



Goulburn & District Netball Association Inc. Representative Selection Policy & Procedures

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1. APPLICATION OF THE SELECTION POLICY AND PROCESS

Consistent and conscientious application of the policy, operational processes and procedures outlined in this document will help ensure the following:

- Transparency for all stakeholders who are involved in the selection process.
- Improved communication and understanding between stakeholders.
- Improved planning and execution associated with all aspects of selection.
- Flexibility to respond to selection situations in a fair manner.
- Facilitation of analysis and review of the selection process to ensure quality, consistency and stability between all events that are undertaken by Goulburn & District Netball Association in a given season.
- Appointment of high quality and experienced selectors

2. OBJECTIVES OF GDNA REPRESENTATIVE SELECTION PANEL

Age Designated State Teams

- Primary: To identify and select a squad.
- Secondary: The head Coach will identify and select up to twelve (12) of the best athletes in their relative age groups to achieve consistent success at the Junior and Senior State Titles as well as state league competitions in consultation with the remaining members of the selection panel.

Development Programs

- To develop depth of talent within GDNA by providing specialist coaching and match practice to athletes within development programs. These programs are used to develop long and short-term plans for future development.

3. TEAMS TO BE SELECTED

3.1 Goulburn District Netball Association Representative Teams - as per NSW State Titles Divisions. If numbers allow and players are of adequate standard. At the discretion of the GDNA committee, GDNA rep teams may feature in other comps outside of NSW endorsed comps.

3.2 Goulburn & District Netball Association Development Programs

- GDNA may, if there is sufficient interest from athletes and speciality coaches, offer development program/s in ages ranging from 11 to opens.



4. GDNA REPRESENTATIVE SELECTION PANEL

- 4.1 Representative Selection Panel will comprise of the Representative Team Head Coach, two (2) selectors from the Representative Selection Sub-Committee (refer to GDNA Constitution 4.f). The GDNA representative coordinator will be the chair during the selection period.
- 4.2 Select Association teams as requested by the GDNA committee. All selections made by the Representative Selection Panel shall be final.
- 4.3 Select players to fill/cover positions should any vacancy arise in any Representative team. These players may not be announced on the day of selection.
- 4.4 Declare any conflicts of interest during the selection period that either directly involve or may be deemed to have the potential to involve that conflict of interest (i.e. selection decisions pertaining to an immediate family member).
- 4.5 On appointment the principle of confidentiality by all persons involved in the selection process is paramount and selectors' will be required to sign an acceptance of offer including commitment to the Selectors' Code of Conduct. (Appendix 1)
- 4.6 Perform such other duties as shall be decided by the GDNA Committee from time to time.



5. SELECTION OF REPRESENTATIVE TEAMS

- 5.1 Selections for all teams will be held on dates deemed by GDNA Committee.
- 5.2 Representative players shall be selected each year, by the GDNA Representative Selection Panel, into their appropriate age group.
- 5.3 In order to be eligible for selection within any GDNA Representative program, players must submit an expression of interest via the method advertised by GDNA Committee annually.
- 5.4 In consultation with Team Coach and Selection Panel, Representative Selections will be announced on or before 10th March for Teams 12-17's.
For Opens Team, Selection for South Coast Regional League will be announced 5 days prior to registration closure dates for that competition.
For Opens Team, Selection for State Titles will be announced 5 days prior to registration closure dates for that competition
- 5.5 All Representative players must be a registered member of an affiliated team within the Association and must play a minimum of three (3) games with that team, in the year of selection, in order to be eligible to participate in the Junior or Senior State Titles, State league or State Titles. Under exceptional circumstances a player may be sought from another Association due to unavailability within GDNA, only with the approval of the GDNA committee and representative selection panel. (See Rep information booklet).
- 5.6 At the discretion of the Representative Selection Panel, Players may be considered for selection into a higher age group for Junior or Senior State Titles and state league after offering for selection within their own age group.
- 5.7 Any player under the age of eighteen (18) years must have written consent of a parent and/or guardian.
- 5.8 All selected players shall be bound by the conditions laid down by GDNA.
- 5.9 Should the standard not meet the requirements for a State Titles team or there are insufficient players of the appropriate age, players may form a development squad only. This squad may be invited to attend State Titles, pending approval by Selection panel and GDNA Committee.
- 5.10 Prior knowledge will also be taken into account of performances prior to selection, and can include:
 - Association competitions
 - State Tournaments and Titles
 - State League
 - Academy Games and associated academy level competitions
 - Other relevant competition games
 - Behaviour, conduct, attitude, and commitment
- 5.11 Applications received after the selection process has been finalised for the upcoming season due to:
 - Players who move to the Goulburn District or
 - Are late to register,
May be placed in the relevant squad for the season. If deemed to be of a high standard the player maybe considered as an additional player into a State Titles team by the Head Coach, Coaching Coordinator and a selector in consultation with the GDNA Committee. If there is no appropriate squad/team, players may be viewed in a competition game and may be invited to train team/squad before being considered for selection.



- 5.12 Where an athlete fails to attend trials and that athlete believes that special or compassionate reasons prevented them from attending, a written application may be made to GDNA within two (2) days of the trial date. The reason(s) for non-attendance must be disclosed and include, where appropriate, relevant documentary evidence. GDNA Committee will determine if the athlete is to be permitted to be considered for selection.
- 5.13 Any Representative player who withdraws from a team after being selected without a reason approved by the Head Coach and the GDNA Committee will not be permitted to trial for a maximum penalty period of 12 months, e.g. a player who withdraws without approval in 2013, will be automatically ineligible to trial for a position in any 2014 GDNA Representative team/s.

