



ANL SELECTION POLICY

**Adopted by NSW Netball Association Ltd Board Meeting on
28th November 2016**

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1. APPLICATION OF THE SELECTION POLICY AND PROCESS

- 1.1 Netball NSW will select the following ANL teams:
- a. NSW Waratahs; and
 - b. ACT / Giants.
- 1.2 Application of the policy, operational processes and procedures outlined in this document will help ensure the following:
- a. Alignment and consistency across all levels of the Netball NSW High Performance program;
 - b. Transparency in the selection criteria and processes;
 - c. Improved planning and execution of all aspects of the selection strategy;
 - 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 all events that are undertaken by Netball NSW in a given season;
 - f. Appointment of high quality and experienced selectors to support all levels of the Netball NSW High Performance Athlete Pathway; and
 - g. Development and advancement opportunities for selectors at each level of the Netball NSW High Performance Athlete Pathway.

2. SQUAD AND TEAM MANAGEMENT

- 2.1 Netball NSW will appoint, at its sole discretion, all officials for the NSW Waratahs and NSW component of the ACT / Giants Squads and Teams.
- 2.2 The process for appointment of these officials, including the selection of the relevant coaches, will be conducted at the discretion of Netball NSW and, where relevant with consideration to the needs of ACT Netball, in accordance with relevant policies.

3. ELIGIBILITY CRITERIA

- 3.1 Whenever selecting players for either ANL Squads and/or Team, the relevant ANL Selection Panel shall apply the eligibility criteria as defined in any relevant Competition Rules and other considerations as set out below:
- a. To be eligible for selection, players must:
 - i) Be a current financial member of Netball NSW and / or Netball ACT; and
 - ii) Be residing within NSW and/or ACT.
 - b. 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, and has initiated Australian citizenship.
 - c. The selection of any ineligible player is to be agreed by the Netball NSW CEO, and the Board is to be notified.

4. SELECTION PANELS

- 4.1 Netball NSW shall appoint an ANL Selection Panel, as per clause 4.3 and clause 4.4, for each of the two ANL teams (Waratahs and ACT/Giants), and selections for both Teams / Squads will be made by these Panels.
- 4.2 Netball NSW reserves the right to vary the composition of the Panels from time to time, at its discretion.
- 4.3 The ANL Selection Panel for the NSW Waratahs ANL Team shall be comprised of:
- NSW Waratahs ANL Head Coach;
 - NSW Swifts Head Coach;
 - NSW Swifts Assistant Coach; and
 - One independent selector, as required.
- 4.4 The ANL Selection Panel for the ACT / Giants Team shall be comprised of:
- ACT / Giants Co-Head Coaches (Netball NSW and Netball ACT representative);
 - Giants Netball Head Coach;
 - Giants Netball Assistant Coach; and
 - One independent selector, as required.
- 4.5 The General Manager High Performance or representative (as approved by the CEO) will convene the ANL Selection Panels, and will be referred to as the ANL Selection Panel Convener.
- 4.6 All final selections will be made based upon the majority of decisions of the relevant ANL Selection Panel. However, where there is an even split on the selection of any player(s), the Head Coach of the respective Squad and 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 each Squad and/or Team is deemed to be a selection made by the Panel.
- 4.7 The ANL Selection Panel may, from time to time, seek input from others on the merits of identified players, however any final selection decisions rest solely with the ANL Selection Panel. Anyone providing input to the Panel will be required to agree to and be bound by the same confidentiality requirements as the Panel.
- 4.8 The General Manager High Performance may require a member of the ANL Selection Panel to vacate the Panel for such periods as deemed appropriate where the General Manager High Performance and/or CEO considers that the selector has an association with a player which could give rise to a question of bias or conflict of interest in the selection process. Alternatively, a selector may declare a conflict of interest and be excused from the Panel as required by the ANL Selection Panel Convener.
- 4.9 The role of the ANL Selection Panel Convener is to oversee the selection process, i.e. arrange, organise and Chair meetings, facilitate discussions and decision making, ensure the ANL Selection Policy is adhered to, liaise with the relevant Netball NSW staff and oversee the administrative requirements of the selection process. The ANL Selection Panel Convener will not have any voting rights during the selection process.
- 4.10 The decisions of the ANL 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. SELECTOR APPOINTMENT PROCESS

