

Selection Policy

For County Under-16 Player Development Programme and County Under-13 Player Development Programme

Updated August 2023

For the 2023/24 Season



1. Introduction

- 1.1. The County Selection Policy is inclusive of identification and selection across the County Performance Programme (County Player Development Programme) and for nomination to Regional and Roses Academy Screenings.
- 1.2. 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 WCNA website at all times and will be made available directly to all athletes entering the selection process.
- 1.3. The Selection Panel responsible for selecting athletes into the County Performance Programme is to be agreed by the County Netball Performance Lead.

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 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. In making final selections the County Netball Performance Lead will have the final say over any disputed athletes.
- 2.3. The Selection Policies and Procedures will be consistent. At all times the provisions of the policy will be applied consistently and rigorously.
- 2.4. Selection into the County Player Development Programme shall consist of the number of athletes the selectors deem appropriate.
- 2.5. Whilst all efforts will be made to give every athlete equal exposure during selection, positional imbalance may lead to a variance in court time. However, a minimal specified amount will be given to all athletes.
- 2.6. The selection process is open. This means that new athletes may be invited into the County Development Programme at any time if correct procedures are followed. These procedures are outlined in detail under point 3.5 below.

3. The Selection Process

- 3.1. The Performance Pathway Lead and County Head Scout are responsible for the selection of athletes into the County Player Development Programmes.

- 3.2. Athletes will be identified by the relevant selectors based upon observations of athlete performance. A majority agreement must be made by the selectors for an athlete to be accepted on to the County Player Development Programmes.
- 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).
- 3.4. At any time, any athlete involved in the selection process may seek further clarification from the Performance Pathway Lead or County Head Scout.
- 3.5. Athletes may enter the County Player Development Programme at any time, at the invitation of the Performance Pathway Lead following an observation by the Head Coach or County Head Scout.
- 3.6. No athlete has the right or expectation to on-going selection for Warwickshire County Player Development Programme or competition squads, at any time.
- 3.7. In selecting for the squads, regard will be made to the combinations of athletes in Warwickshire County Player Development Programme competition squads, the balance of any competition Squad and the ability of athletes to play in more than one position, alongside each athlete's individual skill level.

4. Grievance and Appeals Process

- 4.1. There are only two grounds for appeal within the Selection process. These are;
 - 4.1.1. Selection was not made according to the Selection Policy.
 - 4.1.2. There was unreasonable bias or conflict of interest in one or more members of the Selection Panel.
- 4.2. Any appeal against a selection decision into the County Player Development Programme must in the first instance be referred in writing to the County Head Scout. Any appeal against a selection decision that cannot be resolved by communication with the County Head Scout may be referred to the England Netball Performance Pathway Manager.
- 4.3. Any appeal against a selection decision that cannot be resolved by communication with the England Netball Performance Pathway Manager may be referred to the relevant Senior Officer at England Netball.

5. County Player Pathway Programmes Eligibility Criteria

- 5.1. Be at the correct age at the time of screening for that season. For the 2023/24 season:
 - 5.1.1. Under-13 as of 23:59 on 31 August 2023, school years 8 and below
 - 5.1.2. Under-15 as of 23:59 on 31 August 2023, school year 10 and below
 - 5.1.3. Under-16 as of 23:59 on 31 August 2023, school year 11 and below
- 5.2. Be affiliated to England Netball and have active membership to England Netball prior to the selection event.
- 5.3. Be affiliated to CNA on Engage.
- 5.4. To have completed the trial application form prior to the deadline:
 - 5.4.1. 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 netballwarwickshire@gmail.com with a request for an alternative date.
 - 5.4.2. The County Player Development Lead reserve the right to decline an alternative date if it falls outside of the scope of their annual plan.

