

HEREFORDSHIRE COUNTY NETBALL ASSOCIATION SELECTION POLICY 2023/24 GUIDANCE

Purpose and scope of policy

The purpose of the County Selection Policy and Procedures is to ensure that the right athletes can be selected onto the England Netball Player Pathway programmes (Appendix 4) and provided with training through the Player Development Programmes to fulfil their individual potential, which may be reaching the top tiers of the Player Pathway and achieving selection to represent England at age group or senior level.

This Selection Policy sets out how netball athletes (Athletes) are selected by County Netball Associations into County Player Pathway Programmes (County Under-15 Player Development programme and County Under-13 Player Development programme and associated activity)

Appendix 1 contains the Glossary of Defined Terms. Those Terms will be applied throughout this document.

Performance Mission and Objectives

England Netball is committed to setting new standards for netball, showcasing inspiring performances by outstanding players in international tournaments. It will support the Roses to achieve recognition and respect as the world's best female sports team and prepare future Roses for the specific demands of international netball to ensure that there is an oversupply of Roses-ready players available for selection.

It will develop robust talent recruitment systems and processes that allow talented players from all backgrounds to be identified and to access the pathway.

Its performance ambitions are:

- The Roses consistently beating other top-ranked nations and winning back-to-back Commonwealth Games and Netball World Cup titles
- The Roses being held in esteem for a clear, recognisable, and respected 'Roses Way' being demonstrated daily by players on and off-court
- World-class depth of Roses-ready players in all positions, competing for places in the Roses team
- The Roses team being made up of players from a range of backgrounds and locations

Herefordshire County Netball Association (abbreviated as HCNA) aspires to be a major feeder to the Severn Stars Academy squads (Appendix 3) . To achieve that goal, we must develop more performance athletes who can function both individually and as a leading team. This aspiration provides the beacon to guide all Performance activity and decision- making, including the management & delivery of the identification, and development of athletes within the County Player Pathway Programmes.

The development of a leading county is dependent upon building a Squad of athletes with depth and breadth across all positions on the court and the ability to function as of individual national level athletes in a team environment. (Appendix 5)

1. INTRODUCTION

- 1.1 The County Netball Association Selection Policy is inclusive of identification and selection across the County Player Pathway Programmes (County Under-15 Player Development programme and County Under-13 Player Development programme and associated activity).
- 1.2 The Selection Policy and the associated procedures will be transparent and accessible. At all times the Policy and Procedures will be widely communicated and adhered to and, made available to all members of the County Netball Association. The Policy will be always available on the county websites, and directly to all athletes entering the selection process.
- 1.3 The Selection Panel responsible for selecting athletes into the County Player Pathway Programme is to be agreed by the County Netball Association Committee.

2. PRINCIPLES OF SELECTION

The following principles will be applied while carrying out the Selection Process:

- 2.1 The County Selection Policy and Procedures employs an open, transparent and equitable process that gives all athlete a fair chance to challenge for county player pathway programme selection.
- 2.2 The County Selection Policy and Procedures will be consistent. At all times the provisions of the Policy and Procedures will be applied consistently and rigorously. It is the responsibility of the County Netball Association to ensure this. The County Netball Association may delegate this responsibility in writing to the County Head Selector.
- 2.3 Selection will be based on merit and the need to achieve the agreed objectives of County Netball Association (Appendix 2)
- 2.4 No Athlete has the right or expectation to on-going selection for County Player Development programmes, at any time.
- 2.5 The Selection Panel, as defined in paragraph 3 below, has the right to determine, at its sole discretion, when it will reselect athletes into County Player Pathway Programmes
- 2.6 Athletes will, be subject to deselection if they breach the code of conduct and all other relevant County Netball Association's policies and regulations.
- 2.7 The Head County Selector has the right to Invite athletes from outside the Player Pathway Programmes, to be observed and considered by the Selection Panel for inclusion in the Player Pathway Programme, based upon Selection Criteria set out in Appendix 2.
- 2.8 The Player Pathway Selection Process is open at every level. This means that new athletes may be invited into a County Player Development Programme at any time by 31st March 2024 if correct procedures are followed. The procedures for County Player Pathway Programme Selection are outlined in detail under paragraph 6 below.

