



Eurobodalla Netball Association REPRESENTATIVE SELECTION POLICY

1. APPLICATION OF THE SELECTION POLICY AND PROCESS

- 1.1 Consistent and conscientious application of the policy, operational processes and procedures outlined in this document will help ensure the following:
- i. Transparency for all stakeholders who are involved in the selection process.
 - ii. Improved communication and understanding between stakeholders.
 - iii. Improved planning and execution associated with all aspects of selection.
 - iv. Flexibility to respond to selection situations in a fair manner.
 - v. Facilitation of analysis and review of the selection process to ensure quality, consistency and stability between all events that are undertaken by Eurobodalla Netball Association in a given season.
 - vi. Appointment of high quality and experienced selectors.

2. OBJECTIVES OF ENA REPRESENTATIVE SELECTION PANEL

- 2.1 Primary: To identify and select up to twelve (12) (in consultation with the appointed coaches) of the best athletes in their relative age groups to achieve consistent success in Netball NSW competitions.
- 2.2 Development Programs
To identify athletes with the ability, after specialist coaching and match practice, to make it to the championship levels. These squads are used to ensure depth of talent within ENA and develop long and short term plans for future development.

3. TEAMS/SQUADS TO BE SELECTED

- 3.1 Eurobodalla Netball Association Representative Teams - (as per NNSW State Titles Divisions)
- 12 Years
 - 13 Years
 - 14 Years
 - 15 Years
 - U/17 Years (if of standard) (minimum age 16 years, unless exemption granted by ENA executive committee)
 - Opens (if of standard) (minimum age 17 years, unless exemption granted by ENA executive committee)
 - Boys and Mens teams in State Titles age groups as allocated by Netball NSW.
- 3.2 Eurobodalla Netball Association Development Squads
- 11 Years Development Squad.
 - 12 to 17 Years Development Squads - if there is sufficient talent and coaches.

- Boys and Mens teams in State Titles age groups as allocated by Netball NSW - if there is sufficient talent and coaches.

4. REPRESENTATIVE SELECTION PANEL

- 4.1 Representative Selection Panel – comprising three (3) or five (5) selectors (dependent on number of nominations received and qualifications of nominees) and voted in at AGM with one of the selectors acting as Head Selector, in addition the appointed coach for each team will form part of the selection panel for their respective teams trial. If the coach has dual roles and holds a position as a selector, an additional selector will be sourced for that team trial, in which the appointed coach will act as a coach on the selection panel and not a selector.
- 4.2 Hold at least a current Development Coaching Accreditation or provide evidence of working towards in the coming 12 months.
- 4.3 Have coached at a minimum of club level within the last four years.
- 4.4 Select Association teams as decided by The Executive Committee from time to time. All selections made by The Representative Selection Panel shall be final.
- 4.5 Consider the reports of the Coaches of the previous year in making selections if final selection between players means this information may help make a final decision. These reports are to be treated as confidential and returned to the Rep Coordinator within seven (7) days of the first meeting of the Representative Selection Panel meeting.
- 4.6 Select players to cover positions should any vacancy arise in any Representative team. These players may not be announced on the day of selection. The Head selector and Representative Coordinator are to be aware of one (1) player in each area of the court (shooter, mid court and defender) who would be called into the team if a replacement is needed. In a situation where three (3) players are unable to be identified a later selection process may occur.
- 4.7 The Representative Selection Panel may appoint an Observer or Observers to any selection process. The Observer may be consulted for their opinion, but is not a decision making member of the Panel. At the conclusion of the selection process the Convenor will discuss any part of the selection process with the Observer(s) as a development measure.
- 4.8 Declare any conflicts of interest during the selection period. Declaration of a conflict of interest may be acceptable and doesn't necessarily require replacement. One (1) Independent selector, defined as a person with no family relationship to an athlete/official in the respective team, and no involvement in an athlete's netball endeavours (including as a player, coach, umpire, or mentor in any role) at any level, will be appointed to the selection panel.
- 4.9 If the selector with a conflict of interest chooses to step down or the Head Selector determines they must step down due to the conflict of interest, this selector will have no role in the selection process, including observation.
- 4.10 If the appointed coach has an immediate conflict of interest, they may still form part of the selection panel, however are required to declare this conflict of interest from the outset. The

Head Selector may ask the coach in this situation to stand down from particular parts of the selection discussion/process at any point they feel necessary.