- 5.1 Netball NSW may appoint Apprentice Selector/s to any Panel. The Apprentice Selector/s may be appointed at the discretion of Netball NSW. The Apprentice Selector/s may be consulted for their opinion, but is not a decision making member of the Panel. At the conclusion of the selection process the General Manager High Performance will undertake a post selection debrief with the Apprentice Selector/s as a development measure.
- 5.2 Ex officio members are not permitted to vote in any selection process at any time.

6. SELECTION CRITERIA

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.

When applying the criteria and considerations below, there will be at times, extremely difficult choices to be made which require the ANL Selection 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.

Whenever selecting players for the Squads and Teams, the ANL Selection Panel shall apply the appropriate level of the following competencies, personal attributes and other considerations:

- a. Core Playing Competencies:
 - Sound technical skill base.
 - Tactical understanding and ability to read play, consistency and accuracy of decision making under pressure.
 - Achieved and maintained the fitness required for this level of competition.
 - Can sustain intensity of performance throughout the game.
 - Consistency of performance.
 - Shows the potential skills and capabilities to represent NSW at the highest level.
- b. Core Personal Attributes:
 - Self-responsibility – driven to be the best and committed to own development.
 - Resilience – mental toughness, bounces back from adversity, perseveres and adapts.
 - Self-awareness – emotional intelligence and can manage behaviour.
 - Leadership – leads by example, and role models the Netball NSW performance culture on and off court.
 - Communication – ability to communicate positively and be open to receiving feedback and also able to give feedback in a calm and mature manner.

- c. Consideration may also be given to the following factors:
- Coachability and potential to improve – understands expectations and applies learnings to improve performance.
 - Demonstrates ‘team’ qualities and is a ‘fit’ within the team environment, able to influence the squad/team in a positive manner.
 - Understands and demonstrates the Netball NSW values.
 - State of fitness, health and/or wellbeing.
 - Positional versatility and balance within the team.
 - Succession planning.
 - Current form.
 - Balance of experience and emerging talent.
 - 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.
- d. Consideration may also be given to any other factors that the ANL Selection Panel considers in its sole discretion to be relevant and appropriate to the overall assessment of a particular player.

7. CONFIDENTIALITY REQUIREMENTS

- 7.1 The principle of confidentiality by all persons involved in the selection process is paramount and all members of the relevant ANL Selection Panel will be required to sign a *Netball NSW Selectors Agreement*.
- 7.2 ANL Selection Panel members, coaches and any other person providing input to the Panel/s will not discuss selection matters to any other person whatsoever outside of the official selection meetings without the express permission of the General Manager High Performance.
- 7.3 Contravention of the Netball NSW Selectors Agreement will lead to immediate removal from the relevant ANL Selection Panel.
- 7.4 ANL Selection Panel members will be required to declare any conflict of interest in relation to the player selection process they have been assigned to. A register of conflicts will be managed by the General Manager High Performance. This conflicts register will be available for review by the CEO.

8. CONDITIONAL SELECTION

- 8.1 The ANL Selection Panel may make a conditional selection of any particular athlete subject to the athlete meeting further conditions. Those further conditions may include, but are not limited to:
- a. proving match fitness through participating in training, match play, fitness test or any such method as determined by the ANL Selection Panel;
 - b. receiving a medical clearance;
 - c. any other condition that, in the opinion of the ANL Selection Panel, is reasonable in the circumstances of the particular athlete.
- 8.2 The conditional selection of an athlete within either of the ANL teams or squads (NSW Waratahs or ACT / Giants), must be included within the total number of selected athletes permissible in accordance with clause 10.1 b) or clause 10.2 b).

