

BERKSHIRE NETBALL SELECTION POLICY

This document outlines the selection process, principles and selection criteria for County Under-15 Player Development programmes and County Under-13 Player Development programmes

Purpose and scope of policy

The purpose of the County Selection Policy and Procedures is to ensure that the right athletes can be selected onto the England Netball Player Pathway programmes (Appendix 4) and provided with training through the Player Development Programmes to fulfil their individual potential, which may be reaching the top tiers of the Player Pathway and achieving selection to represent England at age group or senior level.

This Selection Policy sets out how netball athletes (Athletes) are selected by Berkshire Netball into County Player Pathway Programmes (County Under-15 Player Development programmes and County Under-13 Player Development programmes)

Appendix 1 contains the Glossary of Defined Terms. Those Terms will be applied throughout this document.

Performance Mission and Objectives

England Netball is committed to setting new standards for netball, showcasing inspiring performances by outstanding players in international tournaments. It will support the Roses to achieve recognition and respect as the world's best female sports team and prepare future Roses for the specific demands of international netball to ensure that there is an oversupply of Roses-ready players available for selection.

It will develop robust talent recruitment systems and processes that allow talented players from all backgrounds to be identified and to access the pathway.

It's performance ambitions are:

- The Roses consistently beating other top-ranked nations and winning back-to-back Commonwealth Games and Netball World Cup titles
- The Roses being held in esteem for a clear, recognisable and respected 'Roses Way' being demonstrated daily by players on and off-court
- World-class depth of Roses-ready players in all positions, competing for places in the Roses team
- The Roses team being made up of players from a range of backgrounds and locations

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1. Berkshire Netball aspires to be a major feeder to the Surrey Storm Academy squads (Appendix 3) . To achieve that goal we must develop more performance athletes who can function both individually and as part of a leading team. This aspiration provides the beacon to guide all Performance activity and decision- making, including the management & delivery of the identification, and development of athletes within the County Player Pathway Programmes.
2. The development of a leading county is dependent upon building a squad of athletes with depth and breadth across all positions on the court and the ability to function as individual national level athletes in a team environment. (Appendix 5)

1. INTRODUCTION

- 1.1 Berkshire Netball's Selection Policy is inclusive of identification and selection across the County Player Pathway Programmes (County Under-15 Player Development programme and County Under-13 Player Development programme).
- 1.2 The Selection Policy and the associated procedures will be transparent and accessible. At all times the Policy and Procedures will be widely communicated and adhered to and, made available to all members of Berkshire Netball. The Policy will be always available on the county website, and directly to all athletes entering the selection process.
- 1.3 The Selection Panel responsible for selecting athletes into the County Player Pathway Programme will be appointed by the County Player Development Lead.

2. PRINCIPLES OF SELECTION

The following principles will be applied while carrying out the Selection Process:

- 2.1 employ an open, transparent and equitable process that gives all athletes a fair chance to challenge for county player pathway programmes selection.
- 2.2 be consistent. The County Player Development Lead (on behalf of Berkshire Netball) will ensure that at all times the provisions of the Policy and Procedures will be applied consistently.
- 2.3 will be based on merit and the need to achieve the agreed objectives of County Netball Association (Appendix 2)
- 2.4 No Athlete has the right or expectation to on-going selection for County Player Development programmes, at any time.
- 2.5 Berkshire Netball has the right to determine, at its sole discretion, when it will reselect athletes into County Player Pathway Programmes

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- 2.6 Athletes will be subject to deselection if they breach the code of conduct and all other relevant County Netball Association's policies and regulations.
- 2.7 The County Player Development Lead/Head County Selector has the right to invite athletes from outside the Player Pathway Programmes, to be observed and considered for inclusion in the Player Pathway Programme, based upon Selection Criteria set out in Appendix 2.
- 2.8 The Player Pathway Selection Process is open at every level. This means that new athletes may be invited into a County Player Development Programme at any time by 31st March 2023 if correct procedures are followed **AND** there are places available in the relevant programme (20 athletes only per group – 2 groups per age group). The procedures for County Player Pathway Programme Selection are outlined in detail under paragraph 6 below.