- 4.11 Depending on resources at the given time that selections are taking place, ENA executive committee have the overarching decision-making on the suitable appointment of the selection panel.
- 4.12 On appointment the principle of confidentiality by all persons involved in the selection process is paramount and selectors' will be required to sign an acceptance of offer including commitment to the Selectors' Code of Conduct. (Appendix 1)
- 4.13 Perform such other duties as shall be decided by the ENA Executive Committee or Council from time to time.

5. SELECTION OF REPRESENTATIVE TEAMS

- 5.1 Selections for all teams will be held on the Sunday after the Association Grand Final (unless this falls on Father's Day, in which case the following Sunday will be the trials day). This is subject to change due to availability of selectors and number of teams requiring a trial and the ENA Executive committee will make the overarching decision regarding the date of all trials. Under exceptional circumstances a player may be sought from another Association due to unavailability from ENA, only with the approval of the ENA Executive.
- 5.2 Representative players shall be selected each year, by the ENA Representative Selection Panel, into their appropriate age group.
- 5.3 All Representative players must be a registered member of an affiliated Club within the Association in order to be eligible to participate in the State Titles.
- 5.4 Players may be considered for selection into a higher age group for State Titles, after offering for selection within their own age group, at the discretion of the Representative Selection Panel, if an exemption has been granted. This decision will be made in consultation with the Executive Committee after final trial numbers are confirmed upon closing of nominations.
- 5.5 Minimum playing age for the 17's team is 16 years in the year of play, unless an exemption is granted by the ENA Executive committee.
- 5.6 In the event that there is not enough players to make a 15's team, Under 15's may apply to ENA Executive to be considered for selection into the 17's years team.
- 5.7 Any player under the age of eighteen (18) years must have written consent of a parent and/or guardian.
- 5.8 All selected players shall be required to abide by all Netball NSW and ENA policies. Codes of behaviour can be viewed on the ENA website, and refer to but are not limited to behaviour, training commitments, team obligations and carnival attendance/game time.

- 5.9 Players not selected into State Titles teams will form Development Squads should there be sufficient talent and coaches.
- i) Training partners may be named in any age group if the selection panel deems this will be of benefit to all parties involved.
 - ii) A training partner will be defined as any player who has not been selected into the final representative team of 10-12 players, who will be invited to attend training at the discretion of the coach in consultation with the selection panel, to give the athlete the ability to maintain/increase skill level.
 - iii) Training partners may not be invited to attend carnivals, and will not be eligible to participate at State Titles unless they are elevated into the final team.
 - iv) The selection of training partners will be at the discretion of the selection panel, and may be in consultation with coaches and the ENA Executive Committee. The extent of the duration and involvement of the training partner with the representative team will be at the discretion of the coach, selection panel and ENA Executive committee.
- 5.10 Prior knowledge will also be taken into account of performances prior to selection, and can include:
- Association competition
 - Rep Come and Try and Prepare Sessions
 - Other relevant competition games
- 5.11 Applications received from players who move to the Eurobodalla after the selection process has been finalised for the upcoming season may be placed in the relevant Development Squad for the season after attending 4 weeks of training. If deemed to be of a high standard the player may be considered as an additional player into a State Titles team by the Head Coach, Coaching Convenor and a selector in consultation with the ENA Executive Committee. (If no Development Squad, players will be viewed in a competition game and may be invited to train for 4 weeks as a training partner with the relevant State Titles team before being considered for selection into that team). These players will be required to work with the ENA executive on a case by case basis as to the level of adherence requirements to this policy, which may be dependent on a range of factors including, but not limited to, the time of season that the player has moved to the area and is being considered for selection in a team.
- 5.12 Where an athlete fails to attend selections and that athlete believes that special or compassionate reasons prevented them from attending, a written application may be made to ENA within two (2) days of team selections. The reason(s) for non-attendance must be disclosed and include, where appropriate, relevant documentary evidence. ENA Executive will determine if the athlete is permitted to be considered for selection.
- 5.13 Any Representative player who withdraws from a team after being selected without a reason approved by the Head Coach and the ENA Executive Committee will not be permitted to trial for a maximum penalty period of 12 months, e.g. a player who withdraws without approval during a rep year, will be automatically ineligible to trial for a position in any ENA Representative team/s the year following withdrawal. The ENA executive committee have the discretion to waive this clause on compassionate and medical grounds.