3. ELIGIBILITY

To be eligible for Selection into the County Player Pathway Programme, an athlete must be:

- i. Meet the eligibility criteria as set by the HCNA (Appendix 5)
- ii. Meet the Selection Criteria (Appendix 2)
- iii. Clear of any ban under UK Anti-Doping Regulations
- iv. Be selected / screened via the County Netball Association Selection and screening process

4. SELECTION PANEL

- 4.1 All Selection panel members, including the Chair, will be appointed based upon competency for the role.
- 4.2 Selection Panel members will be appointed by the County Player Development Lead ratified by the County Head Selector
- 4.3 All Selection panel members will have attended the England Netball Athlete Identifiers Workshop between January 2021 and August 2023.
- 4.4 The Selection Panel for County Player Pathway Programmes will consist of the coaches involved in the delivery of the player pathway programmes and independent selectors:
 - County Under-15 Player Development programme: County Head Selector, County Under-15 Player Development programme Head Coach, Appointed Other (x1)
(Recommendation: Appointed Other – Selector of the NSL Team to which the County is assigned)
 - County Under-13 Player Development programme; County Head Selector, County Under-13 Player Development programme Head Coach, County Under-15 Player Development programme Head Coach OR Appointed Other (x1)
- 4.5 Selectors will have attended the England Netball Athlete Identifiers Workshop or be deemed by the County Player Development Lead to have significant experience and have been briefed by the County Player Development Lead on the selection criteria prior to the selection event
- 4.6 In making final selections into the County Player Pathway Programmes, of which there should always be an odd number, will have an equal vote.
- 4.7 Ratio of 1 selector per 8-12 players – Each selector collate evidence for the selection panel to make final decisions
- 4.8 The Selector Panel members are accountable to the County Head Selector and ultimately the County Netball Association for ensuring that the Selection Policy and associated procedures are applied in a fair and appropriate manner.

5. DE-SELECTION AND ATHLETE WITHDRAWAL

- 5.1 Athletes selected into a County Player Pathway Programme will be able to access a range of training opportunities through their County Player Development programme as determined by the England Netball Roses Development Framework-
- 5.2 The ongoing failure of any athlete to meet training requirements could result in de-selection. This shall be decided by the same Selection Panel outlined under paragraph 3.
- 5.3 An athlete may choose to withdraw from a County Player Pathway Programme voluntarily. Such a withdrawal must be done in writing to the Head Coach, County Head Selector or County Netball Association directly.

6. THE SELECTION PROCESS

- 6.1 Athletes will be identified and nominated for County Player Pathway Programme Selection by one of the following possible Nominators (see Definitions);
 - County Under-15 Player Development programme; County Selector, County Scouts, County Under-15 Player Development programme Head Coach, County Under-13 Player Development programme Head Coach and Trained Identifiers
 - County Under-13 Player Development programme; County Selector, County Under-13 Player Development programme Head Coach, County Scouts and Trained Identifiers
- 6.2 Athlete performance at designated Selection Events will be observed and assessed independently and against the Selection Criteria, as set out in Appendix 2
- 6.3 Following completion of the Designated Selection Events listed in this Policy, the Coach might consult with other identified coaches and take into account any relevant input from them.
- 6.4 The Coach will meet with the Selection Panel to discuss the nominations and provide the opportunity for them to check and challenge and ensure Selection Decisions are evidence based on the Selection Criteria.
- 6.5 Individual athlete's inclusion in the relevant Player Pathway Programme is decided on a majority vote by all members of the Selection Panel.

- 6.6 All athletes involved in the selection process will be informed of their individual selection outcome in writing (either electronically and/or by letter) by the County Netball Association who will have been informed of the Selection Panel's decisions by the County Head Selector.
- 6.7 Each athlete selected for County Player Pathway programme (County Under -15 Player Development Programmes and County Under -13 Player Development Programmes) will get a pack/letter detailing the training & expectations of the coming year.
- 6.8 At any time, any athlete involved in the selection process may seek further clarification from the County Head Selector or another member of the Selection Panel.

7. DESIGNATED SELECTION EVENTS

The full process is:

- 7.1 The designated Screening Day / evenings for a long squad set by the County Netball Association
- 7.2 The designated Screening Day / evenings for final selection (20 athletes) – September 2023
- 7.3 Any athlete that was not identified at the selection events but has been nominated to the County Player Development Lead will be observed during the county player pathway programme season by 31st March 2024 and may be invited to join the County Player Pathway Programme by this point.

