



Policy		Selection		NWA-POL-29
Department	Performance & Pathway	Creation Date	October 2023	
Custodian	General Manager Performance & Pathway	Reviewed	October 2023	
Review Period	3 years	Review Date	October 2026	

1.1 Purpose

The Selection Policy outlines the process undertaken for selections into the following:

- a. Fever in Time Program
- b. West Coast Fever Futures
- c. WA State 17/U Team
- d. WA State 19/U Team
- e. West Coast Fever Academy
- f. West Coast Fever Reserves
- g. State Umpire Performance Program
- h. Marie Little Shield OAM State Team [Community Department]

1.2 Responsibility and Oversight

- a. The Performance & Pathway Department is responsible for overseeing the application and process of the Performance & Pathway Selection Policy.
- b. The General Manager Performance & Pathway, in conjunction with the Operations & Integrity Manager has oversight of compliance by coaches, managers, selectors and athletes for WA performance programs and teams.

1.3 Implementation

Consistent and conscientious application of the policy, operational process and procedures outlined in this document will help ensure:

- a. transparency for all stakeholders who are involved in the selection process
- b. experience and objectivity in selecting the right athletes in the right program at the right time

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- c. clear communication and understanding between all stakeholders
- d. effective planning and execution associated with all aspects of selection
- e. flexibility to respond to selection situations in a fair manner
- f. ongoing review of the selection process to ensure best practice is attained and sustained

2 Workforce: Selectors and Talent Identification

- 2.1 West Coast Fever (WCF) and Netball WA (NWA) will appoint people with appropriate knowledge and experience, as required for the Performance & Pathway Selectors and Talent Identification Workforce (“Workforce”).
- 2.2 West Coast Fever Team and Academy coaching staff are automatically part of the Workforce.
- 2.3 Persons wishing to be considered for appointment for Workforce roles must be a current financial member of NWA and address a minimum of one (1) of the following criteria:
 - a. be a current coach in Pathway and Performance Programs
 - b. hold an Intermediate Coaching Accreditation or above
 - c. be a current or former elite athlete with a minimum Development Coaching Accreditation
 - d. hold a National B Badge or above for umpiring program selections
- 2.4 Appointed Workforce will be responsible for assessment, identification, and selection at determined programs, competitions, and any other event as specified by WCF or NWA. Individual programs will determine the composition of a “Selection Panel” for the final team selection, if required.
- 2.5 Appointments will be determined by the General Manager Performance & Pathway in consultation with appropriate WCF or NWA personnel, by assessing candidates then if required, shortlist and interview, and appoint officials to the positions available.

3 Workforce: Officials

- 3.1 The General Manager Performance & Pathway or a delegated NWA representative will, at appropriate times, advertise for applications for vacant positions of Head Coaches, Assistant Coaches, Apprentice Coaches, Umpire Coaches and Team Managers for WA Performance & Pathway Programs and Teams listed in 1.1.
- 3.2 Appointments will be determined by the relevant program’s General Manager in consultation with appropriate personnel, by assessing candidates then if required, shortlist and interview, and appoint officials to the positions available. If a suitable candidate cannot be appointed, the position can remain vacant.
- 3.3 In the case of a Coach, or Manager withdrawing from their position, the appropriate Performance & Pathway personnel will recommend a suitable replacement if required and have this approved by the General Manager Performance & Pathway.

4 Confidentiality Requirements

- 4.1 Confidentiality by all persons involved in the selection process is paramount. All members of the Program/Team will be required to maintain confidentiality regarding all information pertaining to selections, allocations and meetings and abide by the Netball Australia Code of Conduct.
- 4.2 Appointees of the selection and talent identification workforce will not discuss selection matters outside selection meetings. Contravention of the **External Confidentiality Non-Disclosure Agreement (NWA-FOR-30)** will lead to removal from the workforce.
- 4.3 Workforce members will be required to declare any conflict of interest in relation to the athlete or umpire selection process they have been assigned to. A register of conflicts will be managed by the Program Coordinator. This conflict register will be available for review by the General Manager Performance & Pathway and the Chief Executive Officer.