9. POST - SELECTION REQUIREMENTS

- 9.1 Following selection in either ANL Squad or Team, subject to this policy, selected players must agree to:
- a. Attend all such training sessions as scheduled by the Coach unless extenuating circumstances arise. Players who are unable to attend training must contact the relevant Team Official within 24 hours of the scheduled training.
 - b. Be available for all games, including preparation matches as scheduled in the program.
 - c. Travel to, and reside with the team for the entire key event unless agreed in advance with the Head Coach and General Manager High Performance or representative.
 - d. Fully comply with Netball NSW expectations as set out in the *Squad/Team Information Pack* and amended by Netball NSW from time to time.
 - e. Comply with all rules, regulations, policies and procedures of Netball NSW and Netball Australia (where appropriate).
 - f. Fully comply with the Netball Australia Anti-Doping Policy.
 - g. Work towards achieving and/or maintaining the level of fitness required to perform at the level of competition selected for.
 - h. Undertake any reasonable medical and/or fitness assessments required by Netball NSW.
 - i. 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.
 - j. Sign and return any documentation required by Netball NSW or Netball Australia in relation to the ANL competition, as directed.

10. SELECTION OF THE NSW ANL TEAMS

10.1 NSW WARATAHS - ANL TEAM

a. Objectives

The ANL competition is considered to be at the level below the Suncorp Super Netball competition and the NSW Waratahs Team is the highest level of NSW representation under the NSW Swifts. As such, the NSW Waratahs is considered an important step in the pathway to the NSW Swifts.

Whilst the selection of athletes into the NSW Waratahs aligns with the NSW Swifts program, it must be noted that this selection does not bind the athlete purely to the NSW Swifts environment.

The intention of Netball NSW is to select two competitive ANL teams to provide the best opportunity for all athletes to develop so that they may be selected as contracted athletes within the Suncorp Super Netball environment for either the NSW Swifts or Giants Netball in the future.

b. Selection Process

- i) Deadlines for selections of all ANL Teams are set by Netball Australia (NA) each year and the ANL Selection Panel Convenor will establish a selection timeline each year in order to meet the NA deadlines and requirements.
- ii) Selection will be a paper selection however Netball NSW maintains the right to implement a physical selection process if required.
- iii) Selectors may also take into consideration previous and current performances at identified netball competitions/ events, where relevant.
- iv) The ANL Selection Panel will select 10 players into the NSW Waratahs ANL Team.
- v) The NSW Swifts contracted athletes and nominated training partners will be considered as registered and available athletes for the NSW Waratahs Team, and in addition to clause iv) above.
- vi) The ANL Selection Panel may also identify no more than 6 'shadow' players. These shadow players may be involved in the training program at various times in the campaign as agreed with the NSW Waratahs Head Coach and/or the General Manager High Performance.
- vii) Where an athlete has been selected into both ANL teams, or as a shadow player, the ANL Selection Panel Convenor will communicate directly with the athlete and provide them with the opportunity to express their preference. This will be taken into consideration in relation to clause 12.2.
- viii) Netball NSW will advise all players of their selection in the NSW Waratahs and any shadow group and confirm their availability.
- ix) Netball NSW will advise NA of the NSW Waratahs Team List.

c. Eligibility

i) Refer 3.1a, 3.1b and 3.1c.

In addition:

ii) The ANL Selection Panel will abide by the eligibility rules as detailed in the ANL Competition Rules and as amended from time to time.

iii) In order for players to be eligible for selection in the NSW Waratahs, they must be:

- registered and playing in either the Netball NSW Premier League or Metro League competition; or
- a member of the NSW Swifts; or
- have represented NSW in either 19 & Under State Team, 17 & Under State Team or NSW Talent Development Squads in that same year; or
- have been nationally identified; or
- playing in a Suncorp Super Netball competition team; or
- playing in an international event or competition sanctioned by the official National Body.

d. Selection Criteria

Whenever selecting players for the NSW Waratahs the ANL Selection Panel shall apply the competencies, personal attributes and other considerations as outlined in clause 6.

