



Ballina Netball Association

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Representative Selection Policy

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1. Application of this Policy

1.1. Application

This policy refers to the appointment of Selectors and Team Officials, and the selection of Athletes for Ballina Netball Association Representative Squads and Teams, including but not limited to:

- a. State Titles Squads and Teams
- b. Regional League Squads and Teams
- c. Development Squads and Teams

1.2. Responsibility

Ballina Netball Executive Committee is responsible for overseeing the application of this policy and due process.

1.3. Purpose

The purpose of this policy is to promote the following:

- a. consistency across all levels of the selection process
- b. transparency in selection criteria and processes for all stakeholders
- c. flexibility to respond to selection situations in a fair manner.
- d. ongoing review of the selection process to ensure best practice is attained and sustained

2. Selector Pool and Selection Panels

- 2.1. Ballina Netball Association will seek Expression of Interest from people with appropriate experience to join the Representative Selector Pool via Ballina Netball social media channels.
- 2.2. Consideration for appointment to the Representative Team Selector Pool will be given to persons who meet some or all of the following criteria:
 - a. Coaching experience at club and/or representative level
 - b. Hold a Development Coaching Accreditation or above
 - c. Playing experience at senior and/or representative level
 - d. Completed or commit to completing Netball Australia Selector online course
- 2.3. Representative Coaches are automatically part of the Selector Pool.
- 2.4. The Selector Pool will be appointed from applications received by the Executive Committee.
- 2.5. The Executive Committee will appoint a Selection Panel from persons within the Selector Pool for each squad and/or team selection process outlined within this policy.

- 2.6. All Selection Panels will have a minimum of three (3) selectors and can include the coach of the squad or team to be selected.
- 2.7. Additional Selectors from the Selector Pool may be appointed to a Selection Panel as required to accommodate the number of athletes attending trials. If additional selectors are required, the panel will have an un-even number of selectors.
- 2.8. The Executive Committee may vary the Selection Panel from time to time, at its discretion.
- 2.9. The Representative Coordinator or a delegate of the Executive Committee will convene the Selection Panel and will be referred to as the Selection Panel Convenor.
- 2.10. The role of the Selection Panel Convenor is to oversee the selection process to ensure an effective and fair trial for all athletes, manage selectors to maximise transparency, objectivity and confidentiality, chair meetings, facilitate open discussion and collaborative decision making and observe policy in all process.
- 2.11. 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.

3. Confidentiality Requirements for Selectors

- 3.1. Members of the Selection Panel are required to sign a Ballina Netball Confidentiality Agreement and abide by Netball NSW Codes of Behaviour.
- 3.2. Selectors and Coaches will not discuss selection matters outside official selection meetings, without the permission of the Executive Committee.
- 3.3. Selectors will be required to declare any conflict of interest in relation to the squad or team selection process they have been assigned to.

4. Team Officials and Appointment of Team Officials

- 4.1. Ballina Netball Association will seek Expression of Interest for all Team Official roles via Ballina Netball social media channels.
- 4.2. Representative Team officials will be appointed annually. The term is for the Representative Season only.
- 4.3. Applications must be completed on the form provided and submitted to The Representative Coordinator prior to the closing date. Late applications may be accepted at the discretion of the Executive Committee if a position has not been filled.
- 4.4. An Appointment Panel consisting of the President, the Representative Coordinator and the Coaching Coordinator will be responsible for appointing all Team Official positions for the Representative Squads and Teams. The Executive Committee may vary the Appointment

Panel from time to time, at its discretion, by replacing any member of the Appointment Panel with another member of the Executive Committee or any suitably qualified and experienced member of Ballina Netball Association.

