

## Selection Policy

**July 2024**

**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 Netball (TBN). This Selection Policy applies to Athletes being selected by TBN to the following:</p> <ul style="list-style-type: none"> <li>a. TBN’s Athlete Development Centres (ADC)</li> <li>b. TBN’s Player Pathway which includes all competition squads for U15, U17, U19 and U23 National Performance League (NPL) and tournament, and Performance Development Pathway squads (PDP’s)</li> </ul>
<p><b>Performance Mission &amp; Objectives</b></p>	<p>Through netball we pursue excellence for ourselves and others to achieve a lasting positive impact that is bigger than the game.</p> <p>Team Bath Netball strives to be a leader in women’s sport – both regionally and nationally – and through a thriving pathway, a network of community-based activities and a forward-thinking commercial strategy, we aim to create a sustainable and well-connected foundation of a new era of elite netball in the southwest of England.</p> <p>Our vision is to be the leading choice for players, coaches and stakeholders with a reputation for excellence, success and a people-centred approach to developing people.</p> <p>The purpose of the Team Bath Netball Player Pathway and Development programme is to develop smart, competitive, and determined athletes who align to our ambitions and go on to fulfil their potential. As a result, the programme seeks athletes who will form squads that can not only compete at national level, but who will uphold Team Bath values and positively contribute to the environment.</p>
<p><b>Eligibility</b></p>	<p>To be eligible for selection into TBN ADC’s, TBN’s Player Pathway an athlete must meet the age restrictions for the relevant squad/training group. They must also meet the experience criteria stipulated for each squad. This may include experience within an NPL squad, play in a club at National Premier League, Senior Regional 1,2 or 3, Junior Regional U14/U16 or be part of a County Player Development Programme. They may be nominated through any of the following channels;</p> <ul style="list-style-type: none"> <li>a) a coach of their County Player Development Programme.</li> <li>b) their TB ADC coach</li> <li>c) nominated by another franchise</li> <li>d) self-nominated</li> </ul> <p>Any athlete may also be asked to support their application with a statement from their coach, or further information regarding the suitability of the nomination may be sought from the nominees coaches by TBN.</p>

<p><b>Selection Principles</b></p>	<p>A selection panel will be established by TBN for selecting Athletes into:</p> <ul style="list-style-type: none"> <li>• TBN ADC's</li> <li>• TBN's Player Pathway</li> </ul> <p>A selection panel will be made up of selectors as set out in The Selectors section below. Each Selection Panel will apply the following principles during the course of the 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 TBN 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 TBN ADC's, TBN's Competition Squads or TBN's Player Development Programmes, at any time.</li> <li>d. Each Selection Panel has the right to determine, at its sole discretion, when it will reselect Athletes into TBN ADC's, TBN's Competition Squads or TBN's Player Development Programmes.</li> <li>e. The relevant Head Coach with the approval of the TBN Academy Head Coach has the right to invite athletes from outside TBN's ADC's and TBN's Player Pathway, to be observed and considered by the Selection Panel for inclusion in Competition Squads. This may be face to face, using video evidence or coach references.</li> </ol>
<p><b>Selection Process</b></p>	<ol style="list-style-type: none"> <li>a. County Player Development Programmes may nominate athletes to be put forward to trial for the TBN ADC's, the TBN's Player Pathway.</li> <li>b. Athletes may self-nominate for ADC and Player Pathway trials providing they meet the eligibility criteria.</li> <li>c. Any self nominator may be asked to support their application with a statement from their coach. Or further information regarding the suitability of the nomination may be sought from the nominees coaches, by the Lead Selector</li> <li>d. ADC Lead and Assistant Coaches may nominate athletes from their ADC's for Player Pathway squad trials.</li> <li>e. Trials will be advertised through social media and information will be distributed to County Player Pathway Programmes and various netball streams.</li> <li>f. The Academy Head Coach will consult with the relevant designated selectors and prepare a standardised report of athlete nominations for discussion prior to the trial.</li> <li>g. The nominated Athletes will be those that, in the expert opinion of the Lead Selector are most able to achieve the objectives of TBN set out in the Performance Mission and Objectives section above.</li> <li>h. Athletes will be notified of their selection via email no later than 10 working days after the trial.</li> <li>i. Any individual Athlete's inclusion in the TBN Competition Squads is decided on a majority vote by all members of the relevant Selection Panel with the Academy Head Coach or designated Lead Selector having the deciding vote where there isn't a majority vote.</li> <li>j. When Selectors are concerned that they may have a conflict of interest they should declare it. The Lead Selector 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> </ol>