8. GRIEVANCE AND APPEALS PROCESS

- 8.1 Appeals can only be submitted by a non-selected athlete on the grounds that
- the process outlined within this Policy has not been adhered; or
 - the process failed to take into consideration relevant information; or
 - the process failed to take into account relevant information, which was available at the time, which the Selection Panel did not consider; or
- 8.2 Any appeal against a selection decision into a County Player Pathway Programme shall be made within five working days of the public announcement of the Squad, in writing to the Chair of the County Netball Association. If a resolution cannot be found, the appeal may be escalated to the Performance Department at England Netball. England Netball will decide only if the selection decision should stand or if another opportunity to attend a County Player Pathway Programme Selection event or activity should be made available to the athlete by the County Netball Association. England Netball's decision on any appeal is final.

APPENDICES

- Appendix 1 Glossary of Terms
- Appendix 2 Selection Criteria (roles and responsibilities of players)
- Appendix 3 NSL Team Player Pathway Programmes
- Appendix 4 England Netball Player Pathway
- Appendix 5 Eligibility criteria

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Appendix 1 - Glossary of Terms

Term	Definition
Athlete	Netball Players
Programme	This includes on court and off court activities for player pathway athletes
Selection Criteria	Statements relating to skills, attributes and games sense used to select into the County Player Pathway Programmes
Selection Panel	Personnel appointed by the County Netball Association to make final selection decisions
County Player Development Programme Head Coach	Qualified coach appointed by the County Netball Association to deliver the County Player Development Programme, directed by England Netball
County Player Development Programme Assistant Coach	Qualified coach appointed by the County Netball Association to support the delivery of the County Player Development Programme, directed by England Netball
County Under-15 Player Development Programme (PDP)	A weekly individualised training environment for athletes usually aged between 14-15, delivered between September and May
County Under-13 Player Development Programme (PDP)	A fortnightly individualised training environment for athletes usually aged between 12-13, delivered between September and May.
Herefordshire County Netball Association (HCNA)	An autonomous member's organisation, affiliated to England Netball. Where an agreement exists, County Netball Associations act as the Player Pathway delivery partner to England Netball for the County Player Development Programmes
County Player Development Programme Selection event or activity	An event or activity whereby an athlete can be observed by a Selection Panel to make an assessment on their suitability to enter, remain or move up the Player Pathway. This event or activity may take a variety of different forms
County Player Pathway Programmes	England Netball directed County Under-15 Player Development programme and County Under 13 Player Development programme

County Player Development Lead	Person who oversee and ensure the effective delivery of County Player Pathway programmes on behalf of the County Netball Association
County Scouts	Identified trained (AIW) individuals responsible for identifying and nominating athletes to attend County Player Pathway Programmes selection events or activities
Nominators	A group of identified and trained (AIW) individuals responsible for nominating athletes to attend a County Player Pathway Programmes selection event or activity, normally consisting of the County Selector, County Scouts, County U15 PDP Head Coach, County U13 PDP Head Coach and Trained Identifiers (coaches/schoolteachers)
Trained Identifiers	Identified trained (AIW) individuals responsible for identifying and nominating athletes to attend County Player Pathway Programmes selection events or activities.
County Head Selector	An identified trained (AIW) individual with responsibility for the selection and de-selection of athletes into the County Player Pathway Programmes through selection events or activities. Appointed by County Netball Association (or a suitable deputy appointed by the Player Development Lead in the absence of the County Head Selector)



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Appendix 2 Selection Criteria (roles and responsibilities of players)

SELECTION CRITERIA

Whenever selecting Players for the County Player Pathway Programme, the Selection Panel shall apply in all Screening activities:

1. Evidence of Skill or Quality
2. Demonstrate Consistency
3. Demonstrate Under Pressure
4. Demonstrate in Multiple Context with Consistency

When selecting athletes for the England Netball Player Pathway programmes, at any level the Selection Panel shall apply the core playing competencies, personal qualities and other considerations listed below.

- Movement and Ball Skills Criteria
- Invasion Games: Game sense Criteria
- Match Play: Roles and Responsibilities Criteria

MOVEMENT & BALL SKILLS CRITERIA

Catch	Pass	Footwork	Movement Skills
One handed control Two handed control	Release Point One handed and two handed From both sides	Take Off Landing Jumping Footwork Rule	Change of Pace Change of Direction Multi Directional

Take Off	<p><i>Demonstrate efficient technique from a stationary and moving start</i></p> <ul style="list-style-type: none"> • Straight movement forward and backward • Diagonal movement to the left and right
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Footwork	<ul style="list-style-type: none"> • Demonstrate efficient running technique • Able to sprint and change direction • Side step • Speed of footwork • Recovery footwork • Working a number of combinations • Turning from a sprint movement
Jumping	<ul style="list-style-type: none"> • Demonstrate efficient technique • Able to jump off left or right foot • Able to jump from both feet simultaneously • Able to turn in the air

