



Selection Policy 2018-2019

<u>Version</u>	<u>Reviewed by</u>	<u>Date</u>	<u>Next Review Date</u>
1	12 months	Aug 2018	Aug2019

Purpose and scope of Policy	<p>This selection policy sets out how netball athletes (Athletes) are selected by Aspire performance programme.</p> <p>This selection policy applies to Athletes being selected by Aspire to the following:</p> <ul style="list-style-type: none"> a) Aspire Programme (all ages) b) Aspire squads for all competitions / matches <p>No athlete has the right to expect that they will be selected for any squad simply due to their previous inclusion in a pathway.</p>
Performance Mission and Objectives	<p>Aspire Netball aspires to have the most successful Youth Performance Programme in the Country. To produce players who are equipped to be the best they can be, striving for excellence and breathing a 'Netball First' culture.</p> <p>In line with this performance mission, Aspire's primary performance objectives are to; achieve success in all competitions / matches and produce players who provide upward pressure at all levels of the Performance programme.</p>

<p>Eligibility</p>	<p>To be eligible for selection into the Aspire Programme and Athletes must:</p> <ul style="list-style-type: none"> a) Apply via official application routes, selected into the programme by the Academy Head Coach (HC) and selected via appropriate trials by HC and other selectors. b) Not be currently serving any sanction for any violation of any relevant anti-doping laws and/or regulations. <p>As long as the Athlete meets all of the eligibility criteria set out in this section and meets all of the commitments for the Aspire programme and competition squads, as applicable, as set out by the HC they will be considered.</p>
<p>Selection Principles</p>	<p>A selection panel will be established for Aspire for selecting Athletes into:</p> <ul style="list-style-type: none"> • All relevant sections <p>This selection panel for Aspire will be outlined in the selectors section below but will apply the following principles in the course of carrying out any selection process</p> <ul style="list-style-type: none"> a. This Selection Policy employs an open, transparent and equitable process that gives all Athletes a fair chance to challenge for selection. b. Selection will be based on merit and the need to achieve the objectives of Aspire set out in the Performance Mission and Objectives section above. c. No athlete has the right or expectation to on-going selection for Aspire Programmes or any Competition squads at any time. d. Each Selection Panel has the right to determine, at its discretion, when it will reselect Athletes into any of the squads (if at all - dependent on numbers). e. Athletes will be subject to de-selection if they breach Aspire code of conduct and expectations outlined to Athletes. f. The HC has the right to invite Athletes from outside any of Aspire programmes to be observed and considered by the Selection Panel for inclusion in Competition Squads / programme throughout the season. g. In selecting for a team sport, the Selection Panel will take into account the combination of Athletes in the Aspire Programme. Looking at the balance of any Competition Squad and the ability of Athletes to play in more than one position, alongside Athletes individual skill level.

<p>Selection Process</p>	<ul style="list-style-type: none"> a. Athlete performance at Designated Selection Events b. HC selection c. Following completion of all Designated Selection Events, the relevant coaches will consult with the HC, and consider any relevant information regarding Athletes capabilities, i.e; age, training age, S&C capabilities, injury worries. d. HC will consult with assistant coaches and selectors to discuss relevant squad selection were deemed necessary. e. Selected Athletes will be those that, in the expert opinion of the HC and selectors are those that are most able to achieve the objectives of Aspire set out in the Performance Mission and objectives section above. f. The HC will meet with the relevant Selection Panel to discuss Nominated Athletes and provide the opportunity for the members to check and challenge and ensure Athlete selection decisions are evidence based taking into account the selection criteria. g. Any individual Athlete’s inclusion in the Aspire programme is decided on a majority vote by all members of the Selection Panel with HC having final say.
<p>The Selectors</p>	<ul style="list-style-type: none"> a. All selectors will be appointed by HC, based upon competency for the role of the designated event. b. All Selection Panel members, are accountable to Aspire’s HC, for ensuring that this Selection Policy and all associated procedures are applied in a fair and appropriate manner. <p>Selectors will declare any conflict of interest before the selection procedures take place.</p>
<p>Appeals</p>	<p>Appeals can only be submitted by a non-selected (or de-selected) Athletes on the grounds that:</p> <ul style="list-style-type: none"> a. The selection process outlined in the Selection Process section above (or de-selection process outlined in the Injury & replacement section below) has not been adhered to; or b. The selection (or de-selection) process adopted for that Athlete failed to take into account relevant information which was available at the time and was not considered. <p>An Athlete may request an appeal on either of the grounds listed in the section above by submitting a written request to the Aspire HC. Any appeal shall be made within 72 hours of announcement of the Aspire programme or Competition squad selection.</p> <p>Appeals should be made in full writing with supporting evidence to:- sue@aspirenetballelite.co.uk</p>

