

Netball WA State Team Athlete Selection Policy

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1. Application of the Netball WA State Teams Athlete Selection Policy

1.1. Application

The application of the selection procedures and policies outlined in this document apply to all individuals participating in the Netball WA State Team Athlete selection process. This selection is about the WA 19U and 17U State Squads and Teams which will participate in the 17U & 19U National Netball Championships (NNC).

1.2. Responsibility

- Netball WA Community Netball Department is responsible for overseeing the application of the policy and due process.
- The Pathway and Performance Manager is responsible for the overall compliance by selected Netball WA State Teams Athlete Selection Policy.
- Any breaches of this policy coming to the attention of management are dealt with appropriately.

1.3. Purpose

The purpose of this document, in line with Netball WA's philosophy, is to outline the policy and operation process that apply to the selection of athletes to partake in the WA 19& Under and 17& Under State Squads and Teams program. Consistent application of this policy will ensure that there is:

- transparency for all stakeholders involved in the selection process
- clear communication and understanding between all stakeholders involved
- effective and timely planning and execution of all aspects of the selection process
- high standard of selection, coaching and support servicing for the WA 19 & Under and 17 & Under State Squads and Teams.

1.4. Philosophy

The selection of athletes for Netball WA pathway programs will be based on a philosophy of "potential over performance." That is, the respective selection panels will select athletes who demonstrate the potential to play netball at the highest level and contribute to the team achieving targets as outlined in the Netball WA High Performance Plan 2018-2022 and Netball WA Strategic Plan 2018-2022, and athletes most likely to achieve state and/or national team representation in the future. Success at underage championships, whilst important, is not the primary objective of Netball WA pathway programs. Netball WA aims for a Top 3 finish by our two underage teams as outlined in our Netball WA High Performance Plan.



2. Selection Panel and Convenor

2.1. State Squad Selection

A Selector Workforce will be assembled at State Trials to select athletes into Netball WA State Squads. The Selector Workforce will consist of The State Team Selection Panel and appointed qualified Selectors; this is dependent on the number athletes at the trials.

2.2. Convenor of Selectors

A Convenor of Selectors will be appointed by Netball WA to oversee the Selection Panel. The Convenor of Selectors may be either a relevant Netball WA Staff Member or another suitably qualified Netball WA Member.

The role of the Selection Panel Convenor is to oversee the selection process, i.e. arrange and chair meetings, facilitate discussions, ensure the selection policy is adhered to. The Convenor of Selectors will not have any voting rights during the selection process.

2.3. State Team Selection Panel

A Selection Panel for each State Team will comprise of a minimum of three (3) selectors made up of the following personnel:

1. Appointed State Team Selector
 2. Appointed State Team Head Coach.
 3. West Coast Fever Assistant Coach or West Coast Fever Pathway Coach.
- In the event of a selection panel member not being available for a selection duty, they will be replaced for that duty by an appropriate Netball WA Staff member, as designated by the Convenor of Selectors. Netball WA will ensure the panel is comprised of an odd number of selectors.
 - Final selections will be made based on the decision of the majority of the Selection Panel.

2.4. Confidentiality Requirements

- Selection Panel members will be required to declare any conflict of interest in relation to the athlete selection process they have been assigned to.
- In the matter a conflict of interest is disclosed then that panel member's vote shall not be counted. For that vote, a third party will be brought in.
- Selectors and Coaches will not discuss selection matters outside of official selection meetings at any time.



3. Athlete Selection

3.1. Athlete Selection Criteria

Netball WA State Underage Teams shall comprise of twelve (12) athletes per team and up to three (3) training partners. The Selection Panel will assess athletes on the following competencies and attributes (but not limited to):

Playing Competencies, such as:

- potential to represent WA at the highest level
- sound technical skill base
- tactical understanding and ability to read play
- achievement and maintenance of fitness requirements for this level of competition
- current appropriate match play data and statistics
- other – current National Squad member or WCF Academy/WAIS Scholarship holder.

Personal Attributes, such as:

- mental toughness and resilience – ability to overcome adversity and able to adapt to the surroundings/circumstance
- discipline and responsibility – self-motivated and committed to own development
- leadership – ability to lead by example and demonstrate sound values and behaviors both on and off the court
- communication – ability to communicate positively and open to receiving feedback
- character and attitude.

Other factors, such as:

- past competitive performances
- coachability
- team composition and playing position
- current form
- extenuating circumstance such as current or recent injury/illness, bereavement or similar which may compromise current form
- financial with Netball WA and WANL and/or Association
- ability to commit to athlete attendance requirements.

Notwithstanding any of the provisions set out in this policy, it is acknowledged that when applying the criteria and considerations set above, there will be circumstances in which the choices will become difficult and require the Selection Panel to exercise their discretion and judgement. Providing the Selection Panel has carefully considered the criteria and considerations set out in the policy and have exercised their discretion and judgement in good faith, then the Selection Panel will have fulfilled all obligations under this policy.



3.2. Athlete Eligibility

Athlete eligibility criteria for selection to Netball WA State Teams competing in NNC must:

- be residing within Western Australia (minimum of 6 months prior to selections)
- be 19 years or under, or 17 years or under as at 31 December in the calendar year in which the NNC's are held (note: Netball WA reserves the right to ask for proof of age or residency at any stage throughout the trials)
- be a current affiliated member of Netball WA
- financial with Netball WA and Gold Industry Group WA Netball League Club and/or Club/Association
- if age eligible, be playing WANL (special consideration may be given to athletes who are not age eligible if circumstances dictate)
- be drug free and compliant with Netball Australia's Anti-Doping Policy and Integrity Framework requirements
- have attended at least one phase trial
- disclose any injuries to Netball WA staff as soon as possible
- have attended State Squad sessions (as many as possible)
- in exceptional circumstances athletes may be considered for selection outside their age group
- qualify to compete for Australia under Netball Australia's Athlete Selection Policy eligibility requirements.