5 Eligibility

- 5.1 When selecting athletes, umpires and officials for any Performance & Pathway Programs and/or Teams, the relevant selection panels shall apply the eligibility criteria as set out below:
- Be a current financial and registered member of NWA (for a minimum of 6 months prior to team selection/announcement)
 - Be a current resident of WA
 - Must be drug free and compliant with Netball Australia's Anti-Doping Policy and Integrity Framework requirements
 - Refer to relevant program/team guidelines for specific eligibility requirements, as this can be determined by Netball Australia
- 5.2 Outline of events where athletes, umpires and officials can be identified for selection:

	SSN	ANC	NNC	WANL or similar Comp	State Cup	WANL Futures Challenge	Regional/FT G&P Assoc Champs
WCF Reserves	✓			✓			
WCF Academy		✓	✓	✓			
WCF Futures				✓	✓	✓	
Fever in Time				✓		✓	✓
SUPP					✓	✓	✓
MLS							✓

6 Selection Criteria

Athlete and Umpire

Athlete and umpire performance, team fit and potential to progress on the performance pathway will be assessed by selectors. The following components of athlete and umpire performance and behaviours will guide selectors in their assessment:

- 6.1 Physical: Speed, agility, power, aerobic fitness and strength
- 6.2 Technical (athlete): movement skills, ball skills, attacking skills, defending skills and positional specific skills
- 6.3 Tactical (athlete): attacking strategies, defensive strategies, game plans and strategies to counter opposition
- 6.4 Technical (umpire): skill and technique application, rule knowledge, game sense
- 6.5 Psychological: coachable, determined, mental toughness, motivated, growth mindset, ability to cope under pressure, self-belief
- 6.6 Values and Behaviours: desire to be part of a winning culture, positive leader and role model, aspire to learn and grow, adhere to the code of conduct, proud to represent WCF and/or NWA
- 6.7 Additional considerations:
 - a. Positional versatility and balance within the team (athlete)
 - b. Previous performances
 - c. Current or possible future National Identification as identified through National opportunities/events
 - d. Current or potential injury or condition which may impair, inhibit, or prevent the athlete's performance at the required level
 - e. Potential for future inclusion in High Performance programs
 - f. A current and appropriate accreditation (umpire)
- 6.8 The selection process requires selectors to assess the perceived standard of an individual athlete or umpire. It is acknowledged that despite the experience and expertise of the selectors there is an element of subjectivity.

Officials – Coach/Assistant Coach/Apprentice Coach/Team Manager/Umpire Coach

- 6.9 The following selection criteria will apply to all Officials roles:
 - a. Commitment to promote NWA Values
 - b. Hold a current Working with Children Check
 - c. Suitable experience and accreditation
 - d. Desire to be a part of establishing a winning culture at NWA
 - e. Positive leader and role model

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- f. Aspire to learn and grow
- g. Strong communicator
- h. Proud to represent WCF and/or NWA

7 Fever in Time Program

7.1 Objectives

NWA will select a group of athletes, coaches and umpires who demonstrate the potential and aspiration to progress on the NWA performance pathway. The Fever in Time program will provide a development opportunity within an inspiring, motivating and challenging environment that supports athletes, coaches and umpires with emerging talent to take the next step within the NWA Pathway.

7.2 Eligibility

- a. Refer to clause 5.
- b. The targeted age for Fever in Time Program athletes is 14 to 16 years in the year of the program.
- c. Athletes, Coaches and Umpires may be identified by their WANL club, SUPP Coaching group, Performance and Pathway staff, NWA Regional Development Coordinators or Association Development Officers.
- d. Athletes may only be selected into one age group in any given calendar year.
- e. In exceptional circumstances athletes may be considered for selection outside the eligibility and age criteria, in consultation with the General Manager Performance & Pathway.

7.3 Selection Criteria – Athletes/Umpires

Whenever selecting athletes and umpires for the Fever in Time program, the relevant selection panel shall apply the competencies, personal attributes and other considerations as outlined in clause 6.

