



HAMPSHIRE PLAYER DEVELOPMENT PROGRAMME

SELECTION/ DESELECTION POLICY

Introduction

The Hampshire Player Development Programme (PDP) Selection Policy is inclusive of identification and selection across the County Performance Programme

The Selection Policy and Procedure intends to be transparent and accessible. At all times the policy will be communicated (via the Hampshire Netball Association County website) and adhered to. This will be referenced in selection materials and brought to the attention of coaches and administrators working with the Hampshire PDP as well as junior club coaches.

The Selection Panel responsible for selecting athletes into the Hampshire PDP is to be agreed by the County Performance Group.

1.Principles of Selection

1.1 The Hampshire Netball PDP's selection process will be equitable. No athlete will receive less favourable treatment on the grounds of social class, colour, race, ethnic origin, creed or disability. Athletes will not be disadvantaged by conditions or requirements that cannot be shown to be relevant to performance.

1.2 If any member of the decision-making panel has a conflict of interest with an athlete attending screening and selection events, this is to be declared in advance of the session being held.

1.3 All selection procedures will be consistent and rigorous. It is designed to ensure that the right athletes can be selected onto the England Netball Performance Pathway and provided with suitable training that allows athletes to fulfil their potential, which may be reaching the top tiers of the Performance Pathway and representing England either senior or age group level.

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

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

1.6 The Hampshire Performance Group will appoint selectors for trials who will be responsible for the selection of athletes into the Hampshire PDP. Coaches from the Academy may also be appointed as selectors. Selectors will have received training in selection and use the most relevant and up to date scouting and selection methodology promoted by England Netball. This group will ideally be an odd number in order to assist with the decision-making process but if this is not possible, final decisions will lie with the Lead Selector

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

1.8 All athletes involved in the selection process will be informed of their individual selection outcome within 3 days

1.9 Notification of the selected athletes will be communicated via email by the Academy Administrator.

1.10 No athlete or athletes have a right to or should expect to on-going selection and participation at any time.

1.11 The PDP coaches may identify a talented athlete during the season with a view to inviting them to trial at either an U13 or U15 coaching session. If successful a place will only be offered if a vacancy is available.

1.12 After submitting a trial form, any athlete unable to make the first or second trial for valid reasons (injury, illness) must inform the PDP administrator that they are unable to attend and give the reason. Athletes will be given another date to trial where there will be selectors, again nominated by the County Performance Group.

2.0 Principles of De-Selection / Withdrawal from the Pathway

2.1 It is possible for athletes to be de-selected from the PDP during the course of the season or decide themselves that they no longer wish to participate.

2.2 Athletes may only be deselected after a minimum period of 1 School term. The following reasons may give rise to a player being considered for de-selection:-

2.21 poor attendance

2.22 poor attitude and / or limited motivation to improve performance

2.23 competency issues and lack of progress in relation to the following aspects of performance:-

C control and balance

A athleticism

P passing accuracy and catching skills

T timing of movement

I influencing the game

V variety of movement around the court

E exploiting space

2.24 Serious breaches of the England Netball Performance Pathway Code of Conduct signed by athletes at the start of the season. This can be found at <https://www.EnglandNetball.co.uk/governance/performance-policies/code-of-conduct-2/>

2.3 Any athlete being considered for de-selection will be spoken to informally in the first instance by the Lead Coach with their parent or guardian present. If no improvement is forthcoming, a formal letter giving specific feedback will be sent to the athlete via parent / guardian email. If no improvement is subsequently forthcoming, the decision to deselect is made final by a minimum of three members of the Academy coaching team. One of the reviewers will not be directly involved in the coaching of that particular athlete.

2.4 The only exception to the paragraph 2.3 is where a player is in breach of paragraph 2.24 in which case, a review panel (of 3 members of the Academy coaching team) may take the decision to immediately suspend the athlete in question pending any disciplinary investigation or action deemed necessary.

2.5 Athletes who choose not to continue with the PDP by their own volition may do so at any point in writing to the Hampshire Performance Lead.

3.0 Payments

3.1 Should an athlete be deselected during the course of the season following the above process, a pro rata refund will be offered to the parents in lieu of any outstanding sessions missed.

3.2 Should a player choose not to continue with the PDP, no refunds for outstanding sessions will be offered.

3.3 Athletes' fees must be paid in full by the first coaching session of each season (September). The exception to this will be if a parent/carer wishes to contact the Hampshire Treasurer for assistance OR if there are circumstances preventing the parent/carer to pay in one payment, this can be agreed with the Treasurer to pay in instalments.

4.0 Grievance and Appeals Process

4.1 There are only two grounds for appeal within the Hampshire PDP selection and de-selection procedures. These are:-

4.1.1 Selection or de-selection was not made according to the appropriate policy

4.1.2 There was unreasonable bias or conflict of interest towards an athlete

4.2 Appeals against a selection or de-selection decision must first be referred in writing to the Hampshire Performance Officer acting on behalf of Hampshire County Netball Association. This must be lodged within one (1) week of the selection process. An acknowledgement of the appeal will be sent within one (1) week and a full response given within three (3) weeks. Any appeal against a selection decision or de-selection decision that cannot be resolved, will be escalated to the Performance Department at England Netball. England Netball's decision of any appeal is final

The National Performance Pathway is the England Netball process for developing athletes with the attributes to attain excellence. The grass roots of this pathway are the U13 and U15 PDP's, which in turn feed into the Netball SuperLeague Performance Pathway and ultimately into the National Performance programme.