



PATHWAY SELECTION POLICY

Adopted by NSW Netball Association Ltd Board Meeting on
31 July 2018

Last review date: 31 July 2017
Last Review date; 31 July 2018
Next review date: 30 June 2019

TABLE OF CONTENTS

1.	Application of the Pathway Selection Policy and Process	3
2.	Pathways Selection Panels	3
3.	Selection Criteria	5
4.	Confidentiality Requirements	5
5.	Athlete Eligibility Criteria	6
6.	Athlete Age Specific Selection Considerations	6
7.	Selection of the NSW 19/ Under (19's) and 17/Under (17's) Squads and Teams	6
8.	Selection of the NSW Talent Development Squads.....	7
9.	Pathway Development Opportunities	8
10.	Netball Academies run by Netball NSW	8
11.	Replacement of Selected Athletes.....	9
12.	Approval and Announcement of Squads and Teams	9
13.	Request for Appeal	10

1. APPLICATION OF THE PATHWAY SELECTION POLICY AND PROCESS

1.1 Application

The Pathway Selection Policy, process and procedures outlined in this document apply to all Netball NSW athletes, who are participating in any selection process undertaken to select a NSW Squad or Team, and or any other group specifically targeted by Netball NSW. This includes the following:

- a. NSW 19/Under Squad & Team (19's);
- b. NSW 17/Under Squad & Team (17's);
- c. NSW Talent Squads;
- d. Any Netball Academies run by Netball NSW

1.2 Responsibility

- a. Netball NSW is responsible for overseeing the application of the Pathway Selection Policy and due process
- b. Netball NSW is assisted in this responsibility by the Netball NSW State Pathways Unit Manager. It should be noted that all times the State Pathways Unit Manager is responsible for overall compliance by coaches, managers and selectors.
- c. Netball NSW and the Netball NSW State Unit Pathways Manager are responsible to the Netball NSW Board, through the Head of Netball and Chief Executive Officer of Netball NSW.

1.3 Purpose of the Pathway Selection Policy and operation guidelines document

The purpose of this document is to clearly outline the policy, operation process and procedures 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 camps, coaching events, tournaments, and opportunities to play against visiting teams.

1.4 Application of the policy and process

Consistent and conscientious application of the policy, operational process and procedures 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. PATHWAYS SELECTION PANELS

2.1 Application from people with appropriate expertise will be called for annually for the Pathway and Talent Identification Pool positions via the Netball NSW website. These appointments are for a one year period and subject to an annual performance review.

- 2.2 Suncorp Super Netball Coaching Staff (NSW Swifts and GIANTS Netball) and NSWIS Head Coach are automatically part of the Pathway and Talent Identification Pool.
- 2.3 The Pathway and Talent Identification Pool will be appointed from applications received by Netball NSW by the advertised close date. The State Pathways Unit Manager will chair the Pathway and Talent Identification Pool Appointment Panel which will be made up of a Netball NSW representative and one (1) other panel member, as agreed by the Chief Executive Officer or Netball NSW delegated officer.
- 2.4 Persons wishing to be considered for appointment as a selector to the Pathways and Talent Identification Pool must be a current financial member of Netball NSW and must also address minimum of one (1) prerequisite of the following criteria in their profile and resume:
 - a. have coached within the last five years at a minimum Regional League, Metro League, State Championship and/or State Age.
 - b. as a minimum, hold the Intermediate Coaching Accreditation, preference may be given to those applicants that have commenced or hold a current Advanced Coaching Accreditation.
 - c. can demonstrate playing experience for a minimum of five years at the high performance level
- 2.5 Netball NSW shall appoint a Selection Panel from the Pathway and Talent Identification Pool for each squad and/or team selection as outlined within the policy.
- 2.6 Selection Panels will be responsible for the selection of the:
 - a. NSW 19/Under Squad and/or Team;
 - b. NSW 17/Under Squad and/or Team;
 - c. NSW Squads;
 - d. Any Netball Academies run by Netball NSW
 - e. Any other programs as specified by Netball NSW
- 2.7 All Selection Panels shall be comprised of a minimum of three (3) selectors. If additional selectors are required, Netball NSW will ensure the panel is comprised of an odd number of selectors
 - a. For the NSW 17/Under Phase 2 to completion, the Head Coach will wherever possible form a part of the Selection Panel
 - b. For the NSW 19/Under Phase 1 to completion, the Head Coach will wherever possible form a part of the Selection Panel.
- 2.8 Netball NSW shall appoint additional selectors as required to accommodate the number of athletes attending trials from the Pathways and Talent Identification Pool.
- 2.9 In the event that NSW 17/Under Phase 1 trials are held in more than one location, Netball NSW will appoint a Selection Panel for each location. For consistency one (1) nominated selector will attend all trials. In the event of extenuating circumstances where the nominated selector is unable to attend, Netball NSW will appoint an alternative selector.
- 2.10 The State Pathways Unit Manager or Netball NSW delegated officer (as approved by the Chief Executive Officer) will convene the Selection Panel and they will be referred to as the Selection Panel Convenor.
- 2.11 The role of the Selection Panel Convenor is to oversee the selection process, i.e. arrange, organise and Chair meetings, facilitate discussions and decision making, ensure the Selection Policy is adhered to, liaise

with the relevant Netball NSW staff and oversee the administrative requirements of all selections. The Selection Panel Convenor will not have any voting rights during the selection process.