7.4 Selection Process – Coaches/Managers/Umpire Coaches

An Expression of Interest (EOI) will be sent to identified umpire coaches (National B Badge or higher) and identified Intermediate and Advanced coaches. Assistant and/or Apprentices Coaches who are coaching at GIGWANL and Coaches of WANL Futures Underpinning Programs are eligible for selection and can apply via the EOI process. GIGWANL Head Coaches may be invited into the program by exception.

7.5 Affiliated Associations can send the EOI to any of their identified coaches.

All EOI's will be reviewed by the Performance & Pathway Department. Exceptional circumstances may arise regarding the identification and selection of coaches. Due consideration will be given to this on a case-by-case basis.

8 WCF Futures Squad, WA 17/U and 19/U Teams

8.1 Objectives

- a. To identify and select a minimum twelve (12) athletes in each of the respective age groups to achieve success at the National Netball Championships.
- b. Athletes will be challenged and supported on and off the court to strive toward individual and team success at the National Netball Championships and beyond.

8.2 Eligibility

- a. Refer to clause 5.
- b. Be female.
- c. Reside in WA and be a registered member of NWA for a minimum of 6 months prior to team selection/announcement.
- d. The targeted age for 17/U State Teams is 16 years or 17 years of age in the year of the National Championships.
- e. The targeted age for 19/U State Team is 18 years or 19 years of age in the year of the National Championships.
- f. The minimum age for 17/U and 19/U State Team representation is 15 years of age in the year of the National Netball Championships and is determined by Netball Australia.
- g. Athletes eligible for WA 17/U selection who display exceptional performance skills and attributes may be considered for WA 19/U selection in consultation with the General Manager Performance & Pathway.
- h. Athletes may only be selected into one age group in any given calendar year.
- i. In exceptional circumstances athletes may be considered for selection outside the eligibility and age eligibility criteria, in consultation with the General Manager Performance & Pathway.

8.3 Selection Criteria

- a. Refer to clause 6.

8.4 Selection Process

The Head of Performance will establish a selection trial timeline each year to meet the Netball Australia deadlines and program requirements and circulate.

- a. Trials will be conducted in at least two (2) phases, with additional phases added, if required.
- b. Registration for selection must be submitted by the closing date. The closing date will be determined by NWA and circulated.
- c. Eligible athletes must attend a minimum of one phase of the trial process.
- d. No late registrations will be accepted.

- e. Exemption:
 - i. Athletes may apply for an exemption from Phase 1 of trials in exceptional circumstances as determined by the Head of Performance.
 - ii. Athletes will only be considered for exemption from Phase 2 for 19/U and Phase 3 for 17/U under extenuating circumstances. A written application, together with supporting documents must be submitted to the Head of Performance for consideration. Athletes will be notified within 48 business hours if their exemption request has been successful.
 - iii. Where an athlete fails to attend a trial, without notification will no longer be considered for selection.
 - iv. NWA may grant athletes' who have been identified by Netball Australia or NWA an exemption from trial phases.

Selectors will consider previous performances at events over the previous 12 months and other relevant competitive performances as agreed by the Performance & Pathway Department.

The Selection Panel for the final team selection will comprise of Head Coach, WCF Academy Coach (or equivalent) and WCF appointed selector. *Subject to change if individuals hold dual roles.

9 West Coast Fever Academy

9.1 Objectives

- a. Select a group of athletes that demonstrate long term potential and aspire to progress on the NWA Pathway
- b. Deliver a positive, individualised, athlete centred experience that leads the way in preparing athletes for the next level both on and off the court

9.2 Eligibility

- a. Refer to clause 5.
- b. Be female.

9.3 Selection Criteria

- a. Refer to clause 6.

9.4 Selection Process

- a. Selections will generally occur post National Netball Championships and Australian Netball Championships and usually in consultation with Netball Australia.
- b. Athletes can be included to the Academy at any time at the discretion of the Performance and Pathway Department personnel if they meet the eligibility requirements.
- c. Selectors will consider previous performances at events over the previous 12 months and other relevant events as agreed by the Performance and Pathway Department.

