

Netball South

Athlete Identification, Screening and Selection



WORKFORCE: Decision-Makers and Nominators

**INTENSIVE
NETBALL
TRAINING
CENTRE**

National Selectors

England Coaching Team

National Academy Assistant Coach

INTC Coaches

NSL/NPL Head Coaches

Performance Pathway Coaches

Regional Selectors

**NATIONAL
ACADEMY**

**REGIONAL
PERFORMANCE
ACADEMY**

Regional Selector (1 per region)

Performance Pathway Coach/es

Appointed other/s (e.g. NPL Coach)

Regional Scouts (3-5 per region, dependent upon size and geography of region)

County Selectors (1 per County)

County Academy Head Coach

County Scouts (3-8 per County, dependent upon size and geography of region)

**REGIONAL
ACADEMY**

**COUNTY
ACADEMY**

County Selector (1 per county)

County Academy Head Coach

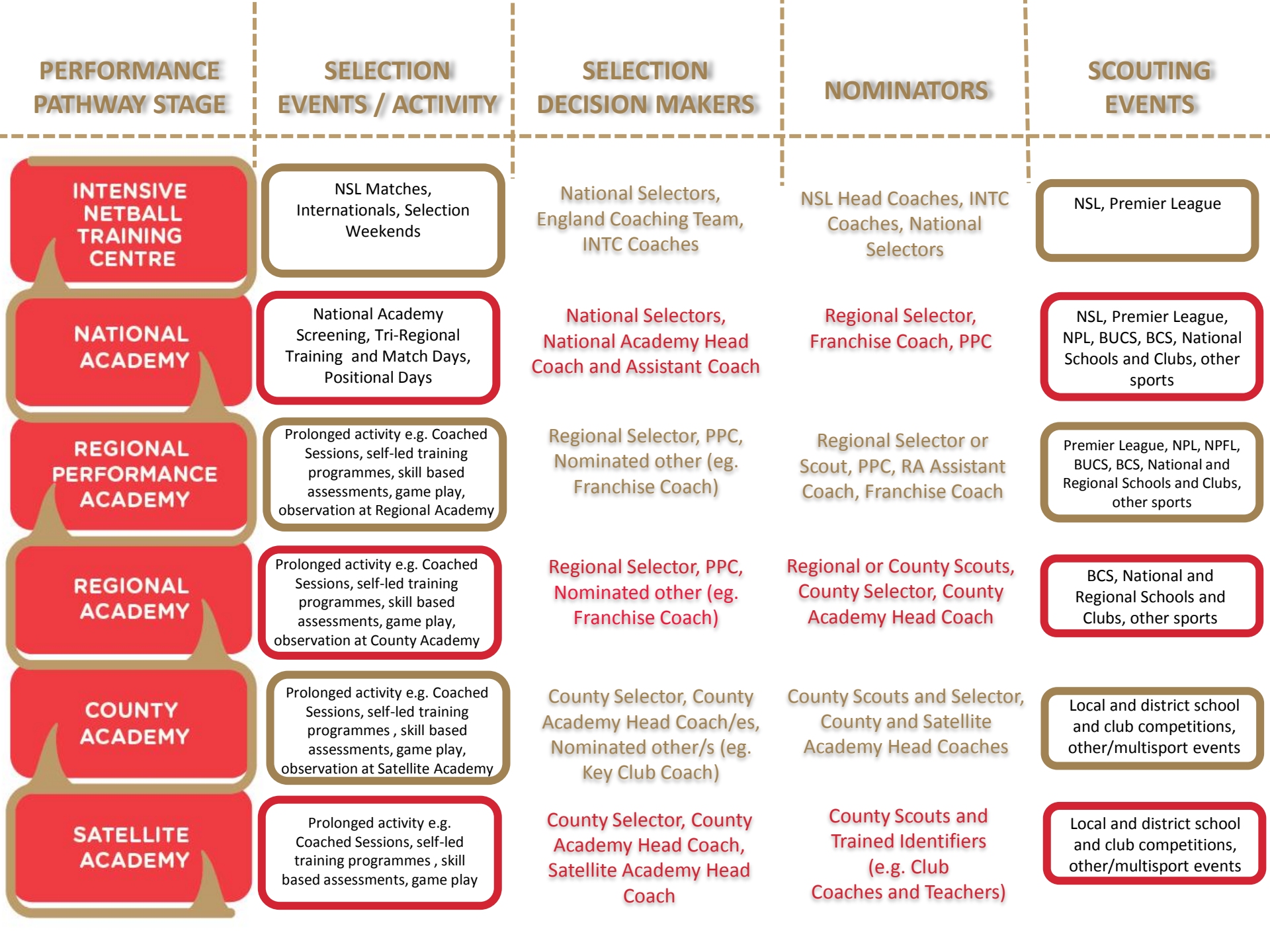
Satellite Academy Head Coach/es

Appointed other/s (e.g. key club coach)