10.2 ACT / GIANTS - ANL TEAM

a. Objectives

The ANL competition is considered to be at the level below the Suncorp Super Netball competition and the ACT / Giants Team is the highest level of NSW representation under the Giants Netball Team. As such, the ACT / Giants Team is considered an important step in the pathway to the Giants Netball.

Whilst the selection of athletes into the ACT / Giants team aligns with the Giants Netball program, it must be noted that this selection does not bind the athlete purely to the Giants Netball environment.

The intention of Netball NSW is to select two competitive ANL teams to provide the best opportunity for all athletes to develop so that they may be selected as contracted athletes within the Suncorp Super Netball environment for either the NSW Swifts or Giants Netball in the future.

b. Selection Process

- i) Deadlines for selections of all ANL Teams / Squads are set by Netball Australia (NA) each year and the ANL Selection Panel Convenor will establish a selection timeline each year in order to meet the NA deadlines and requirements.
- ii) Selection will be a paper selection however Netball NSW maintains the right to implement a physical selection process if required.
- iii) Selectors may also take into consideration previous and current performances at identified netball competitions/ events, where relevant.
- iv) The selection of the NSW athletes to the ACT / Giants team will take place via the process outlined in section v) to x) below. This process will take place post selection of the ACT athlete component to the ACT / Giants team, in accordance with relevant Netball ACT selection policies.
- v) The ANL Selection Panel will select 10 players into the ACT / Giants Team.
- vi) The Giants Netball contracted athletes and nominated training partners will be considered as registered and available athletes for the ACT / Giants Team, and in addition to clause vi) above.
- vii) The ANL Selection Panel may also identify no more than 6 'shadow' players. These players may be involved in the training program at various times in the campaign as agreed with the ACT / Giants Head Coach and/or the General Manager High Performance.
- viii) Where an athlete has been selected into both ANL teams, or as a shadow player, the ANL Selection Panel Convenor will communicate directly with the athlete and provide them with the opportunity to express their preference. This will be taken into consideration in relation to clause 12.2.
- ix) Netball NSW will advise all players of their selection in the ACT / Giants team and any shadow group and confirm their availability.
- x) Netball NSW will advise NA of the ACT / Giants Team List.

c. Eligibility

i) Refer 3.1a, 3.1b and 3.1c.

In addition:

ii) The ANL Selection Panel will abide by the eligibility rules as detailed in the ANL Competition Rules and as amended from time to time.

iii) In order for players to be eligible for selection in the ACT / Giants team or squad, they must be:

- registered and playing in either the Netball NSW Premier League or Metro League competition; or
- registered and playing in the Netball ACT State League competition; or
- a member of the Giants Netball; or
- have represented NSW in either 19 & Under State Team, 17 & Under State Team or NSW Talent Development Squads in that same year; or
- have represented ACT in either 19 & Under State Team or 17 & Under State Team; or
- have been nationally identified; or
- playing in an Suncorp Super Netball competition team; or
- playing in an international event or competition sanctioned by the official National Body.

d. Selection Criteria

Whenever selecting players for the ACT / Giants team or squad the ANL Selection Panel shall apply the competencies, personal attributes and other considerations as outlined in clause 6.

11. REPLACEMENT OF SELECTED ATHLETES

11.1 Grounds for Replacement:

- a. **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 relevant ANL Head Coach and Team Physiotherapist. The ANL Selection Panel Convenor is to be notified of all such injuries or illness.
- 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, the Netball NSW Code of Behaviour or the Netball NSW Athlete Agreement. The relevant ANL Head Coach and/or Team Manager will immediately advise the General Manager High Performance of the situation and the General Manager High Performance will initiate an appropriate disciplinary process in consultation with the CEO and relevant ANL Head Coach.
- c. **Breach of Anti-Doping Policy:** Any athlete who breaches the Netball NSW Anti-Doping Policy will automatically be removed from the relevant ANL Team / Squad and will be replaced. All penalties relating to these breaches will be as per Netball Australia guidelines. The General Manager High Performance will report such breaches to the CEO immediately.