2.12 All final selections will be made based on the decision of the majority of the Selection Panel.

2.13 The decisions of the Selection Panel shall be final and binding.

3. SELECTION 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. 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 this policy and have exercised their discretion and judgement in good faith, then the selection panel will have fulfilled all of its obligations under this policy

4. CONFIDENTIALITY REQUIREMENTS

4.1 All members of the Selection Panel will be required to sign a Netball NSW Confidentiality Agreement

- 4.2 Selectors and Coaches will not discuss selection matters outside official selection meetings, without the express permission of the Netball NSW State Pathways Unit Manager. Contravention of the Confidentiality Agreement will lead to removal from the Selection Panel and possibly from the selection pool.
- 4.3 Selection Panel members will be required to declare any conflict of interest in relation to the athlete selection process they have been assigned to. A register of conflicts will be managed by the Netball NSW State Pathways Unit Manager. This conflicts register will be available for review by Netball NSW Selectors and the Chief Executive Officer.

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:
- Be a current financial member of Netball NSW; and
 - Be residing within NSW.

6. ATHLETE AGE SPECIFIC SELECTION CONSIDERATIONS

- 6.1 Athletes eligible for NSW 17/Under selection may only be considered for NSW 19/Under selection under exceptional circumstances and as agreed by the Netball NSW Chief Executive Officer or Netball NSW delegated officer.
- 6.2 Athletes may only be selected into one age group in any given calendar year.
- 6.3 If any athlete is being considered for promotion to the higher age group, their readiness for the next level must be prioritised and fully considered by the Selection Panel. Consent of the athlete concerned and a parent/caregiver, if that player is aged under 18 years, will be required.

7. SELECTION OF THE NSW 19/ UNDER (19'S) AND 17/UNDER (17'S) SQUADS AND TEAMS

- 7.1 The Primary objective of Netball NSW is to select 12 eligible players that will represent NSW at the highest possible level.
- 7.2 Selection Process
- Selections will be conducted in at least two (2) phases, with additional phases added, if required.
 - NSW 17/Under Phase 1 trials may be held across multiple venues statewide if deemed appropriate by Netball NSW
 - If NSW 17/Under Phase 1 trials are held at multiple venues, athletes can only trial at one (1) venue that they nominate on their application form.
 - Deadlines for selections of 19's and 17's are set by Netball Australia each year and the Selection Panel Convenor will establish a selection timeline each year in order to meet the Netball Australia deadlines and requirements.
 - Dates for selection/trials will be distributed to all affiliated Associations and advertised on the Netball NSW website.

- f. Applications for selection attendance must be completed online by the closing date for nominations in line with the Netball NSW selection timeline. The closing date will be determined annually by Netball NSW and advised via the Netball NSW website.
- g. Athletes eligible for the NSW 17/Under Team level and who the Selection Panel believes to be exceptionally talented, may apply or may be invited to apply for selection and/or to trial for the NSW 19/Under Team.
- h. Late applications will not be accepted unless submissions in writing outlining the extenuating circumstances are received by Netball NSW delegated officer 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.
- i. An athlete who moves to NSW from another state or territory prior to the final selection, but who has missed the application deadline, may apply to Netball NSW for an exemption. Netball NSW will determine if the athlete is then permitted to trial.
- j. Where an athlete applies for an exemption from any of the phases, written documentation and proof of evidence must be supplied to Netball NSW. Approval may only be granted by the Netball NSW Chief Executive Officer or Netball NSW delegated officer
- k. Where an athlete fails to attend trials and that athlete 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 Netball NSW Chief Executive Officer or Netball NSW delegated officer will determine if the athlete is to be permitted to be considered for selection.
- l. At the end of the Final Phase the NSW19/Under and NSW 17/Under teams will be named to compete at the National Championships.
- m. 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:
 - Premier League
 - Metro League
 - Regional League
 - State Tournaments and Championships
 - Academy Games and other Regional Academy programs and events
 - National Championships
 - AIS and NSWIS Scholarship Holder training and events
 - Other relevant games and competition as agreed by the Selection Panel Convenor

8. SELECTION OF THE NSW TALENT SQUADS

8.1 Objectives

To increase the depth and calibre of talent.

8.2 Selection Process

The Selection Panel will name a cohort of talented athletes who will be provided with opportunities to train at various times as agreed between the relevant Head Coach and the Netball NSW State Pathways Unit Manager.