3. ELIGIBILITY

To be eligible for Selection into the County Player Pathway Programmes, an athlete must:

- i. Meet the eligibility criteria as set out in Appendix 5
- ii. Meet the Selection Criteria outlined in Appendix 2
- iii. Be clear of any ban under UK Anti-Doping Regulations
- iv. Be selected / screened via the County Netball Association Selection and screening process

4. SELECTION PANEL

- 4.1 All Selection Panel members will be appointed based upon competency for the role.
- 4.2 Selection Panel members will be appointed by the County Player Development Lead
- 4.3 The Selection Panel for County Player Pathway Programmes will include coaches involved in the delivery of the player pathway programmes and, where possible, an independent selector(s):
 - County Under-15 Player Development programme: County Head Selector, County Under-15 Player Development programme Head Coach and Assistant coaches, Appointed Other(s)
 - County Under-13 Player Development programme; County Head Selector, County Under-13 Player Development programme Head Coach and Assistant coaches, County Under-15 Player Development programme coaches AND/OR Appointed Other(s)

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- 4.4 Selectors will have attended the England Netball Athlete Identifier Workshop, **OR** be deemed by the County Player Development Lead to have significant experience and have been briefed by the County Player Development Lead on the selection criteria prior to the selection event
- 4.5 In making final selections into the County Player Pathway Programmes, each member of the Selection Panel, will have an equal vote.
- 4.6 Ratio of 1 selector per 8-12 players.
- 4.7 Each selector will collate evidence to be able to support the Selection Panel when making final decisions
- 4.8 The Selection Panel members are accountable to the County Head Selector/County Player Development Lead and ultimately Berkshire Netball for ensuring that the Selection Policy and associated procedures are applied in a fair and appropriate manner.

5. DE-SELECTION AND ATHLETE WITHDRAWAL

- 5.1 Athletes selected into a County Player Pathway Programme will be able to access a range of training opportunities through their County Player Development programme as determined by the England Netball Roses Development Framework.-
- 5.2 The ongoing failure of any athlete to meet training requirements could result in de-selection.
- 5.3 An athlete may choose to withdraw from a County Player Pathway Programme voluntarily. Such a withdrawal must be done in writing to the Head Coach.

6. THE SELECTION PROCESS

- 6.1 Athletes will be identified and nominated for County Player Pathway Programme Selection by one of the following possible Nominators (see Definitions);
 - County Under-15 Player Development programme; County Selector, County Scouts, County Under-15 Player Development programme Head Coach, County Under-13 Player Development programme Head Coach and Trained Identifiers or Club Coaches who are deemed to have relevant experience of working with performance athletes
 - County Under-13 Player Development programme; County Selector, County Under-13 Player Development programme Head Coach, County Scouts and Trained Identifiers or Club Coaches who are deemed to have relevant experience of working with performance athletes
- 6.2 Athlete performance at designated Selection Events will be observed and assessed independently and against the Selection Criteria, as set out in Appendix 2

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- 6.3 Following completion of the Designated Selection Events (trials), the Coach might consult with other identified coaches and take into account any relevant input from them.
- 6.4 The Coach will discuss the nominations with the Selection Panel and provide the opportunity for them to check and challenge and ensure Selection Decisions are evidence based on the Selection Criteria.
- 6.5 Individual athlete's inclusion in the relevant Player Pathway Programme is decided on a majority vote by all members of the Selection Panel.
- 6.6 All athletes involved in the selection process will be informed of their individual selection outcome in writing (either electronically and/or by letter) by the County Player Development Lead.
- 6.7 At any time, any athlete involved in the selection process may seek further clarification from the County Head Selector or another member of the Selection Panel.

7. DESIGNATED SELECTION EVENTS/TRIALS

- 7.1 For the U13 Player Development Programmes – an initial designated screening event (trial) for a long squad followed by additional sessions led by U13 PDP academy coaches after which final selection of 40 athletes (2 academies with 20 athletes each) will be made.
- 7.2 For the U15 Player Development Programmes – a designated screening event to select 40 athletes (2 academies with 20 athletes each).
- 7.3 Any athlete that was not identified at the selection events but has been nominated to the County Player Development Lead will be observed during the county player pathway programme season by 31st March 2023 and may be invited to join the County Player Pathway Programme by this point subject to places being available within the programmes.

8. GRIEVANCE AND APPEALS PROCESS

8.1 Appeals can only be submitted by a non-selected athlete on the grounds that

- the process outlined within this Policy has not been adhered; or
- the process failed to take into consideration relevant information; or
- the process failed to take into account relevant information, which was available at the time, which the Selection Panel did not consider;

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8.2 Any appeal against a selection decision into a County Player Pathway Programme shall be made within five (5) working days of receipt of notification, in writing to the Chair of the County Netball Association. If a resolution cannot be found, the appeal may be escalated to the Performance Department at England Netball. England Netball will decide only if the selection decision should stand or if another opportunity to attend a County Player Pathway Programme Selection event or activity should be made available to the athlete by the County Netball Association. England Netball's decision on any appeal is final.