	<ul style="list-style-type: none"> <li>b. There will be one Lead Selector nominated for each Selection Event who will have attended the England Netball Athlete Identifier workshop in the last 3 years . This will either be the TBN Academy Head Coach, or the Lead Coach for the squad. One Lead Selector should be present at and responsible for each Selection Event.</li> <li>c. The Lead Selector will choose the Selection Panel members for each Selection Event according to availability and fairness. For Competition squads and Player Development Programmes this will include the Head Coach for each representative team/programme. For ADC's this should include the Lead Coach of each of the ADC's.</li> <li>d. There should be a minimum of three Selectors at each Designated Selection Event.</li> </ul>
<b>Appeals</b>	<p>Appeals can only be submitted by a non-selected (or de-selected) Athlete on the grounds that:</p> <ul style="list-style-type: none"> <li>a. 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>b. 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 TBN Academy Head Coach. Any appeal shall be made within 72hrs of the announcement of selection.</li> </ul>
<b>Announcement &amp; Notice</b>	<p>Following the completion of selection events for TBN ADC's, TBN's Competition Squads or TBN's Player Development Programmes announcements will be made;</p> <ul style="list-style-type: none"> <li>a. Once trials have been completed (across the region for ADC's) for the squad or training group, notice will be given via email from the Team Bath Netball Futures email address within 10 working days of the trial and where appropriate will follow the NPL guidelines set by England Netball.</li> <li>b. Athletes invited are required to respond by the date specified in the email correspondence or risk losing their place/place withdrawn.</li> <li>c. Athletes will be notified prior to the trial if individual feedback will be provided.</li> <li>d. 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> </ul>
<b>Injury &amp; Replacement</b>	<p>An Athlete may be removed from TBN ADC's, TBN's Competition Squads or TBN's Player Pathway Programmes in the event of:</p> <ul style="list-style-type: none"> <li>a. non-compliance in training,</li> <li>b. a breach of responsibility</li> <li>c. a violation of the codes of behaviour (in the relevant Athlete Handbook)</li> </ul> <p>At any stage following the selection notice to TBN's Competition Squads and prior to the relevant competition an athlete may be recommended for de-selection by TBN's Academy Head Coach and/or the relevant Lead Coach (under the Membership of Selection Panels section) due to:</p> <ul style="list-style-type: none"> <li>a. Failure to reach TBN's performance expectations in training or competition, including attendance.</li> <li>b. 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 an exit interview with the TB Academy Head Coach and relevant representative team Lead Coach and, where possible, one other independent person. Written justification must be provided for all removals.</li> </ul>

	<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 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.</p>
<b>Selection Criteria</b>	<p>Whenever selecting athletes for the TBN ADC's, TBN's Competition Squads or TBN's Player Development Programmes the relevant Selection Panel (under the Membership of Selection Panels section below) shall apply the TBN Performance Mission &amp; Objectives to their decisions. The panel will also consider 'other factors' listed below within their final selection decisions.</p>
<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>TBN ADC's</b></p> <ul style="list-style-type: none"> <li>● Academy Head Coach</li> <li>● Lead Coach from the ADC</li> <li>● A member of the Selection Panel, which is made up of the Lead and Assistant Coaches from other ADC sites. And/Or an independent selector/coach as directed by the Academy Head Coach.</li> <li>● Members of the County Player Pathway Programmes from Counties within TBN's assigned territory may also be invited to screening events but do not participate in the voting process.</li> </ul> <p><b>TBN Competition Squads and Player Development Programmes</b></p> <ul style="list-style-type: none"> <li>● Academy Head Coach</li> <li>● Lead Coach from the representative team</li> <li>● A member of the selection panel, which is made up of the Lead or Assistant Coaches from the ADC sites or other competition squads. And/Or an independent selector/coach as directed by the Academy Head Coach.</li> <li>● Members of the County Player Pathway Programmes from Counties within TB's assigned territory may also be invited to screening events but do not participate in the voting process.</li> </ul>
<b>Review Process</b>	<p>TBN's Manager and/or TBN'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</p>

	stakeholders. This Selection Policy (including any final variations or amendments) will be made available on the TBN website and made available to all Athletes on request.
<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 TBN.