9. PATHWAY DEVELOPMENT OPPORTUNITIES

- 9.1 Netball NSW may invite athletes identified by Pathway and Talent Identification Pool Selectors into programs run by Netball NSW.

10. NETBALL ACADEMIES RUN BY NETBALL NSW

10.1 Objectives

- a. The purpose of the Netball Academies run by Netball NSW is to provide a localised training environment that allows eligible, aspiring young players within the respective Academy Catchment area to access quality development opportunities and support as they progress through the Netball NSW pathway.
- b. The Netball Academies run by Netball NSW are aimed primarily at individual athlete development with a focus on preparing players for NSW state team trials and other talent opportunities.

10.2 Selection Process

- a. The trials for Netball Academies run by Netball NSW will be held each year at a time determined by Netball NSW to identify and select athletes for the squad for the following year.
- b. Trials for Netball Academies run by Netball NSW are open to aspiring young athletes from the Academy Catchment Area, who fit within the eligibility criteria for the program.
- c. Application and selection dates will be distributed to the relevant Associations and advertised on the Netball NSW website. Each applicant will be considered by the Selection Panel who will be responsible for the final selection of athletes.
- d. In selecting the Squad, the Selection Panel may take into account previous performance at nominated events over the last 12 months prior to selection. Events may include but are not limited to:
 - Regional League.
 - State Tournaments and Championships.
 - Academy Games, and other Regional Academy programs and events.
 - State and National Schools training and events.

10.3 Eligibility

- i) Refer Clause 5.1
- ii) Be residing within the relevant Academy Catchment Area; and
- iii) Be turning 14,15 or 16 years in the year they will be an Academy athlete

10.4 Selection Criteria

Whenever selecting players for the Netball Academies run by Netball NSW, the Selection Panel shall apply the competencies, personal attributes and other considerations as outlined in clause 3.

11. REPLACEMENT OF SELECTED ATHLETES - State Teams, Pathways Talent Programs and Academies

11.1 Grounds for Replacement:

- a. **Injury or Illness:** An athlete who is injured or ill should be assessed by a doctor nominated or agreed to by Netball NSW, who will assess the athlete. A final decision on the withdrawal of an athlete will then be made in conjunction with the Head Coach. The 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 State Team Athlete Agreement. The Head Coach and/or Team Manager will immediately advise the State Pathways Unit Manager of the situation. The State Pathways Unit Manager will initiate an appropriate disciplinary process in consultation with the Head of Netball and Head Coach.
- c. **Breach of Anti-Doping Policy:** Any athlete who breaches the Netball Australia Anti-Doping Policy will automatically be removed from the relevant State Team and will be replaced. All penalties relating to these breaches will be as per Netball Australia guidelines. The State Pathways Unit Manager will report such breaches to the Head of Netball 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 Selection Panel Convenor will be advised and the Panel consulted.
 - ii) Consideration will then be given to identified athletes from the selection process. The Selection Panel Convenor will then fill this position with the player deemed most suitable.

12. APPROVAL AND ANNOUNCEMENT OF SQUADS AND TEAMS

- 12.1 All squads and teams selected by the Selection Panels are subject to ratification by the Chief Executive Officer or Netball NSW delegated officer.
- 12.2 Selection of Captains, Vice Captains and Leadership Groups are also subject to ratification by the Chief Executive Officer or Netball NSW delegated officer.
- 12.3 The State Pathways Unit Manager will submit the selections to the Chief Executive Officer or Netball NSW delegated officer for ratification.
- 12.4 Once selections are ratified by the Chief Executive Officer or Netball NSW delegated officer:
 - a. Board of Directors will be advised; and
 - b. Formal announcement will be made via the Netball NSW website and/or media release.

13. REQUEST FOR APPEAL

- 13.1 An athlete may request a review of any given selection criteria as outlined in Clause 3 of this policy, by submitting a request for an appeal including the grounds for a review to the Chief Executive Officer or Netball NSW delegated officer within five (5) working days of the announcement of the relevant selection decision.
- 13.2 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
- 13.3 The Chief Executive Officer or Netball NSW delegated officer shall appoint an Appeals Panel to determine the appeal.
- 13.4 All request for appeals must be submitted in writing, and may be submitted by post, email or facsimile. By post to:
The Chief Executive Officer
Netball NSW
PO Box 396
Lidcombe, NSW, 1852
- By email to: netball@netballnsw.com
- 13.5 Requests for appeal via post need to ensure they are post marked no later than five working days following the official announcement of the relevant selection decision of the Squad or Team. Requests for appeal via email must be received within five working days.
- 13.6 If a request for appeal is lodged via email contact should immediately be made with the Chief Executive Officer or Netball NSW delegated officer to confirm receipt
- 13.7 It should be remembered that in general an appeal will only be considered if the Pathway Selection Policy was not adhered to, or the player was not given fair and equal opportunity during the selection process.
- 13.8 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