APPENDICES

Appendix 1 Glossary of Terms

Appendix 2 Selection Criteria (roles and responsibilities of players)

Appendix 3 VNSL Team Player Pathway Programmes

Appendix 4 England Netball Player Pathway

Appendix 5 Eligibility criteria

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Appendix 1 - Glossary of Terms

Term	Definition
Athlete	Netball Player
Programme	This includes on court and off court activities for player pathway athletes
Selection Criteria	Statements relating to skills, attributes and games sense used to select into the County Player Pathway Programmes
Selection Panel	Personnel appointed by the County Netball Association to make selection decisions
County Player Development Programme Head Coach	Qualified coach appointed by the County Netball Association to deliver the County Player Development Programme, directed by England Netball
County Player Development Programme Assistant Coach	Qualified coach appointed by the County Netball Association to support the delivery of the County Player Development Programme, directed by England Netball
County Under-15 Player Development Programme (PDP)	A weekly individualised training environment for athletes usually aged between 14-15, delivered between September and May
County Under-13 Player Development Programme (PDP)	A fortnightly individualised training environment for athletes usually aged between 12-13, delivered between September and May.
County Netball Association (CNA)	An autonomous member's organisation, affiliated to England Netball. Where an agreement exists, CNAs act as the Player Pathway delivery partner to England Netball for the County Player Development Programmes
County Player Development Programme Selection event or activity	An event or activity whereby an athlete can be observed by a Selection Panel to make an assessment on their suitability to enter, remain or move up the Player Pathway. This event or activity may take a variety of different forms
County Player Pathway Programmes	England Netball directed County Under-15 Player Development programme and County Under-13 Player Development programme
County Player Development Lead	To oversee and ensure the effective delivery of County Player Pathway programmes on behalf of the County Netball Association
County Scouts	Identified trained (AIW) individuals responsible for identifying and nominating athletes to attend County Player Pathway Programmes selection events or activities

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Nominators	A group of identified and trained (AIW) individuals responsible for nominating athletes to attend a County Player Pathway Programmes selection event or activity, normally consisting of the County Selector, County Scouts, County U15 PDP Head Coach, County U13 PDP Head Coach and Trained Identifiers (coaches/schoolteachers) or experienced club coaches
Trained Identifiers	Identified trained (AIW) individuals responsible for identifying and nominating athletes to attend County Player Pathway Programmes selection events or activities.
County Head Selector	An identified trained (AIW) individual with responsibility for the selection and de-selection of athletes into the County Player Pathway Programmes through selection events or activities. Appointed by County Netball Association (or a suitable deputy appointed by the Player Development Lead in the absence of the County Head Selector)

Appendix 2 Selection Criteria (roles and responsibilities of players)

SELECTION CRITERIA

Whenever selecting Players for the County Player Pathway Programme, the Selection Panel shall apply in all Screening activities:

1. Evidence of Skill or Quality
2. Demonstrate Consistency
3. Demonstrate Under Pressure
4. Demonstrate in Multiple Context with Consistency

When selecting athletes for the England Netball Player Pathway programmes, at any level the Selection Panel shall apply the core playing competencies, personal qualities and other considerations listed below.

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- Movement and Ball Skills Criteria
- Invasion Games: Game sense Criteria
- Match Play: Roles and Responsibilities Criteria

MOVEMENT & BALL SKILLS CRITERIA

Catch	Pass	Footwork	Movement Skills
One handed control Two handed control	Release Point One handed and two handed From both sides	Take Off Landing Jumping Footwork Rule	Change of Pace Change of Direction Multi Directional

Take Off	<p><i>Demonstrate efficient technique from a stationary and moving start</i></p> <ul style="list-style-type: none"> • Straight movement forward and backward • Diagonal movement to the left and right
Footwork	<ul style="list-style-type: none"> • Demonstrate efficient running technique • Able to sprint and change direction • Side step • Speed of footwork • Recovery footwork • Working a number of combinations • Turning from a sprint movement
Jumping	<ul style="list-style-type: none"> • Demonstrate efficient technique • Able to jump off left or right foot

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	<ul style="list-style-type: none"> • Able to jump from both feet simultaneously • Able to turn in the air
Landing	<ul style="list-style-type: none"> • Demonstrate safe and balanced technique • Able to land on left or right foot • Able to land on both feet simultaneously • Able to pivot in all directions with outside turn
Ball Handling	<ul style="list-style-type: none"> • Catching 2 and 1 handed. • Passing 2 handed and 1 handed and variety. • With and without a defender