County Scouts (3-8 per County, dependent upon size and geography of region)

Trained Identifiers (e.g. club coaches and teachers)

**SATELLITE
ACADEMY**



Selection Policy and Procedure Principles



- England Netball will provide Regions and Counties with a standardised Selection Policy which they must adopt, in line with the National Selection Policy and approved by EN Lawyers.
- Key elements of Policy:
 - Equitably and consistently applied
 - Selection and de-selection can happen at any time, providing the Policy is followed
 - Athletes are identified for Selection by ‘Nominators’ to attend a ‘Selection Event’
 - Selection is decided by a specified Panel of ‘Decision-Makers’ with an equal vote (Panel is always an odd number)
- Regions and Counties can develop their own set of Selection Procedures (based on set EN principles), or follow the EN recommended ones

Selection Policy and Procedure Principles



NETBALL SOUTH REGIONAL PERFORMANCE PROGRAMME SELECTION POLICY

The Regional Selection Policy is:

- Inclusive of identification and selection across the Regional Performance Programme (Regional Academy/ies and Regional Performance Academy) and for nomination to National Academy screening events.
- Transparent and accessible.
- Widely communicated and adhered to at all times.
- Available to all members.
- Available on the Netball South website, and will be made available directly to all athletes entering the selection process.
- Based on set EN Selection Principles.

A Selection Panel is responsible for selecting athletes into the Netball South Performance Programme. The Selection Panel (always an odd number):

- Comprises the Regional Head Scout and Performance Pathway Coach
- Additionally, other Regional Performance Coaches and/or County Head Scouts may support the selection process.



Selection Policy and Procedure Principles



NETBALL SOUTH REGIONAL PERFORMANCE PROGRAMME SELECTION POLICY

1. Principles of Selection

- The Selection Policy and Procedures will be equitable. No athlete will receive less favourable treatment on the grounds of marital status, social class, colour, race, ethnic origin, creed or disability, or will be disadvantaged by conditions or requirements that cannot be shown to be relevant to performance.
- In making final selections, the Performance Pathway Coach will have the final say over any disputed athletes.
- The Selection Policy and Procedures will be consistent. At all times the provisions of the Policy will be applied consistently and rigorously.
- Selection into the Netball South Regional Performance Programme shall consist of the number of athletes the selectors deem appropriate.
- Nominations for National Screening will not exceed ten.
- Whilst all efforts will be made to give every athlete equal exposure during selection, positional imbalance may lead to a variance in court time. However, a minimum specified amount will be given to all athletes.
- The selection process is open. This means that new athletes may be invited into the Netball South Regional Performance Programme at any time if correct procedures are followed. These procedures are outlined in detail below.



Selection Policy and Procedure Principles



NETBALL SOUTH REGIONAL PERFORMANCE PROGRAMME SELECTION POLICY

2. The Selection Process

- The Performance Pathway Coach and Regional Head Scout are responsible for the selection of athletes into the Regional Performance Programme. Regional Performance Programme Coaches and County Head Scouts may support the selection process.
- Athletes will be identified by the relevant selectors based upon observations of athlete performance.
- All athletes involved in the selection process will be informed of their individual selection outcome in writing (either electronically and/or by letter).
- Notification of the selected athletes will be communicated via the Netball South website.
- At any time, any athlete involved in the selection process may seek further clarification from the Performance Pathway Coach or Regional Head Scout.
- Athletes may enter the Netball South Regional Performance Programme at any time, at the invitation of the Performance Pathway Coach following an observation by the PPC or RHS.



Selection Policy and Procedure Principles



NETBALL SOUTH REGIONAL PERFORMANCE PROGRAMME SELECTION POLICY

3. Grievance and Appeals Process

- There are only two grounds for appeal within the Selection process. These are:
 - Selection was not made according to the Selection Policy.
 - There was unreasonable bias or conflict of interest in one or more members of the Selection Panel.
- Any appeal against a selection decision into the Regional Performance Programme must, in the first instance, be referred in writing to the Regional Head Scout. Any appeal against a selection decision that cannot be resolved by communication with the RHS may be referred to the England Netball Performance Pathway Manager.
- Any appeal against a selection decision that cannot be resolved by communication with the England Netball Performance Pathway Manager may be referred to the relevant Senior Officer at England Netball.

