



Ballina Netball Association

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Representative Selection Policy

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1. Application of this Policy

- 1.1. This policy refers to the selection of Ballina Netball Association Representative Squads and Teams, including but not limited to:
 - 1.1.1. State Titles Squads and Teams
 - 1.1.2. Regional League Squads and Teams
 - 1.1.3. Development Squads and Teams
- 1.2. The purpose of this policy is to promote the following:
 - 1.2.1. consistency across all levels of selection;
 - 1.2.2. transparency in selection criteria and processes;
 - 1.2.3. flexibility to respond to selection situations in a fair manner.

2. Selector Pool and Selection Panels

- 2.1. Applications from people with appropriate expertise will be called for annually for Selector Pool positions via Ballina Netball website and Facebook.
- 2.2. Representative Coaches are automatically part of the Selector Pool.
- 2.3. The Selector Pool will be appointed from applications received by the Executive Committee.
- 2.4. It is preferred that Selectors hold a Coaching accreditation. Nominations from people with Coaching and Playing experience at Representative level will also be considered. Selectors are required to complete Netball Australia Selector online course.
- 2.5. The Executive Committee will appoint a Selection Panel from the Selector Pool for each squad and/or team selection outlined within this policy.
- 2.6. All Selection Panels shall be comprised of a minimum of three (3) selectors and may include the coach of the squad or team to be selected.
- 2.7. Additional Selectors from the Selector Pool may be appointed as required to accommodate the number of athletes attending trials. If additional selectors are required, Ballina Netball will ensure the panel is comprised of an odd number of selectors.
- 2.8. The Executive Committee may vary the Selection Panel from time to time, at its discretion.
- 2.9. The Representative Coordinator or a delegate of the Executive Committee will convene the Selection Panel to oversee the selection process ie. arrange, organize and chair meetings, facilitate discussions and decision making, ensure the Selection Policy is adhered to. The Selection Panel Convenor will not have any voting rights during the selection process.
- 2.10. All final selections will be made based on the decision of the majority of the Selection Panel.

3. Confidentiality Requirements

- 3.1. All members of the Selection Panel are required to sign a Ballina Netball Confidentiality Agreement.
- 3.2. Selectors and Coaches will not discuss selection matters outside official selection meetings, without the permission of the Executive Committee.
- 3.3. Selectors will be required to declare any conflict of interest in relation to the squad or team selection process they have been assigned to.

4. Team Officials

- 4.1. Ballina Netball Association will advertise the roles for all Team Officials on Ballina Netball Association website and Facebook.
- 4.2. Representative Team officials will be appointed annually. The term is for the Representative Season only.
- 4.3. Applications must be completed on the form provided and submitted to The Representative Coordinator prior to the closing date. Late applications may be accepted at the discretion of the Executive Committee if a position has not been filled.
- 4.4. Applications will be reviewed by the Executive committee. Applicants may be required to attend an interview with the Executive committee if requested and references will be checked.
- 4.5. To be considered for a Team Coach position the minimum qualification is a Development Accreditation. To be considered for an Assistant Coach position the minimum qualification is a Foundation Accreditation.
- 4.6. Ballina Netball Executive Committee will appoint, at its sole discretion, all officials for the Representative Squads and Teams.
- 4.7. Team Officials for Representative Teams will consist of the following:
 - 4.7.1. Team Coach;
 - 4.7.2. Team Manager;
 - 4.7.3. Primary Carer;
- 4.8. Team Officials for Development Squads will consist of the following:
 - 4.8.1. Squad Coach – approximately 1 per 10 athletes
 - 4.8.2. Squad Manager - approximately 1 per 10 athletes
- 4.9. Assistant Coaches may be appointed at the discretion of the Executive Committee as individuals are identified.
- 4.10. Specialist Coaches may be appointed at the discretion of the Executive Committee as individuals are identified.

- 4.11. Trainee coaches may be appointed at the discretion of the Executive Committee as individuals are identified.
- 4.12. Working with Children Check numbers must be provided for all Team Officials. Only cleared applicants will be considered for positions with Representative Squads and Teams.
- 4.13. Applicants are required to declare any conflict of interest in relation to the position they nominate for. It is preferable that parents of athletes are not appointed to Coaching positions for their child's team.
- 4.14. It is preferred that a Team Coach does not remain with the same team for longer than 2 years.
- 4.15. The Executive Committee reserves the right to re-advertise or withdraw any position for which a suitably qualified application has not been received.
- 4.16. All applicants will be advised of the outcome of the selection process in writing by the Representative Coordinator. Appointments will be published on Ballina Netball Association website and Facebook. Applicants may request feedback on their application by applying in writing to the Representative Coordinator.
- 4.17. The Executive committee will be under no obligation to provide reasons for its selection decisions. No appeals against the appointment of Team Officials will be taken into consideration.

5. Athlete Eligibility

- 5.1. To be eligible for selection, athletes must:
 - a. Submit a Representative Athlete Nomination form online by the closing date for nominations.
 - b. Be a registered member of Ballina Netball Association in the year of representative competition.
 - c. Play with an affiliated club or team in the Ballina Netball Association Winter Competition in the year of representative competition or, for Opens teams and Regional League teams, play in the Ballina Netball Indoor competition during term 1 in the year of competition.
 - d. Meet eligibility criteria as defined in the relevant Competition Rules
- 5.2. Late applications will be accepted in extenuating circumstances. Submissions for acceptance of late applications can be made in writing to the Representative Coordinator outlining the reason(s) for the late application and include, where appropriate, relevant documentary evidence. Ballina Netball Executive Committee will determine if the athlete is to be permitted to trial.

