection meetings.
- 5.3 Contravention of the Confidentiality Agreement will lead to removal from the panels.
- 5.4 Panel members will be required to declare any conflict of interest in relation to the athlete selection process they have been assigned to.
- 5.5 A register of conflicts will be managed by General Manager Performance & Pathways. This conflict register will be available for review by the Chief Executive Officer.

6 Athlete Selection Criteria

A prediction of athlete performance, team fit and potential to progress on the performance pathway will be assessed by selectors. The following components of athlete performance and behaviours will guide selectors in their assessment:

- 6.1 Physical
 - a) Speed
 - b) Agility
 - c) Power
 - d) Aerobic fitness
 - e) Strength
- 6.2 Technical
 - a) Movement skills
 - b) Ball skills
 - c) Attacking skills
 - d) Defending skills
 - e) Positional specific skills
- 6.3 Tactical
 - a) Attacking strategies
 - b) Defensive strategies
 - c) Game plans
 - d) Strategies to counter opposition
- 6.4 Psychological
 - a) Coachable
 - b) Determined
 - c) Mental toughness

- d) Motivated
- e) Growth mindset
- f) Ability to cope under pressure
- g) Self-belief

6.5 Emerging Talent Behaviours

- a) Compliance with nutrition, hydration, recovery, injury management and well-being protocols
- b) Team player
- c) Embrace team culture
- d) Display leadership qualities

6.6 Additional considerations

- a) Positional versatility and balance within the team

6.7 The selection process requires panels to assess the perceived standard of an individual player. 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 require the Selection Panel to exercise their discretion and judgement. Providing the Panel has properly followed the Policy and exercised their discretion and judgement in good faith, the Panel will have fulfilled its obligations under this Policy.

7 Athlete Eligibility Criteria

7.1 Whenever selecting athletes for any Performance & Pathways Programs and/or Teams, the relevant selection panels shall apply the eligibility criteria as set out below:

- a) Be a current financial member of Netball NSW; and
- b) Be a current resident of NSW.

8 Selection of the NSW 19/Under (19U) and 17/Under (17U) teams

8.1 Objectives

- a) To identify and select twelve athletes in each of the respective age groups to achieve success at the National Netball Championships.
- b) Netball NSW will deliver a nation leading campaign program that commands commitment to Waratah pride. Athletes will be challenged and supported on and off the court to strive toward individual and team success at the National Netball Championships and beyond.

8.2 Eligibility

- a) Refer to clause 7.1
- b) The targeted age for 17U State Teams is 16 years or 17 years of age in the year of National Championships.
- c) The targeted age for 19U State Team is 18 years or 19 years of age in the year of the National Championships.
- d) The minimum age for 17U and 19U State Team representation is 15 years of age in the year of the National Netball Championships.
- e) Athletes eligible for NSW 17U selection who display exceptional performance skills and attributes may be considered for NSW 19U selection in consultation with the General Manager Performance & Pathways.
- f) Athletes may only be selected into one age group in any given calendar year.
- g) In exceptional circumstances athletes may be considered for selection outside the eligibility and age eligibility criteria, in consultation with the General Manager Performance & Pathways and with approval of the Chief Executive Officer.

8.3 Selection Process

- a) The General Manager Performance & Pathways will establish a selection trial timeline each year in order to meet the Netball Australia deadlines and program requirements.
- b) Dates for selection trials will be distributed to all affiliated Associations and advertised on the Netball NSW website.
- c) Trials will be conducted in at least two (2) phases, with additional phases added, if required.
- d) Athletes selected to progress past Phase 1 will be notified by email and on the Netball NSW website.
- e) NSW 17U Phase 1 trials may be held across multiple venues statewide.
- f) It is preferred that athletes trial in the region that is closest to where they reside.
- g) Athletes can only trial at one Phase 1 venue.
- h) Registration for selection must be completed online by the closing date. The closing date will be determined by Netball NSW and posted on the Netball NSW website.
- i) **Late registration:**
 - i. In the seven days following the closing date, athletes must complete a late registration form and submit with the registration fee plus an additional late fee of \$50.00.
 - ii. At the conclusion of the late registration period, further athlete registration will only be considered in exceptional circumstances. A registration form together with a written application and supporting documents must be submitted to the General Manager Performance & Pathways for consideration. Athletes will be informed within 48 hours if their registration has been accepted.
- j) **Exemption:**
 - i. Athletes may apply for an exemption from Phase 1 of trials in exceptional circumstances such as; injury, illness, competing in a NSW or National competition or away from Sydney on a pre-arranged end of year school trip.

