

Shropshire Netball Academy (U12, U13 & U15) SELECTION POLICY

1.0 Introduction

The Shropshire Academy Selection Policy is inclusive of identification and selection across the Academy Performance Programme (U12, U13 and U15 Academy) and for nomination to Super League and England Netball Pathway opportunities

The Selection Policy strives to be transparent and accessible. At all times the policy will be communicated to all parties and adhered to. This will be referenced in selection materials and brought to the attention of coaches, performance identifiers and administrators working with the Shropshire Academies as well as junior club coaches and parents.

The performance identifiers are responsible for selecting athletes into the Shropshire Academies Programme and are agreed by the County Performance Group.

2.0 Objectives

Shropshire Academy Netball is committed to achieving on-court success, with all athletes inspired to progress through the England Netball pathway.

It's objectives are:-

- To offer high quality coaching for young athletes who show talent
- To provide the first step on the performance pathway in England Netball

Therefore, we aim to identify and select the right quantity and quality of players at all ages of the academy to develop and grow the number of talented athletes in Shropshire, through a robust, inclusive and transparent recruitment system. This aspiration will guide all player recruitment activity and decision making.

3.0 Principles of Selection

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.

All performance identifiers will be responsible for declaring any interests in specific athletes at the start of the trials and this will be notified to the lead selector.

The Selection Policy will be consistent. The provisions of the policy will be applied consistently and rigorously at all times.

Selection into the Shropshire Academies Programme shall consist of the number of athletes recommended by England Netball and suitable for the number of athletes and practical training opportunities within Shropshire. The numbers selected will also be influenced by performance identifiers' professional judgement on appropriateness of athletes.

Whilst all efforts will be made to give every athlete equal exposure during selection, positional imbalance may lead to a variance in court time.

The selection process is open to any player meeting the nomination requirements outlined in the application information.

4.0 The Application Process

The application process and application forms will be sent out to all Shropshire Schools and Junior Clubs. Applications must be submitted by the advertised closing date. Any late applications will be considered by a panel of three people nominated by the Shropshire Performance Pathway group. The panel will take into account reasons for the late application and consider whether the applicant is eligible for trial. Each late application will be considered on individual circumstances.

5.0 The Selection Process

The Shropshire Performance Group will appoint performance identifiers for trials who will be responsible for the selection of athletes into the Shropshire Academies Programme. Coaches from all age groups will also be appointed as performance identifiers. Performance identifiers will have received training in selection and be deemed appropriately skilled to fulfil the role.

Athletes will be identified by the relevant performance identifiers based upon observations of athlete performance throughout the selection session. This includes; warm-up, game sense activities and game play.

On the initial trial date, athletes will be asked to return for second trials or be unsuccessful at this stage. Athletes will be told in person at the end of the initial trials.

Following the second trial date, all athletes involved will be informed of their individual selection outcome via email within seven days of the trial date and may ask for feedback from the head selector.

After submitting a trial form, any athlete unable to make the first or second trial for valid reasons (injury, commitment to another high profile performance event eg. Regional/national competition level for another sport/activity), must inform the county administrator that they are unable to attend and give the reason. Athletes will be given another date to trial where there will be performance identifiers, again nominated by the County Performance Group. Athletes who miss selection without valid reason will not be provided with a second selection opportunity.

The Shropshire Performance Group have the right to hold an open trial for new athletes at any point of the season should a need arise eg. Athletes moving to the area from another County, athletes showing exceptional form in netball events during the season.

6.0 Grievance and Appeals Process

There are only two grounds for appeal within the Selection process. These are;

1. Selection was not made according to the Selection Policy

2. There was unreasonable bias or conflict of interest in one or more members of the Selection Panel.

Any appeal against a selection decision must in the first instance be referred in writing to the Shropshire Performance Group (contact details: scna.performance@gmail.com). This must be lodged within one week of the selection process. An acknowledgment of the appeal will be sent within one week and a full response given within three weeks. Any appeal against a selection decision that cannot be resolved by communication with the Shropshire Performance Group may be referred to the England Netball Performance Pathway Manager.

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.

7.0 Selection Criteria

Whenever selecting athletes for the Academy Programme, the relevant performance identifiers shall apply the relevant selection criteria (as found in appendix 1). A grading of 1-4 will be applied when assessing against any and all such selection criteria, with 4 being the highest grading.

The performance identifier will also consider 'other factors' listed below within their final selection decisions and will seek to ensure subjective opinions are supported by evidence.

Other factors considered will include:

- Availability of the athlete to fully participate in the Programme or Competition
- Coachability: the athlete understands expectations and can apply learning and make changes
- Demonstrates the ability to operate effectively within a team
- State of fitness, health and wellbeing
- Positional balance and combinations within the team
- Whether an athlete's performance and/or contribution has been affected by extenuating circumstances such as illness, injury, bereavement, leave, work/study commitments or similar which have temporarily compromised their form and/or recent contribution.

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 athlete.

All correspondence related to this policy should be sent to; scna.performance@gmail.com

October 2021

Review date: October 2023

Appendix 1

The selection criteria will focus on:

- movement/ball work
- game sense attacking and defending
- match play

Movement and ball work criteria:

Take Off	Demonstrate efficient technique from a stationary and moving start <ul style="list-style-type: none">• Straight movement forward and backward• Diagonal movement to the left and right
Footwork	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	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	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	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 (adapt/implement/counteract) Patience Never give up Leadership

Playing Position Criteria (inclusive of movement and ball handling)

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"> Confident from a range of distances. Aiming for $\geq 80\%$. Is generally available when CC hit the circle edge. 	Transition	<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"> Confident from a range of distances. Aiming for $\geq 80\%$. Is generally available when CC hit the circle edge. Is generally available 1st phase on Centre Pass when required. 		<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"> Is generally available 1st phase on Centre Pass when required. Accurate feed and can keep possession. Generally available on circle edge. 		<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"> Deliver Centre pass. Links and connects both attack defence. Accurate feed and possession. Generally available on circle edge. 		<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"> Puts pressure on receipt of WA on 1st phase of Centre pass. Dictates WA movement in the attacking third and puts pressure on feeds. Takes interceptions off opponent. 		<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"> Puts pressure on receipt of GA on 1st phase of Centre pass. Limits shot volume. Takes interceptions off opponent. Challenges for rebounds 		<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"> Dictates & restricts GS' movement. Limits shot volume. Takes interceptions off opponent. Challenges for rebounds 		<ul style="list-style-type: none"> Transitions from defence to attack providing option 1st phase. Delivery of the back line pass with success.

1.	2.	3.	4.
Evidence of skill or quality	Consistent demonstration of skill or quality	Consistent demonstration under pressure	Demonstrate in multiple contexts with consistency