Athletes who do not meet the above criteria but meet the competition eligibility may apply for an exemption to Netball WA via the Pathways Program Coordinator. All requests will be subject to approval.

3.3. Athlete Selection Process

- 17 & Under State Squad Selections will be conducted across two (2) trials days, dependent on the number participants this could be reduced, or additional trials added if required.
- 19 & Under State Squad Selections will be conducted in one (1) trial date, with additional trials added if required.
- Athletes selected from the trials will be invited into the State Squad.
- Final selection of 12 athletes for each team will take place after State Squad training sessions have concluded.
- Only those athletes who have met the Athlete Selection Criteria and Athlete Eligibility requirements will be eligible for final selection.
- Deadlines for selections for 19 & Under and 17 & Under are set by Netball Australia each year. Netball WA will establish a selection timeline each year to meet Netball Australia deadlines and requirements.
- Dates for selection trials will be distributed to all affiliated Associations and advertised on the Netball WA website and social media platforms.
- Applications for selection attendance must be completed online by the closing date for nominations in line with the Netball WA selection timelines.
- Late applications will not be accepted unless submissions in writing outlining the extenuating circumstances within 48 hours of the closing date and time. Netball WA will then decide if the athlete is eligible to trial. Important Note: Netball WA reserves the right to



include/invite an athlete/s into the State Squad anytime providing they meet the eligibility criteria.

- If an athlete is to apply for an exemption from any trial a written documentation and proof of evidence must be supplied to Netball WA.
- If an athlete fails to attend any trial and believes that exceptional circumstances prevented them from attending, a written application may be made to Netball WA 24 hours of the date of the selection. Relevant and supporting documents may be asked of if deemed necessary. Documentation must detail the extenuating circumstances. If the circumstance involves a medical condition or injury, a medical certificate or report detailing the complexity and severity of the condition and estimated recovery time must be included in the documentation provided to Netball WA.
- The Selection Panel will recommend appointments for 17 & Under and 19 & Under State Teams to the General Manager - Community Netball for ratification.
- The team will be announced on the Netball WA website no less than seven (7) weeks prior to the NNC's.

4. Selected State Athletes

4.1. Athlete Attendance

Selected athletes must attend the following:

- State Squad/Team training sessions
- Athlete medical and or musculoskeletal screenings (if required)
- State Team Athlete Induction
- State Team Farewell
- Meetings, planning sessions, education sessions and state team reviews
- National Netball Championships

All dates of the above will be communicated at the earliest possible time by Netball WA. If an athlete is unable to attend any session, they must provide in writing reasoning as to why and supporting documentation as required.

4.2. Terms of Selection

Athletes are required to:

- pay the athlete contribution fee and uniform costs by due date, which will be prior to departure for NNC's
- fully comply with Netball WA's Policies and Procedures, including those set out in the Netball WA State Program Handbook
- fully comply with Netball Australia's Integrity Framework and education requirements
- maintain performance of selection criteria and personal attributes as outlined in this policy
- disclose any pre-existing injuries or injury sustained throughout the program to Netball WA and seek the appropriate medical assistance as required with an injury report and maintenance plan to be communicated to Netball WA
- undertake any medical or fitness assessment as required by Netball WA at the athlete cost
- participate in all State Team training sessions and activities as directed by Netball WA
- Complete a confidential program evaluation on completion of NNC's.



Failure to adhere to any of the above requirements may lead to an athlete being removed from the team and inhibit their availability for selection in future Netball WA programs, squads, and teams.

4.3. Inability to attend National Netball Championships

- In the event a State Team athlete becomes unavailable to participate in the National Netball Championships the athlete will be replaced before departure. The Selection Panel will forward recommendations to the Netball WA Sport Development Unit Team Leader for a replacement with a rationale for the selection. The Selection Panel will take into consideration all criteria outlined above.
- The replacement recommendation will be sent to the General Manager - Community Netball for ratification.
- The Netball WA Pathway & Performance will inform the replacement athlete of their selection to the team both verbally and in writing.

5. Remuneration

The Netball WA State Team athletes do not receive remuneration for being a member of the State Squad or Team. Athletes are encouraged to seek funding from their local council or other sources.

6. Appeals

The grounds of appeal against a decision by Netball WA regarding non-selection of a Netball WA State Team Athlete is if the outlined selection procedure and process was not properly implemented.

Any appeal by an applicant against non-selection must be made in writing to Netball WA General Manager - Community Netball via the Netball WA Sport Development Unit Team Leader, within 48 hours of the announcement of the decision against which the appeal is made. The request for the appeal must state the grounds for review, or why the selection decision should be changed.

The appeal will be conducted in accordance with the provisions outlined under the Dispute and Mediation clause 45 of Netball WA Constitution. This document is available on the Netball WA website under Governance.



7. Changes to this policy

This policy may be cancelled, amended, or supplemented by Netball WA as and when it sees fit. Any variation or amendment will be given in writing by the Chief Executive Officer on behalf of Netball WA. This policy will be reviewed annually.

Related Documents:

- Netball WA State Program Handbook
- Netball Australia Participation Agreement
- Netball Australia Integrity Framework
- Netball Australia Code of Conduct
- Netball WA State Team Officials and Selectors Policy

Authorisation



12 February 2021

Garry Chandler
Netball WA, Acting Chief Executive Officer

Date