- 4.5. A person who has nominated for, or been appointed to a representative coaching position will not be a member of the Appointment Panel.
- 4.6. A person who has a child trialing for a representative position will not be a member of the Appointment Panel.
- 4.7. Applications for all Team Official positions will be reviewed by the Appointment Panel. Applicants may be required to attend an interview with the Appointment Panel if requested and references will be checked.
- 4.8. To be considered for a Team Coach position the minimum qualification is a Development Accreditation. To be considered for an Assistant Coach position the minimum qualification is a Foundation Accreditation.
- 4.9. Team Officials for Representative Teams will consist of the following:
 - a. Team Coach
 - b. Team Manager
 - c. Primary Carer
- 4.10. Team Officials for Development Squads will consist of the following:
 - a. Squad Coach – approximately 1 per 10 athletes
 - b. Squad Manager - approximately 1 per 10 athletes
- 4.11. Assistant Coaches may be appointed at the discretion of the Executive Committee as individuals are identified.
- 4.12. Specialist Coaches may be appointed at the discretion of the Executive Committee as individuals are identified.
- 4.13. Trainee coaches may be appointed at the discretion of the Executive Committee as individuals are identified.
- 4.14. Working with Children Check numbers must be provided for all Team Officials. Only cleared applicants will be considered for positions with Representative Squads and Teams.
- 4.15. Applicants are required to declare any conflict of interest in relation to the position they nominate for. A parent cannot be appointed to a Coaching position for their own child's team.
- 4.16. A Team Coach cannot be appointed to the same team for more than 2 consecutive years, except where the team is expected to change significantly eg. 15 years and 17 years
- 4.17. The Executive Committee reserves the right to re-advertise or withdraw any position for which a suitably qualified application has not been received.

- 4.18. All applicants will be advised of the outcome of the selection process in writing by the Representative Coordinator. Appointments will be published on Ballina Netball Association website and Facebook. Applicants may request feedback on their application by applying in writing to the Representative Coordinator.
- 4.19. The Appointment Panel will be under no obligation to provide reasons for its selection decisions. No appeals against the appointment of Team Officials will be taken into consideration.

5. Confidentiality Requirements for Appointment Panel

- 5.1. Members of the Appointment Panel are required to sign a Ballina Netball Confidentiality Agreement and abide by Netball NSW Codes of Behaviour.
- 5.2. Members of the Appointment Panel will not discuss appointment matters outside official selection meetings, without the permission of the Executive Committee.
- 5.3. The Appointment Panel will be required to declare any conflict of interest in relation to the appointment process they have been assigned to.

6. Athlete Eligibility

- 6.1. To be eligible for selection, athletes must:
 - a. Submit a Representative Athlete Nomination form online by the closing date for nominations.
 - b. Be a registered member of Ballina Netball Association in the year prior to the representative competition and in the year of the representative competition.
 - c. For Junior State Titles and Senior State Titles U15, U17 and teams, athletes must play with an affiliated club or team in the Ballina Netball Association Winter Competition in the year prior and the year of representative competition
 - d. For Senior State Titles Opens teams, athletes must play in the Ballina Netball Indoor competition during term 1 and 2, or in the Ballina Netball Winter Competition in the year prior and the year of competition.
 - e. For Regional League teams, athletes must play in the Ballina Netball Indoor competition during term 4, 1 & 2 or in the Ballina Netball Winter Competition in the year of competition.
 - f. Meet eligibility criteria as defined in the relevant Competition Rules
- 6.2. Late nominations will be accepted in extenuating circumstances. Submissions for acceptance of late nomination can be made in writing to the Representative Coordinator outlining the reason(s) for the late nomination and include, where appropriate, relevant

documentary evidence. Ballina Netball Executive Committee will determine if the athlete is to be permitted to trial.

- 6.3. An exemption from the requirement to play in a Ballina Netball competition in the **year prior to** and/or **the year of** the State Titles/Regional League competition may be granted in extenuating circumstance. Submissions can be made in writing to the Representative Coordinator outlining the reason(s) why the athlete did not play in the Ballina Competition, and include where appropriate, relevant documentary evidence. Ballina Netball Executive Committee will determine if the athlete is to be permitted to trial.

7. Athlete Selection

- 7.1. Representative Squads for Netball NSW Junior and Senior State Titles will be on a date specified by the Executive Committee. The Selection Panel will select Squads of athletes in each age group.
- 7.2. The Executive Committee reserves the right to abandon squad selections and proceed directly to team selections where insufficient athletes of the required standard attend trials.
- 7.3. Representative Teams for Netball NSW Junior State Titles will be selected on a date specified by the Executive Committee. The Selection Panel will select Teams of ten (10) athletes in each age group.
- 7.4. Representative Teams for Netball NSW Senior State Titles and Regional League will be selected on a date specified by the Executive Committee. The Selection Panel will select Teams of between nine (9) and twelve (12) athletes.
- 7.5. Training Partners may be selected at the discretion of the Executive Committee as individuals are identified.
- 7.6. Athletes must attend representative selection trials on the date/s specified by Ballina Netball. Any athlete unable to attend selection trials may apply in writing to the Representative Coordinator for consideration, providing reason for non-attendance, netball experience, achievements and references. Ballina Netball Executive Committee will determine if the athlete is to be considered for selection.
- 7.7. A prediction of athlete performance, team fit and potential to progress will be assessed by selectors. The following components of athlete performance and behaviors will be considered:
- a. Physical
 - Speed
 - Agility
 - Power
 - Aerobic Fitness
 - Strength
 - b. Technical

