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NETBALL ACT

POLICY DOCUMENT

POLICY NAME:	Netball ACT Athlete Selection Policy
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RESPONSIBLE OFFICER:	Talent and Performance Manager, Netball ACT

1. INTRODUCTION

- 1.1. Netball ACT (**NACT**) is committed to selecting athletes whose current performance indicates physiological, psychological and technical potential to progress through the National Athlete Pathway and develop as an elite netballer. NACT Representative Teams and Academy Programs are recruited from local District and State League Representative Teams, and aim to provide the highest level of competition and a training environment that supports the National Athlete Pathway.
- 1.2. This Selection Policy (the **Policy**) provides the eligibility criteria and selection requirements for athletes to be selected into NACT Representative Teams, NACT Academy Program squads and any other teams or squads selected to participate in other development programs as specified by Netball ACT including:
- a) Representative Teams:
 - i. ACT 19 and Under State Team
 - ii. ACT 17 and Under State Team
 - iii. ACT 17 and Under Development Squad
 - b) Academy Programs:
 - iv. ACTAS/NACT Talented Athlete Program
 - v. NACT Academy Associate Scholarship
 - vi. NACT Emerging Talented Athlete Program
 - vii. NACT Developing Talented Athlete Program
 - viii. Develop a Diamond Academy (Blue and Yellow)
- 1.3. The application of the Policy, operational procedures and processes outlined in this Policy will help ensure the following:
- a) Alignment and consistency across all levels of the NACT Talent and Performance programs
 - b) Transparency of selection criteria and processes

- c) Improved planning and execution of the selection strategy
- d) Flexibility to respond to selection situations in a fair manner
- e) Facilitation of analysis and review of the selection process to ensure quality, consistency and stability between all events that are undertaken by NACT in any given season
- f) Appointment of high quality and experienced selectors to support all values of the NACT Talent and Performance Athlete Pathway
- g) Appropriate depth management across Netball in the ACT
- h) Appropriate succession planning for the Canberra GIANTS

2. DEFINITIONS

“Academy Program” refers to the athlete development programs delivered by NACT and ACTAS that forms part of the National Athlete Pathway

“ACTAS” means the ACT Academy of Sport (**ACTAS**), a unit of the Sport and Recreation Services Branch of the Chief Minister, Treasury and Economic Development Directorate in the Territory. ACTAS is a member of the National Institute Network (**NIN**) and is an endorsed National Olympic and Paralympic Training Centre

“Board” means the Netball ACT Board established for the ACT Netball Association Incorporated under Section 11 of the Constitution

“Conflict of Interest” refers to a situation in which a member of the Selection Panel has competing interests or loyalties that may impact upon their decision making

“District Association” (*“District”*) means an organisation or association formed to promote netball in an area of the Australian Capital Territory with objects similar to the objects of NACT and recognised under clause 6.2 of the ACT Netball Association Incorporated Constitution

“Event Governing Body” means the governing body or bodies having responsibility or jurisdiction in relation to the conduct of or participation at the event, and includes without limitation Netball Australia and its affiliate Member Organisations

“Head Coach” means an individual employed by NACT and appointed to oversee, support and, where required, coach NACT Representative Teams and/or Academy Programs

“General Manager” refers to the NACT employee who is appointed as the General Manager and who is responsible for the translation and implementation of strategy and the overall management and development of netball in the ACT

“Import” means an athlete that is a member of a Member Organisation other than NACT and meets import requirements under Netball Australia’s eligibility criteria

“Member Organisation” means a State or Territory netball association that is a member of Netball Australia and includes, but is not limited to, NACT

“National Athlete Pathway” means the programs, training environments, support services and competitions as defined by Netball Australia that develop and support the progression of athletes in the Netball Australia high performance system and includes the delivery of daily training environments to nationally identified athletes with the aim of transitioning these athletes to representation at National Championships, the ANL (Australian Netball League), SSN (Suncorp Super Netball) and potentially the Australian Netball Diamonds. The ultimate aim of this pathway is to strengthen NACT’s ability to win benchmark events

“National Body” means, separately or collectively: Netball Australia, the All Australia Netball Association (**AANA**) incorporated as a public company limited by guarantee on 18 September 1986 and includes the Board of Directors of Netball Australia and the Chief Executive Officer

“Netball ACT State League Competition” means the pinnacle opens netball competition in the ACT which runs annually

“Netball ACT” means the ACT Netball Association Incorporated trading as Netball ACT (**NACT**), the governing body for netball in the Australian Capital Territory (**ACT**)