Landing	<ul style="list-style-type: none"> • Demonstrate safe and balanced technique • Able to land on left or right foot • Able to land on both feet simultaneously • Able to pivot in all directions with outside turn
Ball Handling	<ul style="list-style-type: none"> • Catching 2 and 1 handed. • Passing 2 handed and 1 handed and variety. • With and without a defender

GAME SENSE CRITERIA

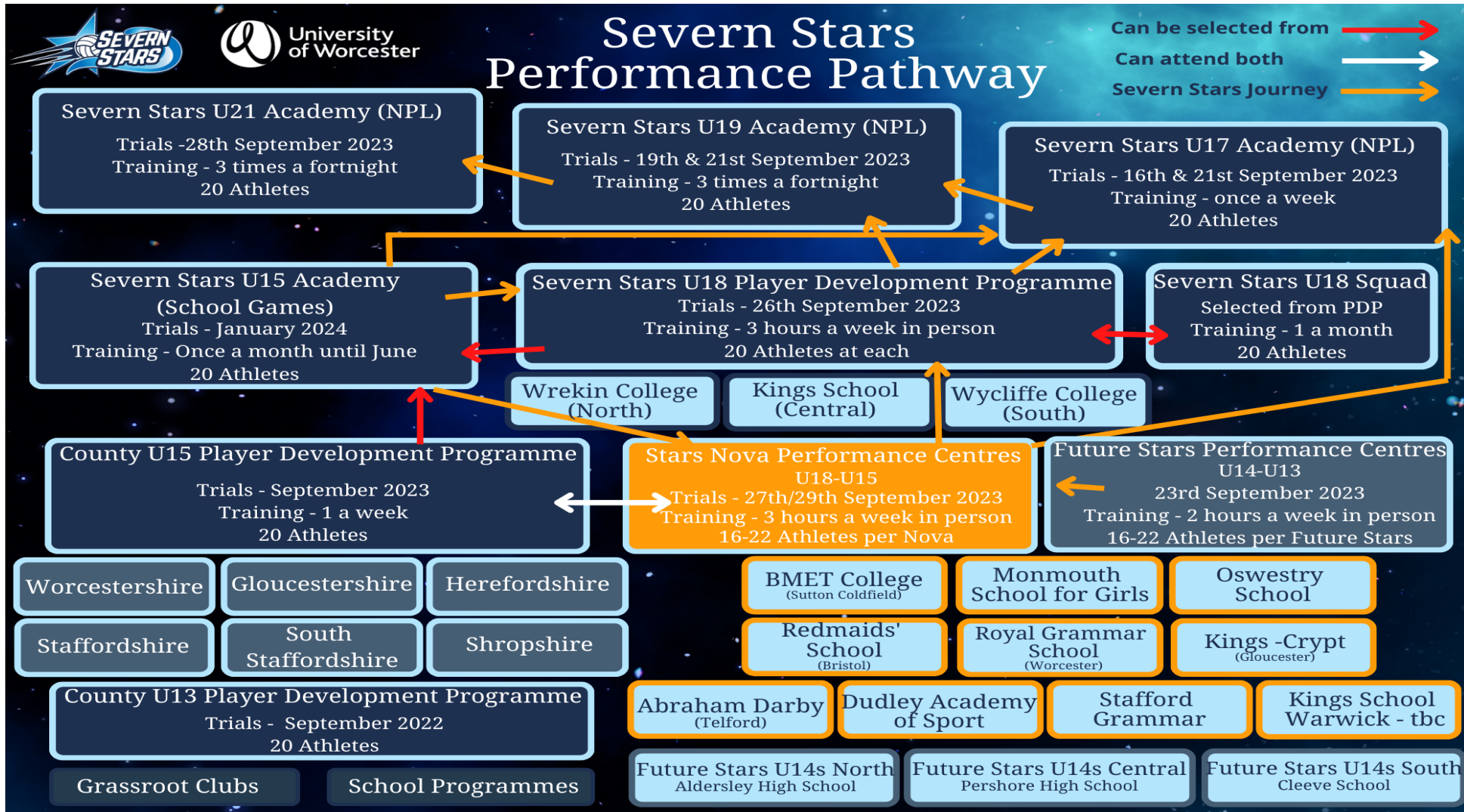
ATTACK	DEFENCE	BEHAVIOURS
Transition Width/Depth Options/Choices Ball Side Maintaining Possession	Transition Winning Ball Working Together Delay / Deny Opportunity	Thinking Patience Never Give Up Leadership

Match Play Roles and Responsibilities Criteria - The ROLES & RESPONSIBILITIES of the playing positions for County Under 15 and Under 13 Player Development programme
 U13 should be **aspiring** to hit criteria in all areas. U15s **should be** hitting criteria in Ball Handling & Transition Areas and **aspiring** to hit criteria in Effectiveness in Position area.