6. Selection Criteria (roles and responsibilities of players)

- 6.1. Whenever selecting Players for the County Player Pathway Programme, the Selection Panel shall apply in all Screening activities:
 - 6.1.1. Evidence of Skill or Quality
 - 6.1.2. Demonstrate Consistency
 - 6.1.3. Demonstrate Under Pressure
 - 6.1.4. Demonstrate in Multiple Context with Consistency
- 6.2. 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:
 - 6.2.1. Movement and Ball Skills Criteria
 - 6.2.2. Invasion Games: Game sense Criteria
 - 6.2.3. 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 • 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

Match Play Roles and Responsibilities Criteria

The ROLES & RESPONSIBILITIES of the playing positions for County Under 15 and Under 13 Player Development programme

GS	Movement and Ball Handling	Change direction & change of pace. Lands balanced, turns to goal but may be inconsistent in delivering correct pass accurately. Sound catching technique. May have physical capacity but limited movement skills at present.	Effectiveness in Position	Transition	Confident from a range of distances. Aiming for 80% & greater volume of shots. Is generally available when CC hit the circle edge. Strong rebound position and take in the air.	Dictates to opponent to limit her availability through the court. Shows signs of working with others in a pair or unit.
GA		Change direction & change of pace. Lands balanced, turns to goal but may be inconsistent in delivering correct pass accurately. Sound catching technique. May have physical capacity but limited movement skills at present.			Confident from a range of distances. Aiming for 80%. Is generally available when CC hit the circle edge. Is generally available 1st phase on Centre Pass when required. Strong rebound position and take in the air.	Dictates to opponent to limit her availability through the court and may take intercepts. Shows signs of working with others in a pair or unit.
WA		Change direction & change of pace. Lands balanced, turns to goal but may be inconsistent in delivering correct pass accurately. Sound catching technique. May have physical capacity but limited movement skills at present.			Is generally available 1st phase on Centre Pass when required. Accurate feed and can keep possession. Generally available on circle edge	Dictates to opponent to limit her availability through the court and may take interceptions. Shows signs of working with others in a pair or unit.
C		Change direction & change of pace. Lands balanced, turns to goal but may be inconsistent in delivering correct pass accurately. Sound catching technique. May have physical capacity but limited movement skills at present.			Deliver Centre pass. Links and connects both attack defence. Accurate feed and can keep possession. Generally available on circle edge.	Shows signs of working effectively with the WD for effective 2 on 1 at the centre pass. Shows signs of working with others in a pair or unit.
WD		Change direction & change of pace. Lands balanced, turns to goal but may be inconsistent in delivering correct pass accurately. Sound catching technique. May have physical capacity but limited movement skills at present.			Puts pressure on receipt of WA on 1st phase of Centre pass –shows signs of working with WD 2on1. Dictates WA movement in the attacking third and puts pressure on feeds. Takes interceptions off opponent.	Transitions from defence to attack providing option for the initial turnover. Sets up in position to provide an option on a back line pass Shows signs of offering a reset option to maintain possession.
GD		Change direction & change of pace. Lands balanced, turns to goal but may be inconsistent in delivering correct pass accurately. Sound catching technique. May have physical capacity but limited movement skills at present.			Puts pressure on receipt of GA on 1st phase of Centre pass. Limits shot volume - Strong rebound position Takes interceptions off opponent. Challenges for rebounds Shows signs of switching with GK	Transitions from defence to attack providing option for the initial turnover. Sets up in position to provide an option on a back line pass Shows signs of offering a reset option to maintain possession.
GK		Change direction & change of pace. Lands balanced, turns to goal but may be inconsistent in delivering correct pass accurately. Sound catching technique. May have physical capacity but limited movement skills at present.			Dictates & restricts GS movement. Limits shot volume –variety of marking the shot. Takes interceptions off opponent. Challenges for rebounds. Shows signs of switching with GD	Transitions from defence to attack providing options including on the transverse line. Delivery of the back line pass with success.

Appendix 1 – Glossary of Terms

Term	Definition
Athlete	Netball Players
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 final 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 Under13 Player Development programme
County Player Development Lead	Person who 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
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

Term	Definition
	consisting of the County Selector, County Scouts, County U15 PDP Head Coach, County U13 PDP Head Coach and Trained Identifiers (coaches/schoolteachers)
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	<p>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.</p> <p>Appointed by County Netball Association (or a suitable deputy appointed by the Player Development Lead in the absence of the County Head Selector)</p>