6. SELECTION OF DEVELOPMENT SQUADS

- 6.1 Selected annually, 11 Years Development Squad if sufficient numbers and coaches.
- 6.2 12 to 17 Years Development Squads - if there is sufficient talent and coaches.
- 6.3 Development players will be required to purchase or hire a uniform from ENA.
- 6.4 Development players will be required to train at least once (1) per week.
- 6.5 Attend at least two (2) NNSW Affiliated Association Carnivals annually.
- 6.6 Are not considered as Representative Players for ENA club grading purposes

7. REPLACEMENT OF SELECTED ATHLETES

7.1 Grounds for Replacement

- (i) Injury or Illness: An athlete who is injured or ill may be assessed by a doctor nominated or agreed to by ENA, who will assess the athlete. This assessment will only be conducted with the consent of the athlete's parent/guardian. The Convenor of Selectors is to be notified of all such injuries or illness.
- (ii) Breach of Discipline: An athlete being considered for replacement due to a breach of discipline, including failure to observe any relevant Netball NSW or ENA policy, the Netball NSW Code of Behaviour or the ENA Representative Player Agreement, will be counselled by the relevant Team Coach to give them the opportunity to rectify the situation unless in the case of a serious breach which will be referred to the Executive Committee. The Convenor of Selectors will be advised of the situation and a mutually agreed timeframe will be set by the Team coach and athlete for the situation to be reassessed. The Head Selector will report such breaches to the Executive in a timely manner.
- (iii) Breach of Anti-Doping Policy: Any athlete who breaches the Netball Australia Anti-Doping Policy will be removed from the relevant Representative Team and will be replaced, if the investigation confirms a breach. All penalties relating to these breaches will be as per Netball Australia guidelines. The Head Selector will report such breaches to the ENA Executive in a timely manner.
- (iv) Ineligibility: Any athlete who is deemed ineligible or becomes ineligible for a Representative Team will automatically be removed and replaced, if the required investigation rules this to be done. The Head Selector will report such breaches to the ENA Executive in a timely manner.

7.2 Replacement Process

If a selected athlete is unable to continue or is removed as a member of a Representative Team, the procedure for a replacement athlete is as follows:

- (i) The Head Selector will be consulted.

- (ii) Consideration will first be given to identified Development Squad athletes, as per the Selection Day process for replacement players.
- (iii) Consideration will then be given to other identified athletes from the Association should this be necessary.
- (iv) The selectors will then fill this position with the athlete judged most suitable; possessing the required degree of skill and showing consistent performance.

8. FEEDBACK AND APPEALS PROCESS

8.1 Feedback

- (i) All players have the right to request feedback regarding their trial following selection/non-selection into their respective representative team.
- (ii) All requests for feedback are to be made in writing to the relevant committee member as outlined in the selection letter the athlete receives.
- (iii) Selectors will collectively compile feedback for all trialing athletes at the conclusion of each trial to ensure a timely response for feedback can be given from the head selector. Feedback given to any athletes who request, will be done so via writing only with the head selector providing a summary of all selectors feedback. At no point are individual selectors to be contacted, and at no point will original or copies of selector feedback forms be distributed.

8.2 Complaints

- (i) Formal complaints are to be made directly to the Member Protection Information Officer, which for ENA is the President or Secretary.
- (ii) Where a formal complaint is made or an appeal is not able to be dealt with locally, it will be managed by the Netball NSW Complaint handling procedure, which can be accessed here https://nsw.netball.com.au/sites/nsw/files/2020-01/14.%20NNSW%20MPP-%20Attachment%20B%20-%20Complaints%20Handling%20Procedures_%202Jan2019.pdf.

9. APPENDIX 1

Eurobodalla Netball Association Representative Selectors Code of Conduct

By agreeing to be on the Representative Selection Sub-Committee a selector agrees to:

1. Act with integrity, fairness and non-bias.
2. Declare any conflicts of interest during the selection period and stand down from panels/selection decisions that either directly involve or are deemed to have the potential to involve that conflict of interest (i.e. selection decisions pertaining to an immediate family member).
3. Ensure all selection materials, discussions and meetings remain confidential to the selection panel.
4. Attend all Selection trials for their panel, participate in discussions regarding selection of players into teams and complete all selection paperwork in a timely manner.
5. Direct all enquiries by players, parents and club/district coaches to the Eurobodalla Netball Association Rep Coordinator.

Signed:

Name (please print): _____ Date: _____

Witness: _____ Name (please print) _____

Date: _____