11.2 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 ANL Selection Panel Convenor will be advised and the Panel consulted.
 - ii) Consideration will first be given to identified shadow athletes from either ANL squads.
 - iii) Consideration will then be given to other identified athletes from the selection process, should this be necessary.
 - iv) The ANL Selection Panel will then fill this position with the player deemed most suitable.
- b. The relevant procedures for the replacement of players as stated within the Netball Australia ANL Operations Manual and/or Competition Regulations will be complied with by Netball NSW.

11.3 An athlete selected for replacement must meet the eligibility criteria in clause 3, and where relevant, clause 10.1 c and clause 10.2 c.

11.4 In the event that no athlete is deemed suitable the position may:

- a. remain vacant for the duration of the ANL program; or
- b. be filled at a later stage at the discretion of the ANL Selection Panel and approved by the Netball NSW CEO.

12. SELECTION APPROVAL PROCESS

- 12.1 Both ANL teams / squads, including shadow players, selected by the relevant ANL Selection Panel are subject to ratification by the CEO.
- 12.2 Where an athlete has been selected for both ANL teams / squads, in accordance with clause 10.1 b) vii) and/or clause 10.2 b) viii), a meeting will be convened by the General Manager High Performance and will include:
- NSW Waratahs Head Coach
 - ACT / Giants Co-Coach Coach (one representative only)
 - ANL Selection Panel Convenor
 - Netball NSW CEO

This meeting will provide the opportunity for all parties to express their views before a final decision is made by the CEO regarding the final selection of the athlete into the relevant ANL team or squad.

- 12.3 The General Manager High Performance will submit the final selections to the CEO for ratification.
- 12.4 Selection of Captains, Vice Captains and Leadership Groups are also subject to ratification by the CEO.

13. FORMAL ANNOUNCEMENT OF SQUADS AND TEAMS

- 13.1 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 High Performance, General Manager Communications and CEO.
- 13.2 Once selections are ratified by the CEO:
- a. Board of Directors will be advised; and
 - b. Formal announcement will be made via the Netball NSW website and/or media release.

14. SELECTION APPEAL PROCESS

- 14.1 An eligible athlete who fails to be selected for either ANL Team / Squad pursuant to the process and criteria set out in this policy may appeal against omission from the team as set out in this clause.
- 14.2 The sole grounds of any appeal are that the athlete's omission from either ANL Team / Squad was a result of a failure by the ANL Selection Panel to properly apply the selection process set out in this policy.
- 14.3 Any appeal under this clause will proceed in accordance with the relevant appeals procedures within the Netball NSW Member Protection Policy.

15. GENERAL SELECTION INFORMATION

- 15.1 Any requests for exemptions outside this policy can only be approved by the CEO of Netball NSW.
- 15.2 All applicants will be able to access the latest Netball NSW ANL Selection Policy online. Alternatively a copy of the Netball NSW ANL Selection Policy may be requested from Netball NSW.
- 15.3 A media release will be prepared for publication as soon as possible after the announcement of teams and this will be publicly circulated.
- 15.4 The General Manager High Performance will keep for two years, all relevant records of selection procedures.

16. POWER TO AMEND

This policy can be amended or rescinded at any time by Netball NSW if Netball NSW is of the opinion that such an amendment is necessary as a result of any change in the Netball Australia guidelines, to give effect to the policy following discovery of a drafting error or oversight or for any other reason determined to be in the best interest of Netball NSW by Netball NSW. Netball NSW shall not be liable in any way to anyone as a result of any such amendment but will notify all athletes of the amendment via publication on the Netball NSW website.