“Policy” means the NACT Athlete Selection Policy (this Policy) as amended by NACT from time to time

“PPMG” refers to the Performance Planning and Management Group. The PPMG is established to manage and make decisions with respect to the ACTAS Academy Program as representatives of NACT, ACTAS and Netball Australia

“Qualified Player” means an athlete competing in the NACT State League Competition who qualifies for finals in any division by playing a minimum number of 12 quarters

“Representative Teams” refers to the teams selected under the Functions and Powers as specified in Section 5 of the ACT Netball Association Incorporated Constitution to represent the ACT at the National Netball Championships, the Australian Netball League and like competitions managed by Netball Australia and/or affiliate Member Organisations

“Selection Panel” refers to individuals who, by merit of the position they hold and mandate of the Board of NACT through the Selection Panel criteria, are responsible for making selection decisions

“Talent and Performance Manager” refers to the NACT employee responsible for developing, implementing and managing NACT’s Representative Teams and Academy Programs and who, by virtue of this Policy, is also the appointed *“Selection Panel Convenor”*

“Technical Director” refers to the NACT employee responsible for providing technical leadership to NACT talent and performance programs including technical program oversight with a focus on athlete and coach development

“Training Partner(s)” refers to athletes listed as Training Partners to supplement and bolster the training environment of those athletes selected into the 19 and Under and 17 and Under National Championship Teams. Training Partners may be eligible for selection into the Team in the event a replacement athlete is required.

3. ELIGIBILITY CRITERIA

- 3.1. Subject to this Policy, whenever selecting athletes for any squads or teams the relevant Selection Panel(s) shall apply the eligibility criteria as mandated in the relevant Competition Rules and other considerations as defined by the following criteria:
 - a) To be eligible for selection, athletes must:
 - i. Be a current financial member of Netball ACT; **and**
 - ii. Live in the ACT or immediate surrounding regions; **or**
 - iii. Be a registered and qualified player in the NACT State League Competition; **or**
 - iv. Have represented the ACT as an athlete in their first National Netball Championship
- 3.2. Notwithstanding the eligibility requirements as set out above, NACT may grant an exemption to an ineligible athlete to trial or become a member of a Team or a Squad if, in the view of the Selection Panel, that athlete has the potential to be considered a long-term representative athlete for the ACT.
- 3.3. The selection of an ineligible athlete to trial or to be included within the Academy structure and Representative Team(s) is to be agreed by the Selection Panel and:
 - a) Notified to, and agreed by the NACT General Manager
 - b) Notified to, and agreed by the NACT Board prior to any publication of the selection

4. SELECTION PANELS

- 4.1. NACT shall appoint the Selection Panel(s) for the Representative Teams, Academy Programs and any other programs, per 4.3, 4.4 and 4.5, and selections will be made by these panels.
- 4.2. NACT reserves the right to vary the composition of the Panel(s) from time to time, at its discretion. If a change to the composition of one of the panels is required, the General Manager will approve the change and the Board will be notified.
- 4.3. The Selection Panel for the ACTAS/NACT Talented Athlete Program and NACT Academy Associate Scholarship shall comprise of:
 - a) NACT Technical Director
 - b) NACT ANL/Academy Head Coach
 - c) One independent selector, as required at the discretion of NACT and approved by the General Manager
- 4.4. The Selection Panel for the NACT Representative Teams, NACT Emerging Talented Athlete Program and NACT Developing Talented Athlete program shall comprise of:

