

1. Introduction

The Regional Selection Policy sets out how athletes are identified and selected into the Regional Performance Programme (Regional Academies and Regional Performance Academy) and for nomination to National Academy Screenings.

It reflects the current National Selection Policy.

The Selection Policies and Procedures will be transparent and accessible. At all times the policy will be widely communicated and adhered to. The Selection Policy and Procedures will be made available to all members. The policy will be available on the Regional websites at all times and will be made available directly to all athletes entering the selection process.

The Selection Panel responsible for selecting athletes into the Regional Performance Programme is to be agreed by the England Netball Performance Pathway Manager.

2. Principles of Selection

- 2.1** The Selection Policies 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.
- 2.2** Selection will be made on merit and the need to achieve the agreed objectives of England Netball.
- 2.3** The Selection Policies and Procedures will be consistent. The provisions of the policy will be applied consistently and rigorously at all times.
- 2.4** The purpose of The Selection Programme is to provide the best athletes with a pathway through to The National Academy.
- 2.5** Selection into the Regional Performance Programme will reflect the number of athletes the selectors deem appropriate and in line with EN Performance recommendations.
- 2.6** The selection process is open. This means new athletes may be invited into the Regional Performance Programme at any time and may be deselected at any time. Both subjected to the correct procedures being followed. These procedures are outlined in detail under Section 3. headed Selection Process.
 - 2.6.1 No athlete has the right to ongoing selection.
- 2.7** Acknowledgement is made that selecting for a team sport positional imbalance may lead to variation in court time. Therefore a minimum specified amount will be given to all athletes.

3. The Selection Process

- 3.1** Specified 'Nominators' through observation will identify athletes for selection. Nominators will, in their expert opinion, recommend athletes
 - 3.1.1. Identification will take place at Specified Events, County and Satellite Academies, Coached Sessions and prolonged activity with skill based assessments.
 - 3.1.2. The Regional Performance Pathway Coach will determine number of athletes nominated.
- 3.2** Selection is decided by a specified panel of 'Decision Makers' know as a Selection Panel each with an equal vote. The PPC will appoint and submit numbers and names of panel members to the RPL prior to selection process commencing. All will be appointed based upon their competency for the role. They will be supported in this process, through observation and recommendation by specified nominators. See Appendix 3
 - 3.2.1** Selection will take place at Designated Selection Events and/ or coached sessions where athlete performance will be assessed independently and against the selection criteria set out in Appendix 4 as well as any update by England Netball.
 - 3.2.2** If a majority decision cannot be reached by the Selection Panel the final selection over disputed athletes will reside with the Performance Pathway Coach.

3.2.3 Number of athletes selected to Regional Performance Programme will be determined by the Performance Pathway Coach and in line with EN Performance Guidelines.

3.3 All athletes involved in the selection process will be informed of their individual selection outcome in writing (either electronically and /or by letter)

3.3.1 Notification of selected athletes will be communicated via the regional website.

3.3.2 At any time, any athlete involved in the selection process may seek further clarification from the Performance Pathway Coach or Regional Head Scout.

3.3.3 Selected athletes will be provided with the necessary information, to include Athlete Agreement, Training and Selection Calendar, Advice Letter for School or College and Financial Information.

3.4 Any athlete may choose to withdraw from any academy voluntarily such a withdrawal must be done in writing to the Performance Pathway Coach.

3.5 Any athlete may be deselected from the performance programme

3.5.1 A Letter of Concern will be issued detailing the reason or reasons de-selection may occur.

3.5.2 A response and request for an interview with Performance Pathway Coach or Regional Head Scout to be received within 5 days of issue of letter.

3.5.3 A review period of 28 days will begin after the interview.

3.5.4 If not positively resolved after the 28 day period a Letter of De-selection will be issued informing athlete of their way forward.

4. Grievance and Appeals Process

4.1 Non-selected athletes can only submit appeals on the grounds that selection was not according to the Selection Policy.