- ii. To apply, athletes must complete the exemption form found on the Netball NSW website, attach supporting documentation and submit to the General Manager Performance & Pathways. Athletes will be notified within 48 hours if their exemption request is successful.
- iii. If the exemption is successful athletes will progress to Phase 2 of selections.
- iv. Athletes will only be considered for exemption from Phase 2, Phase 3 or Squad Camp under extenuating circumstances. A written application, together with supporting documents must be submitted to the General Manager Performance & Pathways for consideration. Athletes will be notified within 48 hours if their exemption request has been successful.
- v. Where an athlete fails to attend a trial they have registered for and that athlete believes that extenuating circumstances prevented them from attending, a written application may be made to the General Manager Performance & Pathways within 24 hours of the commencement of selection. The reason(s) for non-attendance must be disclosed and include relevant supporting documentation. The General Manager Performance & Pathways will determine if the athlete is to be permitted to be considered for selection.
- vi. Netball NSW may grant athletes who have been identified by Netball Australia or Netball NSW an exemption from stated trial phases.

The Panel will take into account previous performances at nominated Netball NSW events and/or National championships or camps over the 12 months prior to selection.

8.4 Selection Criteria

Whenever selecting players for NSW 19U and 17U Programs and Teams, the selection panel shall apply the competencies, personal attributes and other considerations as outlined in clause 6.

9 Selection of NSW Emerging Talent Programs

9.1 Objectives

Netball NSW will select a group of athletes that demonstrate the potential and aspiration to progress on the Netball NSW performance pathway.

Emerging Talent programs will provide a series of inspiring, motivating and challenging programs that support athletes with confirmed talent to take the next step in Performance sport. Programs will focus on the holistic needs of each individual athlete and will maximise athlete readiness to progress on the Netball NSW Pathway.

9.2 Eligibility

- a) Refer to clause 7.1
- b) The targeted age for the Emerging Talent Programs will be determined by the General Manager Performance and Pathways in any given year.

- c) Athletes turning 15 years in the year of the program may be considered if assessed by selectors to be at a state of readiness.

9.3 Selection Process

The NSW State Team Trials are the primary selection point for athletes into the Emerging Talent Squad. Athletes can also be identified and included into Emerging Talent Programs at Netball NSW competitions and events.

9.4 Selection Criteria

Whenever selecting players for NSW Emerging Talent Programs, the selection panel shall apply the competencies, personal attributes and other considerations as outlined in clause 6.

10 Selection of the NSW Marie Little Shield OAM Team

10.1 Objectives

- a) To identify and select up to twelve (12) of the best players capable of achieving success at the Marie Little OAM Shield.
- b) To develop the tier of players underneath the Marie Little OAM Shield State Team to increase the depth of emerging talent and increase All Abilities participation.

10.2 Eligibility Criteria

- a) Refer to clause 7.1
- b) Be female;
- c) Have an intellectual disability; that meets the requirements of Sports Inclusion Australia;
- d) Be aged 16 years of age or older by 31 December of the competition year; and
- e) Where possible, be a member of Sports Inclusion Australia.

10.3 Selection Process

- a) Netball NSW will annually select:
 - i. Marie Little OAM Shield – State Team
 - ii. Marie Little OAM Shield – Training Partners (at the discretion of the selectors)
- b) The above selections of these positions will be known as the “Marie Little OAM Shield Squad”
- c) Selections will be conducted in one (1) phase with additional phases added if required.
- d) Applications will be called for the Marie Little OAM Shield Squad.
- e) Dates for selection/trials will be distributed to all affiliated Associations.
- f) 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.

- g) 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.
- h) Closing date for applications will be prior to the Phase 1 trials date.
- i) 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.
- j) 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 General Manager Communities will determine if the player is to be permitted to be considered for selection.
- k) 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.
- l) 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.

10.4 Selection Criteria

- a) Whenever selecting players for the NSW Marie Little Shield Team, the selection panel shall apply the competencies, personal attributes and other considerations as outlined in clause 7.

11 Selection of the Sydney Netball Academy

11.1 The objectives of this process are to;

- a) Select a group of 48 athletes that demonstrate long term potential and aspire to progress on the Netball NSW Pathway; and
- b) Deliver a positive, individualised, athlete centred experience that leads the way in transforming potential both on and off the court.

11.2 Eligibility

- a) Refer to clause 7.1
- b) Residewithin the relevant Academy Catchment Area; as specified on the Netball NSW website.
- c) Be turning 15 or 16 years of age in the year of the Sydney Netball Program.