- a) NACT Technical Director
 - b) NACT ANL/Academy Head Coach
 - c) Respective Team and/or Program Head Coach
 - d) One independent selector, appointed by the General Manager
- 4.5. The Selection Panel for the Develop a Diamond program shall comprise of:
- a) NACT Technical Director
 - b) Two NACT Academy Head Coaches
 - c) One independent selector, appointed by the General Manager
- 4.6. The Selection Panel for the NACT Futures Program shall comprise of:
- a) NACT ANL/Academy Head Coach;
 - b) Three independent selectors, appointed by the General Manager
- 4.7. The NACT Talent and Performance Manager or representative (as approved by the General Manager) will convene the Selection Panels and will be referred to as the Selection Panel Convener.
- 4.8. All final selections will be made based upon the majority of decisions of the relevant Selection Panel. However, where there is an even number of votes on the selection or non-selection of any athlete(s), the Head Coach of the respective Squad and Team will make the final decision (except where there is an acknowledged conflict of interest) after consultation with all members of the Panel. Where there is an acknowledged conflict of interest, the remaining Selection Panel will make the final decision. The final selection of each Squad and/or Team is deemed to be a selection made by the Panel.
- 4.9. Selection Panel members will be required to declare any conflict of interest in relation to any athlete selection process they are engaged in. A Register of Conflicts will be managed by the Selection Panel Convener. This Register of Conflicts will be available for review by the General Manager, if requested, by the NACT Board.
- 4.10. The Selection Panel Convenor may require a member of the Selection Panel to vacate the Panel for such periods as deemed appropriate where the Selection Panel Convenor and/or General Manager considers the selector has a relationship with an athlete which could give rise to a conflict of interest in the selection process. Alternatively, a selector may declare a conflict of interest and be excused from the Panel as required by the Selection Panel Convener. Any conflict of interest as declared on the Register of Conflicts is to be signed by the selector with the conflict of interest, the Selection Panel Convenor and recorded and filed with all the documents pertinent to the Selection Process.
- 4.11. The role of the Selection Panel Convener is to oversee the selection process and includes, but is not limited to: arranging, organising and chairing meetings, facilitating discussions and decision making, ensuring this Policy is adhered to, liaising with relevant NACT staff, overseeing the administrative requirements of the selection process, having the selections ratified, advising athletes trialling of the results of the selections and organising the official announcement of the NACT Teams and Squads.

- 4.12. Confidentiality by all persons involved in the selection process is paramount to the integrity of the selections and all members of the Selection Panel(s) including the Selection Panel Convenor are required to sign a NACT Selectors Panel Member Agreement. An example NACT Selectors Panel Member Agreement is annexed in this Policy as **Annexure 1**.
- 4.13. It is a condition of the selection process that all Selection Panel members, the Selection Panel Convenor, the NACT General Manager and the NACT Board will keep confidential all aspects of the Selection process including, but not limited to, appointment of the Selection Panel(s) and individual athlete selection per the NACT Selectors Panel Member Agreement.
- 4.14. The decision(s) of the Selection Panel(s) shall be final and binding. The Panel is under no obligation to provide reasons for its selection decisions however, may choose to do so, at its discretion, by the request of the Selection Panel Convenor, or by the request of the NACT Board.
- 4.15. Selection Panel members, coaches and any other person providing input to the Panel/s will not discuss selection matters with any other person whatsoever outside of the official selection meetings without the express permission of the Selection Panel Convenor and the NACT General Manager.

5. SELECTION OBJECTIVE OVERVIEW

- 5.1 In considering athletes for selection the panel(s) will, in so far as it is able, apply the criteria outlined at Clause 6, to assess the potential and capability of athletes to progress to, and perform at, the highest level within the NACT and Netball Australia High Performance system and the National Athlete Pathway.

6. SELECTION CRITERIA

- 6.1 The selection process requires members of the Selection Panel to assess the standard of an individual athlete against defined criteria. When applying the criteria listed in this Policy, members of the Selection Panel will be required to exercise their opinions and judgment based on their experience and expertise.
- 6.2 In order to satisfy the obligations set out in this Policy in full, Selection Panel members and the Selection Panel Convenor are required to consider the criteria listed in this Policy and required to exercise their opinions and judgment based on this criteria. All Selection Panel Members and the Selection Panel Convenor will be required to execute a declaration as contained in the Selection Panel Members Agreement confirming they have read and agree to apply this Policy when undertaking selections.
- 6.3 When selecting athletes for the Representative Teams, Squads and Academy Programs, the Selection Panel shall have regard to the following factors as part of the selection process:
- a) Core Playing Competencies of the Athlete:
 - i. Sound technical skill base.
 - ii. Tactical understanding including ability to read play and consistent and accurate decision making