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10 West Coast Fever Reserves

10.1 Objectives

- a. To identify and select up to twelve (12)* athletes to achieve success at the Australian Netball Championships and / or any alternate competition as determined by Netball Australia.
- b. Athletes will be challenged and supported on and off the court to strive toward individual and team success at the Australian Netball Championships.

10.2 Eligibility

- a. Refer to clause 5.
- b. Be female.

10.3 Selection Criteria

- a. Refer to clause 6.

10.4 Selection Process

- a. The Head of Performance will establish selection timelines each year to meet the Netball Australia deadlines and program requirements.
- b. WCF Reserves Team shall be selected during training sessions and match play.
- c. Final selection also determined by Netball Australia's Competition Rules and Guidelines.
- d. A Selection Panel recommend appointments to the General Manager Performance & Pathway.
- e. Exemption: An exemption may be given to an athlete who is unable to attend a selection trial, training session, or activity under extenuating circumstances. Appropriate documentation must be provided to the WCF Reserves Head Coach.

The Selection Panel for the final team selection will comprise of Head Coach, WCF Academy Coach (or equivalent) and WCF appointed selector. *Subject to change if individuals hold dual roles.

11 State Umpire Performance Program

11.1 Objectives

- a. Select a squad of umpires (minimum of 30) that demonstrate long term potential and aspire to progress on the NWA or Netball Australia Umpire Pathway.
- b. Umpires will be challenged and supported on and off the court to strive toward individual and Squad success within the Gold Industry Group WA Netball League (GIGWANL) and any other relevant competitions.

11.2 Eligibility

- a. Refer to clause 5.
- b. Identified by SUPP Coaching group, WCF Performance and Pathway staff, NWA Officials Coordinators or Association Umpire Development Officers.
- c. Achievement and maintenance of fitness requirements for the level of competition.
- d. Displays values and behaviours that align with NWA, as per the relevant program agreement.
- e. National Umpire Accreditation and/or potential to progress through Netball Australia Pathway.

11.3 Selection Criteria

- a. Refer to clause 6.
- b. Performance assessment based on preseason trials, match play, including off court values and behaviours.

11.4 Selection Process

- a. The Performance & Pathway Department reserves the right to select umpires based on the criteria outlined in this policy.
- b. Umpire Selections are forwarded to the General Manager Performance & Pathway for ratification.
- c. The Senior Officials Coordinator will establish a selection trial timeline each year to meet the Netball Australia deadlines and program requirements.
- d. Dates for selection trials will be distributed to all affiliated Associations and advertised on the NWA website.
- e. Registration to trial must be submitted by the closing date. The closing date will be determined by the Performance & Pathway Department and circulated.
- f. The Performance & Pathway Department confirms directly to umpires of selection and appointments via email.

12 WA Marie Little Shield OAM Team

12.1 Objective

To identify and select up to twelve (12) players in this cohort capable of achieving success at the Marie Little OAM Shield.

12.2 Eligibility

- a. Refer to clause 5.
- b. Be female.

- c. Have an intellectual disability that meets the requirements of Sports Inclusion Australia.
- d. Be aged 16 years of age or older by 31 December of the competition year.
- e. Where possible, be a member of Sports Inclusion Australia.

12.3 Selection Criteria

Whenever selecting players for the WA Maire Little Shield Team, selectors shall apply the competencies, personal attributes and other considerations as outlined in clause 6.

12.4 Selection Process

- a. NWA will annually select: Marie Little OAM Shield – State Team and Training Partners (at the discretion of the selectors).
- b. Dates for selection trials will be distributed to all affiliated Associations and advertised on the NWA website.
- c. Registration to trial must be submitted by the closing date. The closing date will be determined by NWA and circulated.
- d. Selections will be conducted in one (1) phase with additional phases added if required.
- e. Where a player fails to attend a trial and that player believes that exceptional circumstances prevented them from attending, a written application may be made to NWA within 24 hours of the commencement of selection. The reason(s) for nonattendance must be disclosed and include, where appropriate, relevant documentary evidence. The General Manager Community Netball will determine if the player is to be permitted to be considered for selection.
- f. Following the trials, the Panel will announce the Team (up to 12 players) via email and on the NWA website.