5.a GDNA REPRESENTATIVE SQUAD AND TEAM SELECTION

There are a range of aspects taken into consideration by the selection panel for selection of GDNA Representative teams, including performance of the player at the trials, observations at training sessions and/or carnivals.

Selectors will consider team balance to ensure that the best team combination is selected.

No player selected in previous years should expect automatic selection.

Representative selection criteria:

Playing Competencies

– Skills and consistency of performance. These are explained in the Netball Skills Development Framework, available on this link:

https://netball.com.au/sites/default/files/2019-06/NetballSkillsDevelopmentFramework_UpdatedFINAL_Sept2018.pdf

- Tactical understanding and decision making
- Fitness
- Agility
- Game intensity
- Potential and work ethic

Personal Qualities

- Effective under pressure
- Versatility, consistency and adaptability
- Teamwork
- Coachability (ability to learn and apply skills)
- Discipline on and off the court
- Personal commitment to training and fitness

Other Factors

Consideration may be given to other factors. These may include:

- Positional balance of the squad to cover defence, midcourt & attack.
- Succession planning, talent development
- Whether a player's performance and/or contribution has been affected by extenuating circumstances such as illness, injury, bereavement or similar which have temporarily compromised her form and/or recent contribution.
- Previous performance at representative level
- Adherence to GDNA Financial Management Policy



Naming of Squad and Team

Squads will be named within two weeks of trials.
Final Team announcement will occur as outlined in 5.4.

The Team announcement will be communicated via email.

Parents & players understand that the decisions made by the GDNA Selection Panel will be final. Any objections must be directed to gdna.rep@hotmail.com. Feedback may be requested after team selections are made. Feedback will not be provided on another player.

Training Partners

GDNA encourages players not named in the team to remain on as training partners. Training partners may regular training sessions but are not required to attend matches with the representative team unless invited. Training partners may be considered as a 'reserve' for teams so that in the event that a replacement player is required for a match or tournament they may be given the opportunity to play. The team coach will be responsible for selecting appropriate training partners based on the court positions needing to be filled.

6. SELECTION OF DEVELOPMENT SQUADS

- 6.1 Development squads may be made available annually if there is sufficient players and coaches.
- 6.2 May purchase or hire a uniform from GDNA.
- 6.3 Train once (1) per week.
- 6.4 Dependant on player numbers, may attend up to two (2) NNSW Affiliated Association Carnivals annually.
- 6.5 Are not considered as Representative Players for GDNA grading purposes.

7. SELECTION OF TRAINING PARTNERS

- 7.1 If there are insufficient numbers to provide a development squad, players not selected in State/ State Age/ state league team may be invited to become Training partners.
- 7.2 May purchase or hire a uniform from GDNA (If required).
- 7.3 May train with the relevant team.
- 7.4 Are not considered as Representative Players for GDNA grading and Rep levy purposes.
- 7.5 May be elevated into representative team should a vacancy arise for carnivals, state titles or state league (relevant fees to be determined by Committee).



8. REPLACEMENT OF SELECTED ATHLETES

8.1 Grounds for Replacement

- 8.1.1 Injury or Illness: An athlete who is injured or ill may be required to provide clearance from a treating professional. The Rep Coordinator is to be notified of all such injuries or illness.
- 8.1.2 Breach of Discipline: An athlete being considered for replacement due to a breach of discipline, including failure to observe any relevant Netball NSW or GDNA policy, the Netball NSW Code of Behaviour or the GDNA Representative Player Agreement, will be counselled by the relevant Team Coach and Manager to give them the opportunity to rectify the situation unless in the case of a serious breach which will be referred to the Association Committee. The Rep Coordinator will be advised of the situation and a mutually agreed timeframe will be set by the Team coach athlete and Rep coordinator for the situation to be reassessed. The Representative Coordinator will report such breaches to the Committee in a timely manner.
- 8.1.3 Breach of Anti-Doping Policy: Any athlete who breaches the Netball Australia Anti-Doping Policy will automatically be removed from the relevant Representative Team and will be replaced. All penalties relating to these breaches will be as per Netball Australia guidelines. The Rep coordinator will report such breaches to the GDNA Committee in a timely manner.
- 8.1.4 Ineligibility: Any athlete who is deemed ineligible or becomes ineligible for a Representative Team will automatically be removed and replaced. The Rep Coordinator will report such breaches to the GDNA Committee in a timely manner.

8.2 Replacement Process

- 8.2.1 If a selected athlete is unable to continue or is removed as a member of a Representative Team, the procedure for a replacement athlete is as follows:
 - i) GDNA Representative Selection Panel will be consulted.
 - ii) Consideration will first be given to identified Development team athletes or training partners.
 - iii) Consideration will then be given to other identified athletes should this be necessary.
 - iv) The selectors will then fill this position with the athlete judged most suitable, possessing the required degree of skill and showing consistent performance.



9. Appendix 1

Goulburn & District Netball Association Representative Selection Panel Code of Conduct

By agreeing to be on the Representative Selection Panel a selector agrees to:

- Act with integrity, fairness, and non-bias.
- Declare any conflicts of interest during the selection period (i.e., selection decisions pertaining to an immediate family member).
- Ensure all selection materials, discussions and meetings remain confidential to the selection panel.
- Attend all Selection trials for their panel, participate in discussions regarding selection of players into teams and complete all selection paperwork in a timely manner.
- Direct all enquiries by players, parents, and team coaches to the Goulburn & District Netball Association Rep Coordinator.

Signed: _____

Name (please print): _____

Date: _____