	MOVEMENT AND BALL HANDLING	EFFECTIVENESS IN POSITION	TRANSITION
GS	<p>Change direction & change of pace. Lands balanced, turns to goal but may be inconsistent in delivering correct pass accurately. Sound catching technique. May have physical capacity but limited movement skills at present.</p>	<p>Confident from a range of distances. Aiming for 80% & greater volume of shots. Is generally available when CC hit the circle edge. Strong rebound position and take in the air.</p>	<p>Dictates to opponent to limit her availability through the court. Shows signs of working with others in a pair or unit.</p>
GA	<p>Change direction & change of pace. Lands balanced, turns to goal but may be inconsistent in delivering correct pass accurately. Sound catching technique. May have physical capacity but limited movement skills at present.</p>	<p>Confident from a range of distances. Aiming for 80%. Is generally available when CC hit the circle edge. Is generally available 1st phase on Centre Pass when required. Strong rebound position and take in the air.</p>	<p>Dictates to opponent to limit her availability through the court and may take intercepts. Shows signs of working with others in a pair or unit.</p>
WA	<p>Change direction & change of pace. Lands balanced, turns to goal but may be inconsistent in delivering correct pass accurately. Sound catching technique. May have physical capacity but limited movement skills at present.</p>	<p>Is generally available 1st phase on Centre Pass when required. Accurate feed and can keep possession. Generally available on circle edge</p>	<p>Dictates to opponent to limit her availability through the court and may take interceptions. Shows signs of working with others in a pair or unit.</p>
C	<p>Change direction & change of pace. Lands balanced, turns to goal but may be inconsistent in delivering correct pass accurately. Sound catching technique. May have physical capacity but limited movement skills at present.</p>	<p>Deliver Centre pass. Links and connects both attack defence. Accurate feed and can keep possession. Generally available on circle edge.</p>	<p>Shows signs of working effectively with the WD for effective 2 on 1 at the centre pass. Shows signs of working with others in a pair or unit.</p>
WD	<p>Change direction & change of pace. Lands balanced, turns to goal but may be inconsistent in delivering correct pass accurately. Sound catching technique. May have physical capacity but limited movement skills at present.</p>	<p>Puts pressure on receipt of WA on 1st phase of Centre pass –shows signs of working with WD 2on1. Dictates WA movement in the attacking third and puts pressure on feeds. Takes interceptions off opponent.</p>	<p>Transitions from defence to attack providing option for the initial turnover. Sets up in position to provide an option on a back line pass Shows signs of offering a reset option to maintain possession.</p>
GD	<p>Change direction & change of pace. Lands balanced, turns to goal but may be inconsistent in delivering correct pass accurately. Sound catching technique. May have physical capacity but limited movement skills at present.</p>	<p>Puts pressure on receipt of GA on 1st phase of Centre pass. Limits shot volume - Strong rebound position Takes interceptions off opponent. Challenges for rebounds Shows signs of switching with GK</p>	<p>Transitions from defence to attack providing option for the initial turnover. Sets up in position to provide an option on a back line pass Shows signs of offering a reset option to maintain possession.</p>
GK	<p>Change direction & change of pace. Lands balanced, turns to goal but may be inconsistent in delivering correct pass accurately. Sound catching technique. May have physical capacity but limited movement skills at present.</p>	<p>Dictates & restricts GS movement. Limits shot volume –variety of marking the shot. Takes interceptions off opponent. Challenges for rebounds. Shows signs of switching with GD</p>	<p>Transitions from defence to attack providing options including on the transverse line. Delivery of the back line pass with success.</p>