- 5.3. An athlete who moves to the Ballina area from another association prior to the final team selection, but who has missed the nomination deadline, may apply to Ballina Netball for an exemption. Ballina Netball Executive Committee will determine if the athlete is to be permitted to trial.

6. Athlete Selection

- 6.1. Representative Squads for Netball NSW Junior and Senior State Titles will be on a date specified by the Executive Committee. The Selection Panel will select Squads of athletes in each age group.
- 6.2. In the event, that insufficient nominations are received, the Executive Committee reserves the right to abandon squad selections and proceed directly to team selections.
- 6.3. Representative Teams for Netball NSW Junior and Senior State Titles will be selected on a date specified by the Executive Committee. The Selection Panel will select Teams of ten (10) athletes in each age group.
- 6.4. Athletes must attend representative selection trials on the date/s specified by Ballina Netball. Any athlete unable to attend selection trials may apply in writing to the Representative Coordinator for consideration, providing reason for non-attendance, netball experience, achievements and references. Ballina Netball Executive Committee will determine if the athlete is to be considered for selection.
- 6.5. Regional League Squads and Teams will be selected on a date specified by the Executive Committee. The Selection Panel will select Teams of between nine (9) and twelve (12) athletes.
- 6.6. The selection process for Squads and Teams will consist of assessment of the following competencies, personal attributes and other considerations:
- 6.6.1. Core Playing Competencies:
- Sound technical skill base;
 - Tactical understanding and ability to read play;
 - Consistency & accuracy of decision making under pressure;
 - Achieved and maintained the fitness required for this level of competition;
 - Can sustain intensity and consistency of performance throughout the game;
 - Shows the potential skills and capabilities to represent Ballina Netball Association.
- 6.6.2. Personal Attributes:
- Self-responsibility - driven to be the best and committed to own development;
 - Resilience - mental toughness, bounces back from adversity, perseveres and adapts;
 - Self-awareness - emotional intelligence and can manage behavior;
 - Leadership – leads by example on and off the court;
 - Communication – ability to communicate positively and be open to receiving feedback and also able to give feedback in a calm and mature manner.
- 6.6.3. Consideration may also be given to the following factors:

- Coachability and potential to improve;
- Demonstrates team qualities and is a fit within the team;
- Positional versatility & balance within the team;
- Current form;
- Whether an athlete's performance and/or contribution has been affected by extenuating circumstances such as illness, injury, bereavement or similar which may have temporarily compromised form;
- Feedback from previous year's team officials of returning athlete.

7. Athlete Replacement

7.1. An athlete may be replaced for the following reasons:

7.1.1. Injury or Illness: If an athlete becomes injured or unwell to the extent that they are unable to compete or maintain the required fitness to compete. An athlete who is injured or ill should be assessed by a doctor nominated or agreed to by Ballina Netball. A final decision on the withdrawal of an athlete will then be made in conjunction with the Head Coach. The Representative Coordinator is to be notified of all such injuries or illness;

7.1.2. Breach of Discipline: An athlete may be considered for replacement due to a breach of discipline, including failure to observe any relevant Ballina Netball Association Policy, Netball NSW Code of Behavior or the Ballina Netball Representative Player Agreement;

7.1.3. Non-attendance: If an athlete fails to attend compulsory team events without adequate explanation, the Executive committee will review their continued inclusion in the team.

7.2. If a selected athlete is unable to continue or is to be removed as a representative of any Squad or Team, a replacement athlete may be selected if required, as follows:

- i. The Representative Coordinator will be advised, and the Selection Panel consulted;
- ii. Consideration will first be given to identified athletes from the selection process;
- iii. Consideration will then be given to other identified athletes;
- iv. The Selection Panel will then fill the position with the athlete deemed most suitable.

8. Approval and Announcement of Squads and Teams

8.1. The Representative Coordinator will submit the selections to the President for ratification. Once selections are ratified by The President, a formal announcement will be made via Ballina Netball Association website and Facebook.

8.2. Appointment of Captains, Vice Captains and Leadership Groups are also subject to ratification by the President.

9. Request for Appeal

- 9.1. An athlete may request a review of any given selection criteria as outlined in Clause 6.6 of this policy, by submitting a request for an appeal including the grounds for a review within five (5) working days of the announcement of the relevant selection decision.
- 9.2. All requests for appeals must be submitted in writing to the Representative Coordinator;
- 9.3. The request for the appeal must state the grounds for review, or why the selection decision should be changed. It must specifically address issues regarding how the athlete was evaluated under situations that put them at a distinct disadvantage to other athletes being evaluated;
- 9.4. It should be remembered that in general an appeal will only be considered if the Selection Policy was not adhered to, or the athlete was not given fair and equal opportunity during the selection process;
- 9.5. An appeal will not be heard on a subjective basis i.e. an athlete's belief that they are better or more deserving than another athlete.
- 9.6. Appeals will be reviewed thoroughly by the Selection Panel and the Representative Coordinator advised of the outcome. The Representative Coordinator will communicate the outcome of the appeal to the Athlete.
- 9.7. In the event, that an Athlete is dissatisfied with the outcome of an appeal, they may lodge a complaint with the Member Protection Information Officer. All complaints lodged with Ballina Netball Association in relation to the Selection Policy will be dealt with in accordance with the procedures of the Netball NSW Grievance and Dispute Policy.