

## Selection Policy

June 2018

Reviewed Annually

<p><b>Purpose and scope of this policy</b></p>	<p>This Selection Policy sets out how netball athletes (Athletes) are selected by Team Bath (TB) into TB's Futures Programme &amp; TB's Competition Squads. This Selection Policy applies to Athletes being selected by TB to the following:</p> <ol style="list-style-type: none"> <li>a. TB's Futures Pathway (Hubs &amp; Academies)</li> <li>b. TB's Competition Squads for all competitions including U15, U17, U19 and U21 NPL league and tournament. Athletes for these Competition Squads will be drawn from the TB Hubs and Academies and players will be invited to trial for their representative age group teams. Players may also be invited from outside of the TB Futures programme.</li> </ol>
<p><b>Performance Mission &amp; Objectives</b></p>	<p>The vision of Team Bath Netball is to be the leading choice for players, coaches, administrators and stakeholders with a worldwide reputation for excellence in performance and in the development of people. The key Performance objectives are;</p> <ul style="list-style-type: none"> <li>➤ To be the most successful Superleague franchise in the Southwest and be the team of the region, consistently outperforming our nearest opponents</li> <li>➤ To consistently be serious contenders for the VNSL title year on year, reaching the semi-finals and beyond.</li> <li>➤ As a Superleague squad to be performing at a level relative to International teams ranked within the top 10 in the world.</li> <li>➤ To be competing in finals and/or finishing in the top 3 in the league at one or more age groups year on year.</li> </ul> <p>To achieve the objectives set out above TB must develop more world class athletes who can function as a leading team. This aspiration provides the beacon to guide all performance activity and decision making, including the management of the selection to, and development of Athletes within, TB's Programme. In line with TB's performance vision set out above, TB's primary objectives are, therefore, to select competition squads capable of winning all matches unless specifically stated otherwise. Selection for non-competitive games may be made on the basis of providing development for future match success to Athletes within lower age groups.</p>
<p><b>Eligibility</b></p>	<p>To be eligible for selection into TB's Hub &amp; Academy Programme and TB's Competition Squads, an Athlete must:</p> <ol style="list-style-type: none"> <li>a. Aged between 14-21 years old at the start of each season.</li> <li>b. Be part of a team in the Mizuno Premiership, Regional 1,2,3 or U14/U16 Regional Division 1.</li> <li>c. Be nominated by their County Academy.</li> </ol> <p>n.b. Players outside this eligibility must provide a statement from their coach stating reasons they should be seen for trial.</p>