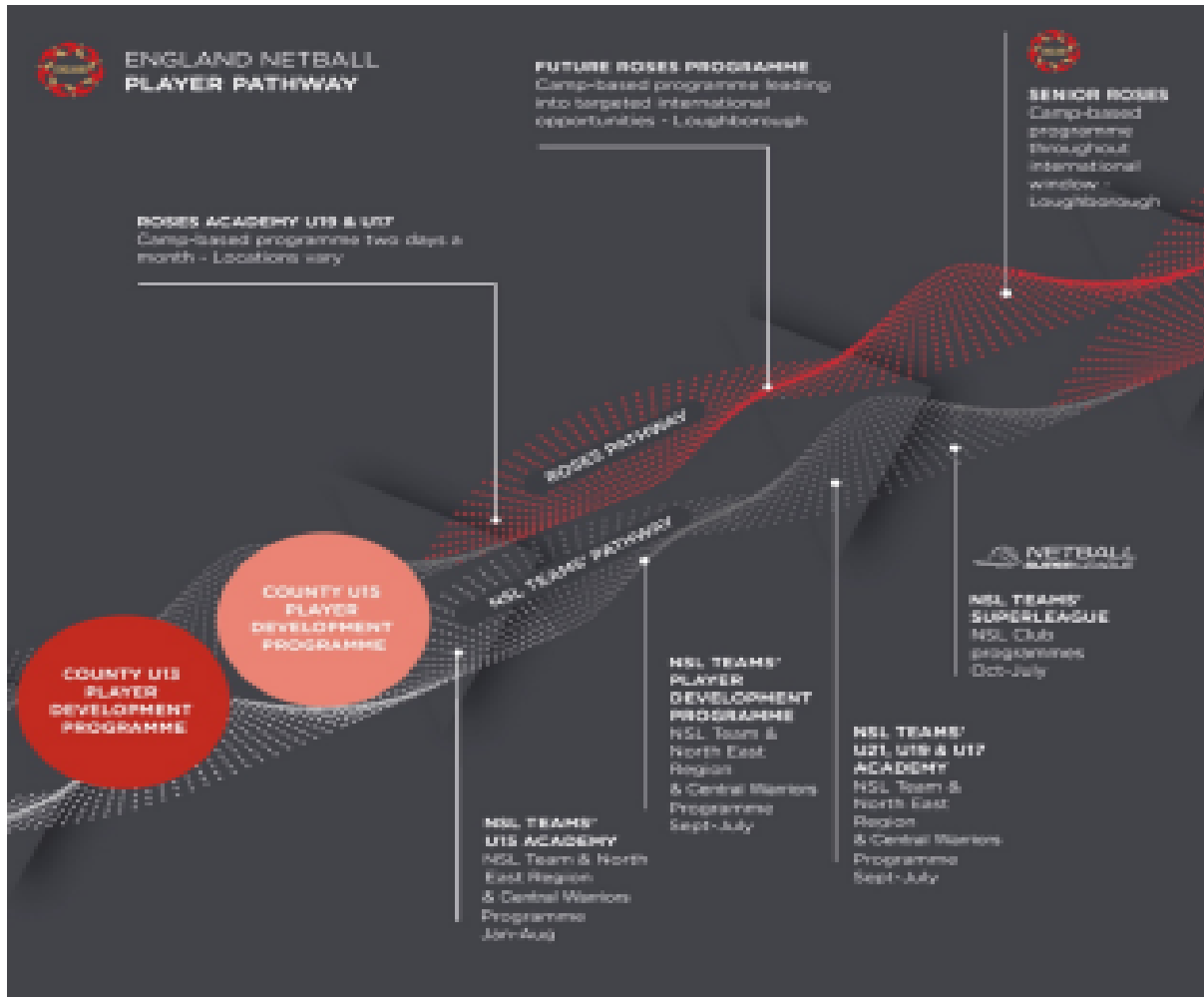
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Appendix 3 NSL Team Player Pathway Programmes



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Appendix 4 England Netball Player Pathway (April 2023)





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Appendix 5 – County Player Pathway Programmes Eligibility Criteria

1. Be at the correct age at the time of screening for that season.
 - a. Under-13 as of 23:59 on 31st August 2023, School years 8 and below
 - b. Under-15 as of 23:59 on 31st August 2023, school year 10 and below

2. Be affiliated to England Netball and have active membership to England Netball once selected.

3. Be affiliated to HCNA on Engage once selected.

4. To have completed the trial application form prior to the deadline
 - a. If injured or unavailable for the set date, still complete an application form and then follow up with an email to the County Player Development Lead (county.herefordnetball@gmail.com) with a request for an alternative date.
 - b. The County Player Development Lead reserve the right to decline an alternative date if it falls outside of the scope of their annual plan.