- Movement skills
 - Ball Skills
 - Attacking skills
 - Defending skills
 - Position specific skills
- c. Tactical
- Attacking strategies
 - Defensive strategies
 - Game plans
 - Strategies to counter opposition
- d. Psychological
- Coachable
 - Determined
 - Mental toughness
 - Motivated
 - Growth mindset
 - Ability to cope under pressure
 - Self-belief
- e. Additional Considerations
- Team player
 - Display leadership qualities
 - Embrace team culture
 - Positional balance and versatility within the team
 - Current form and potential to improve
 - Whether an athlete's performance and/or contribution has been affected by extenuating circumstances such as illness, injury, bereavement or similar which may have temporarily compromised form
 - Feedback from previous year's team officials of returning athlete.

8. Athlete Replacement

8.1. An athlete may be replaced for the following reasons:

- a. **Injury or Illness:** If an athlete becomes injured or unwell to the extent that they are unable to compete or maintain the required fitness to compete they will be withdrawn from the team. An athlete returning from such an injury or illness must provide medical clearance from a qualified health professional stating that they are fit to return to training and competition.
- b. **Breach of Discipline:** An athlete may be considered for replacement due to a breach of discipline, including failure to observe any relevant Ballina Netball Association Policy, Netball NSW Code of Behavior or the Ballina Netball Representative Player Agreement.

- c. **Non-attendance:** If an athlete fails to attend compulsory team events without adequate explanation, the Executive committee will review their continued inclusion in the team.
- 8.2. An athlete who is identified for review due to reasons outlined in Clause 8.1 will be referred by the Team Coach or Manager, to the Representative Coordinator. The Executive committee will review their continued inclusion in the team.
- 8.3. If a selected athlete is unable to continue or is to be removed as a representative of any Squad or Team, a replacement athlete may be selected if required, as follows:
 - i. The Representative Coordinator will be advised, and the Selection Panel consulted;
 - ii. Consideration will first be given to identified athletes from the selection process;
 - iii. Consideration will then be given to other identified athletes;
 - iv. The Selection Panel will then fill the position with the athlete deemed most suitable.

9. Approval and Announcement of Squads and Teams

- 9.1. The Representative Coordinator will submit the list of selected athletes for squads or teams to the President for ratification. Once selections are ratified by the President and following acceptance of positions offered by athletes, a formal announcement will be made via Ballina Netball Association social media channels.
- 9.2. The Team Coach will submit the names of athletes chosen for leadership positions to the Representative Coordinator for ratification by the President. Once selections are ratified by the President a formal announcement will be made via Ballina Netball Association social media channels.

10. Request for Appeal

- 10.1. An athlete may request a review of any given selection criteria as outlined in Clause 6.6 of this policy, by submitting a request for an appeal including the grounds for a review within five (5) working days of the announcement of the relevant selection decision.
- 10.2. All requests for appeals must be submitted in writing to the Representative Coordinator;
- 10.3. 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;
- 10.4. It should be remembered that in general an appeal will only be considered if the Selection Policy was not adhered to, or the athlete was not given fair and equal opportunity during the selection process;
- 10.5. An appeal will not be heard on a subjective basis i.e. an athlete's belief that they are better or more deserving than another athlete.

- 10.6. Appeals will be reviewed thoroughly by the Selection Panel and the Representative Coordinator advised of the outcome. The Representative Coordinator will communicate the outcome of the appeal to the Athlete.
- 10.7. In the event, that an Athlete is dissatisfied with the outcome of an appeal, they may lodge a complaint with the Member Protection Information Officer. All complaints lodged with Ballina Netball Association in relation to the Selection Policy will be dealt with in accordance with the procedures of the Netball NSW Grievance and Dispute Policy.