	<p>To be eligible for selection into TB’s Competition Squads, an Athlete must:</p> <ol style="list-style-type: none"> <li>a. Also be attending a HUB and/or Academy.</li> <li>b. Follow the eligibility regulations set out by England Netball for each NPL age group.</li> <li>c. Where an athlete is not currently in a hub/academy they must have a statement from their coach and if selected must subsequently be able to join and commit to the Futures pathway programme of training</li> </ol>
<p><b>Selection Principles</b></p>	<p>A selection panel will be established by TB for selecting Athletes into:</p> <ul style="list-style-type: none"> <li>• TB’s Hub &amp; Academy programme</li> <li>• TB’s Competition Squads</li> </ul> <p>The Membership of Selection Panels is set out in the section below. Each Selection Panel will apply the following principles in the course of carrying out any Selection Process</p> <ol style="list-style-type: none"> <li>a. This Selection Policy employs an open, transparent and equitable process that gives all Athletes a fair chance to challenge for selection.</li> <li>b. Selection will be based on merit and the need to achieve the objectives of TB set out in the Performance Mission and Objectives section above.</li> <li>c. No Athlete has the right or expectation to on-going selection for TB’s Hub &amp; Academy programme &amp; TB’s Competition Squads, at any time.</li> <li>d. Each Selection Panel has the right to determine, at its sole discretion, when it will reselect Athletes into TB’s Hub &amp; Academy programme &amp; TB’s Competition Squads.</li> <li>e. The relevant Head Coach with the approval of the TB Head Coach and/or the Academy Head Coach under the Membership of Selection Panels section below has the right to invite Athletes from outside TB’s Hub &amp; Academy programme, to be observed and considered by the Selection Panel for inclusion in Competition Squads. This may be face to face or using video evidence.</li> </ol>
<p><b>Selection Process</b></p>	<ol style="list-style-type: none"> <li>a. County Netball Associations will nominate athletes to put forward to trial.</li> <li>b. Trials will be advertised through social media and information will be distributed to County Netball Associations and various netball streams.</li> <li>c. The Academy Head Coach or TB Head Coach will consult with the relevant designated Selectors and prepare a standardised report of Athlete nominations for discussion before notice is sent out to athletes.</li> <li>d. The Nominated Athletes will be those that, in the expert opinion of the relevant Coach are most able to achieve the objectives of TB set out in the Performance Mission and Objectives section above.</li> <li>e. Athletes will be notified of their selection via email no later than 2 weeks after the trial.</li> <li>f. Any individual Athlete’s inclusion in the TB Futures Competition Squads is decided on a majority vote by all members of the relevant Selection Panel with the Head Coach of the team having the deciding vote where there isn’t a majority vote.</li> <li>g. When Selectors are concerned that they may have a conflict of interest they should declare it. The lead Selectors will assess the risk and agree how to manage it and this will be recorded in writing.</li> </ol>
<p><b>The Selectors</b></p>	<ol style="list-style-type: none"> <li>a. All Selectors, will be appointed based upon competency for the role for each designated Selection event.</li> <li>b. There will be two Lead Selectors for the Futures Programme, these will be the TB Head Coach and the TB Academy Head Coach. One Lead Selector should be present at each Designated Selection Event. Both will be accountable for TB’s Academy Programme.</li> <li>c. The Lead Selectors will choose the Selection Panel members for each</li> </ol>

	<p>Designated Selection Event according to availability and fairness. For Competition squads this will include the Head Coach for each representative team. For Hubs &amp; Academies this should include the Head Coach of each of the Hubs.</p> <p>d. There should be a minimum of three Selectors at each Designated Selection Event.</p>
<b>Appeals</b>	<p>Appeals can only be submitted by a non-selected (or de-selected) Athlete on the grounds that:</p> <ol style="list-style-type: none"> <li>The selection process outlined in the Selection Process section above (or de-selection process outlined in the Injury &amp; Replacement section below) has not been adhered to; or</li> <li>The selection (or de-selection) process adopted for that Athlete failed to take into account relevant information which was available at the time, which the relevant Selection Panel under the Membership of Selection Panels section below did not consider. An Athlete may request an appeal on either of the grounds listed in this section above by submitting a written request to the TB Head Coach. Any appeal shall be made within 72hrs of the announcement of selection.</li> </ol>
<b>Announcement &amp; Notice</b>	<p>TB Hubs &amp; Academies</p> <ol style="list-style-type: none"> <li>Once trials have been completed for the various Hubs &amp; Academies across the region, notice will be given via email from the Team Bath Netball futures email address within 10 working days of the trial.</li> <li>Athletes invited are required to respond by the date specified in the email correspondence or risk losing their place/place withdrawn.</li> <li>Feedback from the Selectors will not be given at this stage.</li> <li>Notification to Athletes selected into the TB Competition Squads will be sent within 10 working days of the trial and will follow the NPL guidelines set by England Netball.</li> <li>Athletes invited are required to respond by the date specified in the email correspondence or risk losing their place/place withdrawn.</li> <li>Feedback if an Athlete is not successful into a Competition Squad will be provided by the Athletes Hub Head Coach.</li> <li>Announcements will be made according to our marketing strategy set out by Matchtight. Athletes agree to not publicise on any social media until they have been notified by our media team.</li> </ol>
<b>Injury &amp; Replacement</b>	<p>An Athlete may be removed from TB's Futures programme &amp; Competition Squads in the event of:</p> <ol style="list-style-type: none"> <li>non-compliance in training,</li> <li>a breach of responsibility</li> <li>a violation of the codes of behaviour (in the relevant Athlete Handbook)</li> </ol> <p>At any stage following the selection notice to TB's Competition Squads and prior to the relevant competition an athlete may be recommended for de-selection by TB's Head Coach, TB's Academy Head Coach and/or the relevant Head Coach (under the Membership of Selection Panels section) due to:</p> <ol style="list-style-type: none"> <li>Failure to reach TB's performance expectations in training or competition, including attendance.</li> <li>An inability to compete to the best of her ability due to an injury and/or illness. Prior to removal, the Athlete in question or her appointed representative will be presented with the opportunity to attend a exit interview with the TB Head Coach or TB Academy Head Coach and relevant representative team Head Coach and, where possible, one other independent person. Written justification must be provided for all removals.</li> </ol> <p>Once Athlete selections have been confirmed, all selected Athletes (including the reserve(s)) must agree not to withhold any information on training fitness, injury</p>