GAME SENSE CRITERIA

ATTACK	DEFENCE	BEHAVIOURS
Transition Width/Depth Options/Choices Ball Side Maintaining Possession	Transition Winning Ball Working Together Delay / Deny Opportunity	Thinking Patience Never Give up Leadership

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Match Play: Roles and Responsibilities Criteria - The ROLES & RESPONSIBILITIES of the *playing positions* for County Under 15 and Under 13 Player Development programme

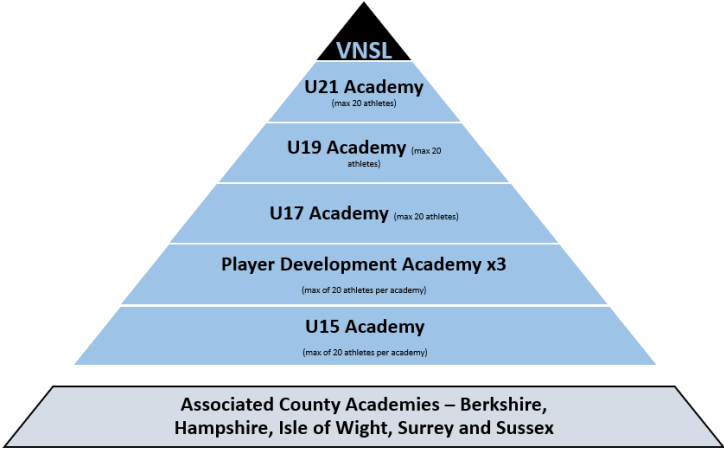
Position	Role	Responsibilities	Criteria	Transition
GS	Movement and Ball Handling	<ul style="list-style-type: none"> Change direction & change of pace. Lands balanced, turns to goal May be inconsistent in delivering correct pass accurately. Sound catching technique. 	Effectiveness in Position	<ul style="list-style-type: none"> Dictates to opponent to limit her availability through the court.
GA		<ul style="list-style-type: none"> Change direction & change of pace. Lands balanced, turns to goal May be inconsistent in delivering correct pass accurately. Sound catching technique 		<ul style="list-style-type: none"> Dictates to opponent to limit her availability through the court.
WA		<ul style="list-style-type: none"> Change direction & change of pace. Lands balanced, turns to goal May be inconsistent in delivering correct pass accurately. Sound catching technique 		<ul style="list-style-type: none"> Dictates to opponent to limit her availability through the court and may take interceptions.
C		<ul style="list-style-type: none"> Change direction & change of pace. Lands balanced, turns to goal May be inconsistent in delivering correct pass accurately. Sound catching technique 		<ul style="list-style-type: none"> Shows signs of working effectively with the WD for effective 2 on 1 at the centre pass.
WD		<ul style="list-style-type: none"> Change direction & change of pace. Lands balanced, turns to goal May be inconsistent in delivering correct pass accurately. Sound catching technique 		<ul style="list-style-type: none"> Transitions from defence to attack providing option for the initial turnover
GD		<ul style="list-style-type: none"> Change direction & change of pace. Lands balanced, turns to goal May be inconsistent in delivering correct pass accurately. Sound catching technique 		<ul style="list-style-type: none"> Transitions from defence to attack providing option for the initial turnover.
GK		<ul style="list-style-type: none"> Change direction & change of pace. Lands balanced, turns to goal May be inconsistent in delivering correct pass accurately. Sound catching technique 		<ul style="list-style-type: none"> Transitions from defence to attack providing option 1st phase. Delivery of the back line pass with success.

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Appendix 3 VNSL Team Player Pathway Programmes



SURREY STORM PLAYER PERFORMANCE PATHWAY 2022



Appendix 4 England Netball Player Pathway (April 2022)



Appendix 5 – County Player Pathway Programmes Eligibility Criteria

1. Be at the correct age at the time of screening for that season.
 - a. Under-13 as of 23:59 on 31st August 2022, School years 8 and below
 - b. Under-15 as of 23:59 on 31st August 2022, school year 10 and below
2. Be affiliated to England Netball and have active membership to England Netball prior to the selection event.
3. If selected, be affiliated to Berkshire Netball on Engage
4. To have completed the trial application form prior to the deadline
 - a. If injured or unavailable for the set date, still complete an application form and then follow up with an email to the County Player Development Lead at netballtrials@gmail.com with a request for an alternative date.
 - b. The County Player Development Lead reserve the right to decline an alternative date if it falls outside of the scope of their annual plan.