4.2 Any appeal against a selection decision into the Regional Performance Programme must in the first instance be referred in writing (electronically and/or by letter) to the Regional Head Scout copied into the correspondence must be the Performance Pathway Coach and the Regional Performance Lead.

4.3 Any appeal against a selection decision that cannot be resolved by communication with the Regional Head Scout may be referred to the England Netball Performance Pathway Manager.

4.4 Any appeal against a selection decision that cannot be resolved by communication with the England Netball Performance Manager may be referred to the relevant Senior Officer at England Netball.

4.5 Timescales

4.5.1 Appeal to be received within 3 days of the selection announcement.

4.5.2 Day 1 being the day after the announcement.

4.5.3 Acknowledgement of receipt given within 10 working days

4.5.4 Resolution within 10 working days of acknowledgement notice.

Appendix 1

Glossary of Terms and Roles

Abb	Term	Definition
	Athlete	Netball Players
	Decision Maker	Individuals appointed to a specified selection panel With the requisite qualifications recommended by EN Performance Programme
EN	England Netball	Governing Body
	Nominator	Individuals with the requisite qualifications Recommended by EN Performance programme To identify talented athletes (Talent ID, Scouts, Coaches)
P.P.C.	Performance Pathway Coach	The Head Coach responsible for the delivery of EN Regional Performance Programme Is both Decision Maker and Nominator
	Performance Programme	Netball performed within the Regional Performance Programme The training and competition environment for all Regional performance and academy athletes
R.H.S	Regional Head Scout	The Head Scout establishes, develops and oversees the Regional Scouting Programme in accordance with EN performance guidelines. Is both a Decision Maker and Nominator in the selection process
R.P.L	Regional Performance	Full member of Regional Management Board elected with the remit of overseeing and liaising the Performance Pathway Programme in the region
	Selection Criteria	Statements relating to skills, attributes and game sense used to select into Regional Performance Programme.
	Selection Panel	Responsible for selecting athletes into Regional Performance Programme.

Appendix 2

Performance Pathway

Programme	Training Environment	Competition
High Performance Programme	Intensive Netball Training Centre	Netball Superleague
National Programme	National Performance Academy	U19 Netball Performance League
Regional Programme	Regional Performance Academy	U17 Netball Performance Foundation League
	Regional Academy	Tri-Regional and National Festivals and Match Days
County Programme	County Academy	Regional and Tri-Regional Festivals and Match Days
	Satellite Academy	County and Regional Festivals and Match Days

NB. There are opportunities for athletes to be involved in more than 1 training environment and competition

Appendix 3

	Selection Events And Activities	Selection Decision Makers Panel Members	Nominators	Scouting Events And Activity
Regional Performance Academy	Designated Events Spring/Autumn Selection Activity Coached Sessions Skill based assessments Summer Coached Sessions Observation at County/Satellite academies	PPC RHS Nominated others from:- Franchise Lead Coach NPL Coach County Head Coach Count Head Scout	PPC RHS Franchise Lead Coach NPL Coach County Head Coach Count Head Scout	Designated Events County/Satellite festival play Regional..... Schools League Club Finals Franchise Events Scouting Activity Observation at:- County/Satellite Academy Franchise Coached Session Other Coached Sessions
Regional Academy				

Appendix 4

Regional Academy

Selection Criteria

C ontrol and Balance	Can combine movement skills to receive or intercept the ball in a controlled and balanced manner.
A thleticism	Shows strength, speed, and agility under pressure -from an opponent -from off-balance position.
P assing and Catching	Can pass with power, speed, and variety to a stationary/ moving player. Catches Securely.
T iming and Movement	Can time movements in relation to others -Be available in attack. -Be effective in defence.
I nfluencing the Game	Displays concentration and maintains focus. Explores options to overcome difficulties.
V ariety	Can interchange between positions, maintain court balance. Shows understanding of set plays
E xploits Space	Awareness of space for self,others and the passage of the ball. Passes into space away from defender.