13 Approval and Announcement of Programs and Teams

13.1 All programs and teams selected by the selection panels are subject to ratification by the General Manager Performance & Pathway or General Manager Community [Marie Little Shield OAM Team].

13.2 Once selections are ratified:

- a. Chief Executive Officer will be advised; and
- b. Formal announcement will be circulated as determined by WCF and/or NWA

14 Appeals

14.1 An athlete, umpire or coach who fails to be selected for a squad or team may appeal against omission from the team or squad.

- 14.2 Any appeal against omission from a squad or team must be emailed to the General Manager Performance & Pathway and General Manager Community [Marie Little Shield OAM Team] within 5 days of any announcement.
- 14.3 The request for the appeal must relate to this policy in stating the grounds for appeal.
- 14.4 An appeal will not be considered on a subjective basis, for example an individual's belief that they are better or more deserving than another athlete/umpire/coach.
- 14.5 The General Manager Performance & Pathway and General Manager Community [Marie Little Shield OAM Team] shall appoint an Appeals Panel to determine the appeal.

15 Replacement of Selected Athletes and Umpires

15.1 Grounds for Replacement

a. Illness or Injury:

- i. An athlete or umpire who is ill or injured should be assessed by a doctor or medical practitioner nominated or agreed to by NWA.
- ii. A final decision on the withdrawal of an athlete/umpire will be made following discussion between the Head Coach, team physiotherapist, treating medical practitioner, athlete/umpire, parent (if under 18) and delegated Performance & Pathway Department personnel.
- iii. The Selection Panel will be consulted of final medical outcomes to determine if the athlete/umpire is to continue in the selection process or as the member of a team.

b. Breach of Discipline:

- i. An athlete or umpire may be considered for replacement due to a breach of discipline, including failure to observe any relevant Netball Australia or NWA policy.
- ii. The Head Coach, Umpire Coach and/or Team Manager will immediately advise the relevant Performance & Pathway Netball Department of the situation.
- iii. The Performance & Pathway Department will initiate an appropriate disciplinary process in consultation with the General Manager Performance & Pathway or General Manager Community Netball depending on program.

c. Integrity Requirements Checklist

- i. All athletes/umpires selected in WA State teams will be required to compete with honesty and comply with the Netball Australia integrity requirements checklist.
- ii. Lack of compliance or honesty will be considered a breach of discipline.

15.2 Replacement Process

If a selected athlete/umpire is unable to continue or is to be removed as a representative of any program or team, the:

- a. Relevant Selection Panel is consulted.
- b. Consideration will be given to assessment of athletes/umpires that attended trials and the balance of the team/squad.
- c. The Selection Panel will recommend an athlete/umpire deemed most suitable to fill the position to General Manager Performance & Pathway.

16 Child Safe Statement

Netball WA (NWA) is committed to creating and maintaining a child safe, child friendly organisation, in accordance with the National Principles for Child Safe Organisations and in addition to adopting Netball Australia's Child Safeguarding Policy. All NWA staff and NWA engaged volunteers are responsible for promoting and protecting the interests, safety and wellbeing of children and young people. We require all applicants that will work with children to undergo a screening process prior to appointment.

17 Support Documents

Document Number	Description
INT017	Netball Australia Code of Conduct [March 2023]
INT001	Netball Australia Integrity Policy Framework [January 2023]
NWA-POL-20	Netball WA Member Disciplinary Policy [March 2022]
NWA-FOR-03	Netball WA External Confidentiality Non-Disclosure Form

18 Relevant Legislation/Compliance

Legislation / Compliance
Australian Human Rights Commission, Sex discrimination Fact Sheet https://humanrights.gov.au/our-work/sex-discrimination/positive-duty-sex-discrimination-act