11.3 Selection Process

- a) Selections will be conducted in at least two (2) phases, with additional phases added, if required.
- b) The General Manager Performance & Pathways will establish a selection trial timeline each year in order to meet the program requirements.
- c) Dates for selection trials will be distributed to all relevant affiliated Associations and posted on the Netball NSW website.
- d) Registration for selection must be completed online by the closing date. The closing date will be determined by Netball NSW and advised via the Netball NSW website.
- e) **Late registration:**
 - i. In the seven days following the closing date, athletes must complete a late registration form and submit with the registration fee plus an additional late fee of \$50.00.
 - ii. At the conclusion of the late registration period, further athlete registration will only be considered under extenuating circumstances. A registration form together with a written application and supporting documents must be submitted to the General Manager Performance & Pathways clearly for consideration. Athletes will be informed within 48 hours if their registration has been accepted or not.
- f) **Exemption:**
 - i. Athletes may apply for an exemption from Phase 1 of trials if they are injured, sick, or competing in a NSW or National competition.
 - ii. To apply, athletes must complete the exemption form found on the Netball NSW website, attach supporting documentation and submit to the General Manager Performance & Pathways. Athletes will be notified within 48 hours if their exemption request is successful.
 - iii. If the exemption is successful athletes will progress to Phase 2 of selections.
 - iv. Athletes will only be considered for exemption from Phase 2 or Phase 3 if it is required, under extenuating circumstances. A written application, together with supporting documents must be submitted to the General Manager Performance & Pathways for consideration. Athletes will be notified within 48 hours if their exemption request has been successful.
 - v. Where an athlete fails to attend trials and that athlete believes that extenuating circumstances prevented them from attending, a written application may be made to the General Manager Performance & Pathways 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 General Manager Performance & Pathways will determine if the athlete is to be permitted to be considered for selection.
- g) 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:
 - State Titles.
 - Academy Games and Academy Challenge.
 - Other relevant events as agreed by the Selection Panel Convenor.

11.4 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 6.

12 Approval and Announcement of Programs and Teams

12.1 All programs and teams selected by the selection panels are subject to ratification by the Chief Executive Officer or their delegate.

12.2 Selection of Captains, Vice Captains and Leadership Groups are subject to ratification by the Executive General Manager Community & Pathways.

12.3 Once selections are ratified by the Chief Executive Officer or their delegate; :

- a) The Board of Directors will be advised; and
- b) Formal announcement will be made via the Netball NSW website and/or via media release.

13 Replacement of Selected Athletes

13.1 An athlete may be replaced on the following grounds;

a) Illness or Injury:

- i. An athlete who is ill or injured should be assessed by a doctor or medical practitioner nominated or agreed to by Netball NSW.
- ii. A final decision on the withdrawal of an athlete will be made following discussion between the Head Coach, team physiotherapist, treating medical practitioner, athlete, parent (if under 18) and General Manager Performance & Pathways.
- iii. The Selection Panel will be updated regularly of all team illness or injuries.

b) Breach of Policy:

- i. An athlete may be considered for replacement following an approved complaints handling process due to a breach of policy, including failure to observe any relevant Netball Australia or Netball NSW policy, including the Netball NSW Code of Behaviour and any signed Athlete Agreement.
- ii. The Head Coach and/or Team Manager will immediately advise the General Manager Performance & Pathways of any alleged breach of policy.
- iii. The General Manager Performance & Pathways will initiate an appropriate disciplinary process in consultation with the Executive General Manager Community & Pathways.

c) Integrity Requirements Checklist :

- i. All athletes selected in NSW State teams will be required to complete with honesty and comply with the Netball Australia Policy Integrity Framework.

13.2 Replacement Process

- a) If a selected athlete is unable to continue or is to be removed as a representative of any program or team, the:
 - i. The Selection Panel Convenor will be advised and the relevant selection panel consulted.
 - ii. Consideration will be given to assessment of athletes at trials and the balance of the team.
 - iii. The Selection Panel Convenor will fill this position with the player deemed most suitable by the selection panel.

14 Appointment of Performance and Pathways Coaches and Managers

14.1 The Netball NSW General Manager Performance and Pathway or a delegated Netball NSW representative will, at appropriate times, advertise for applications for the positions of Head Coaches, Assistant Coaches, Apprentice Coaches and Team Managers for NSW Performance Programs and Teams. This includes the following:

- a) NSW 19/Under Teams (19U)
- b) NSW 17/Under Team (17U)
- c) NSW Marie Little Shield OAM Team
- d) NSW Emerging Teams and Programs
- e) Sydney Netball Academy

14.2 Netball NSW will promote the opening of Expression of Interest for all positions broadly to the netball community including email to all eligible coaches, Association memo and website promotion.

15 Appointment Panel of Performance and Pathways Coaches and Managers

15.1 The Appointment Panels will be convened by the General Manager Performance and Pathways or a delegated Netball NSW representative.

15.2 The panel will be responsible for assessing candidates, shortlisting, interviewing and appointing officials to the positions available.

15.3 The term of appointment may be either one (1) or two (2) years as determined by Netball NSW.

15.4 In the case of a Coach or Manager withdrawing from their position the Appointment Panel convenor will consult with the selection panel and fill this position with the Coach or Manager deemed most suitable by the selection panel.

15.5 The following selection criteria will apply to all roles:

- a) Commitment to promote Netball NSW Values
- b) Current financial member of Netball NSW

- c) Hold a current Working with Children Check
- d) Suitable experience and accreditation
- e) Desire to be a part of establishing a winning culture at Netball NSW
- f) Athlete focused
- g) Positive leader and role model
- h) Aspire to learn and grow
- i) Strong communicator
- j) Proud to be a Waratah

15.6 Detailed Roles and Responsibility descriptions are available for each Coach and Manager position on the Netball NSW website.