	status or illness that could affect training or competition at any time until the point of the relevant competition. All selected Athletes must declare any medications they are taking, in particular the use of any restricted medications, and submit these on their medical form.
<b>Selection Criteria</b>	Whenever selecting athletes for the TB Futures programme the relevant Selection Panel (under the Membership of Selection Panels section below) shall apply the TB Performance Mission & Objectives to their decisions. The panel will also consider 'other factors' listed below within their final selection decisions.
<b>Other factors considered</b>	<p>Other factors considered will include:</p> <ol style="list-style-type: none"> <li>a. Coachability: understands expectations and can apply learning and make changes</li> <li>b. Demonstrates 'team' qualities and 'fit' within the team</li> <li>c. State of fitness, health and wellbeing</li> <li>d. Positional balance within team</li> <li>e. Succession planning</li> <li>f. Number of fixtures &amp; training sessions athlete is able to attend on the annual calendar</li> <li>g. Focus of the current year in terms of key events</li> <li>h. Current form or performance of existing team members</li> <li>i. Balance of experience and youth</li> <li>j. Athlete being seen by Selectors playing in their age group, i.e. NPL Tournament</li> <li>k. Nature of the competition/tour the team is being selected for</li> <li>l. Whether an Athlete's performance and/or contribution has been affected by extenuating circumstances such as illness, injury, bereavement, parental leave, work/study commitments or similar which have temporarily compromised their form and/or recent contribution.</li> </ol> <p>Consideration may also be given to any other such factors that the Selection Panel considers in its sole discretion to be relevant and appropriate to the overall assessment of a particular player.</p>
<b>Membership of Selection Panels</b>	<p><b>TB Futures Academy</b></p> <ul style="list-style-type: none"> <li>● Academy Head Coach and/or TB Head Coach</li> <li>● Head Coach from the Hub and/or Academy</li> <li>● A member of the Selection Panel, which is made up of the Head Coaches from the Hub sites.</li> <li>● Assistant Coaches can support trials but do not get a final vote.</li> <li>● County Academy &amp; County Performance Leads are also invited to screening events but do not participate in the voting process.</li> </ul> <p><b>TB Representative Teams</b></p> <ul style="list-style-type: none"> <li>● Academy Head Coach and/or TB Head Coach</li> <li>● Head Coach from the representative team</li> <li>● A member of the selection panel, which is made up of the Head Coaches from the Hub sites.</li> <li>● Assistant Coaches can support trials but do not get a final vote.</li> <li>● County Academy &amp; County Performance Leads are also invited to screening events but do not participate in the voting process.</li> </ul>
<b>Review Process</b>	<p>TB's Head Coach and/or TB's Academy Head Coach will review this Selection Policy on an annual basis.</p> <p>Any amendments to this Selection Policy must be given in writing/email to the Athletes, Head Coaches and other Selection Panel members and other key stakeholders. This Selection Policy (including any final variations or amendments) will be made available on the TB website and made available to all Athletes on request.</p>
<b>Confidentiality</b>	All those involved in the nomination and selection process must keep confidential and not disclose any information regarding any aspect of the process and/or any

	nominated or selected Athlete, unless authorised by TB.
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