Announcement and Notice	<p>Aspire programme:</p> <ul style="list-style-type: none">a. Provisional Invitations will be made within 4 working days after the relevant selection panel meeting including all expectations and expectations of being an Aspire athlete.b. Athletes invited are required to sign and return their Aspire Player Code of Conduct within 5 working days of issue.c. Announcement of the Athletes on the Aspire website will take place after Codes of Conduct have been received. <p>Competition squads for Competition and matches.</p> <ul style="list-style-type: none">a. Notification to Athletes will ordinarily be announced and posted on the Aspire Private social media pages within 24 hours of the relevant Selection Panel Meeting <p>Athletes selected to Aspire Programme and Aspire competition / matches squads agree not to make any announcement to the media or public in any form (including personal websites or social media sites) regarding their selection until after Aspire have announced selection details on their website and on social media</p>
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Injury & Replacement

An Athlete may be removed from the Aspire Programme or any of the competition Squads in the event of:

- a. Non-compliance in training
- b. A breach of responsibility
- c. A violation of the codes of behaviour (outline in the players code of conduct)

At any stage following the selection announcement to a Competition/ match Squad(s) and prior to the relevant competition an athlete may be recommended for de-selection by the HC and/or assistant coaches (under the membership of Selection Panels section) due to:

- a. Failure to reach performance expectations in training or competition
- b. An inability to compete to the best of her ability due to an injury and/or illness.

Prior to removal, the Athlete or her appointed representatives will have the opportunity to attend a removal interview with the HC and relevant coaches and, where possible, one other independent person. Written justification must be provided for all removals. Decisions on these matters are open to appeal and any appeals must be submitted to HC within 72 hours as per appeals process.

Once Athletes selections have been confirmed, all selected Athletes (including reserve/s) must agree not to withhold any information on training fitness, injury status or illness that could affect training or competition at any time until the point of the relevant competition.

Assessment of inability to compete to best of ability

At any stage following the selection announcement, and prior to the relevant competition, should there be any doubt over the ability of a selected Athlete to compete to the best of her ability, due to an injury and/or illness, the following procedure will be adhered to:

- a. The athlete will seek advice from a Medical Officer to undergo a medical examination to determine her fitness to participate, which at this stage will be determined based on assessment of whether or not the injury and/or illness is such that the athlete is physically unable to compete or is a risk of causing medical harm to herself, or endangering other competitors, officials or spectators.
- b. If the Athlete passes the medical examinations carried out by the Medical Officer and/or the HC has concerns over whether or not the Athlete is able to compete to the best of her ability due to an underlying injury and/or illness the

<p>Selection Criteria</p>	<p>Whenever selecting Athletes for the Aspire programme or any of the Competition / match Squads, the relevant Selection Panel will follow the Aspire 'Our Aspirations Triangle' and align with EN 'What it takes to Win'. A selection of yes / no will be applied and additional support / evidence and information of reasons per positions for these selection decisions will be taken into account by the Selection Panel as well as consideration of other factors, listed below, within making of final decisions.</p>
<p>Other factors considered</p>	<p>Other factors considered will include:</p> <ol style="list-style-type: none"> a. Coachability: understands expectations and can apply learning and make changes b. Demonstrates team qualities c. State of fitness, health and well being d. Positional balance within team e. Number of fixtures on the annual competition calendar f. Succession planning g. Current form or performance of existing team members h. Nature of the competition / match the squad is being selected for i. Personal competencies <ul style="list-style-type: none"> • Leadership- leading by example and being a role model • Resilience - Mental toughness, bounce-back ability • Self-awareness - emotional intelligence, composure under pressure • Self-responsibility - motivated, manages expectations and aspects • Work ethic- driven and committed to developing and maintaining competencies it requires to progress into an Elite Athlete j. Whether an Athletes performance and/or contribution has been affected by extenuating circumstances such as illness, injury, bereavement, Long term family illness, work/study commitments or similar which have compromised their form and/or recent contribution. <p>The Selection Panel may take other such factors into consideration in its sole discretion to be relevant and appropriate to the overall assessment of a particular player.</p>

<p>Membership of Selection Panel</p>	<p>Programme</p> <ul style="list-style-type: none"> • Head Coach - one vote (and overall) • Appointed guest Coaches - one vote each <p>Competition Squads</p> <ul style="list-style-type: none"> • Identified Head Coach - one vote • Programme Head Coach - one vote • Assistant Coaches - one vote
<p>Review Process</p>	<p>Aspire HC will review this Selection Policy on an annual basis in consultation with the assistant coaches. Proposed changes to this Selection Policy must be approved by all in conjunction with selecting in for the Aspire squads. Any amendments to the Selection Policy must be given in writing to the Athletes, HC and other Selection Panel members. This Selection Policy will be made available on the Aspire website and made available to all Athletes on request.</p>