- iii. Fitness
 - iv. Sustained intensity
 - v. Consistent performance
 - vi. Demonstrated potential to represent ACT at the highest level
- b) Core Personal Attributes:
- i. Self-responsibility – displays drive to be the best and commitment to own development
 - ii. Resilience – displays mental toughness, bounces back from adversity, perseveres and adapts
 - iii. Self-awareness – displays emotional intelligence and manages own behaviour
 - iv. Leadership – leads by example, is a role model with the NACT community and displays NACT values and culture on and off the court and in and away from training
 - v. Communication – is able to communicate positively and is receptive to feedback
- c) Additional factors:
- i. Coach-ability and potential to improve – athlete understands expectations and applies learning to improve performance
 - ii. Demonstrates ‘team’ qualities and is a ‘fit’ within the team environment. Is able to influence the squad/team in a positive manner
 - iii. Understands and demonstrates NACT Talent and Performance values namely: *excellence, respect, resilience, integrity, unified and proud*
 - iv. State of fitness, health and wellbeing
 - v. Positional versatility and balance within the team.
 - vi. Succession planning – the benefit of exposure to a high-level competition for an athlete who, in the opinion of the selector(s), has the potential to progress through the National Athlete Pathway and/or Netball Australia system
 - vii. Current form based on performances in events and competitions outlined in the respective Representative Team and/or Academy Program clauses and including the NACT State League Competition
 - viii. Balance of experience and emerging talent within the pool of athletes eligible for selection
 - ix. Whether an athlete’s performance and contribution has been affected by the, or any, extenuating circumstances such as illness, injury, bereavement, parental leave, work/study commitments which have temporarily compromised form/contribution
- 6.4 Consideration may also be given to any other factors that the Selection Panel(s) considers relevant and appropriate to the overall assessment of a particular athlete including but not limited to behaviour that either positively or negatively – or has the potential to positively or negatively – impact NACT or Netball Australia and includes any action which may bring the game of netball into disrepute.

- 6.5 The Selection Panel may also, if relevant, have regard to an athlete's conduct in reference to the NACT Social Media Policy and the Netball Australia Member Protection Policy. A copy of the NACT Social Media Policy is annexed to this Policy as **Annexure 2**. A copy of the Netball Australia Member Protection Policy is annexed to this Policy as **Annexure 3**.

7. ACT 19s AND UNDER AND 17s AND UNDER STATE TEAMS

7.1 Objective:

- a) The primary objective of the ACT 19s and Under and ACT 17s and Under State Teams is to provide a high performance culture for athletes to maximise and develop their full potential by identifying and selecting up to twelve (12) eligible athletes for each of the Teams capable of achieving success at the National Netball Championships

7.2 Selection Process:

- a) Selections will comprise of a physical selection process and will be conducted across two (2) phases. NACT reserves the right to amend the number of phases required for each age group based on the number of nominating athletes
- b) Deadlines for selections of the 19s and 17s are set by Netball Australia each year and the Selection Panel Convenor will establish a selection timeline that meets the Netball Australia deadlines and requirements
- c) Dates for the selections will be distributed to all District Associations and advertised on the NACT website and official NACT Facebook page
- d) Applications for nomination for the selection process must be completed online by the closing date for nominations in line with the NACT selection timeline. The closing date will be determined annually by NACT and will be advertised via the NACT website and the official NACT Facebook page
- e) Late applications will not be accepted unless submissions in writing outlining the extenuating circumstances are received by NACT within 48 hours of the closing date. The reason(s) for the late application must be disclosed and include, where appropriate, relevant documentary evidence. The NACT General Manager together with the Talent Performance Manager and NACT Head Coach will determine whether the athlete will be permitted to trial. If a late application is accepted and that athlete is then selected in the final Team or Squad, the details of the late application and the approval must be included in the documentation provided to the General Manager and the NACT Board when seeking ratification of the selections
- f) An athlete who moves to the ACT from another State or Territory prior to the final selection, but who has missed the application deadline, may apply to NACT for an exemption. The Netball ACT General Manager together with the Talent Performance Manager and the NACT Head Coach will determine whether the athlete will be permitted to trial

- g) Where an athlete fails to attend one or all phases of the selections and that athlete believes that exceptional circumstances prevented them from attending part or all of the selection, a written application may be made to NACT within 24 hours of the commencement of selection for an exemption. The reason(s) for non-attendance must be disclosed and include, where appropriate, relevant documentary evidence. The Netball ACT General Manager together with the Talent Performance Manager and the NACT Head Coach will determine whether that athlete will be included for selection
- h) The selection panel of NACT can apply to Netball Australia to include a NACT or other overage athlete(s) within the 19s State Team. Where Netball Australia grants NACT permission to include overage athlete(s), NACT will complete a paper selection and athlete(s) will be invited by NACT into the 19s Team
- i) Where the Selection Panel determines a lack of positional depth within the 19s and Under Team, they will notify the NACT Board of their intention to apply, through Netball Australia, for an imported athlete(s) for that Team. The NACT Board may request the Selection Panel provide further detail about the need for an import. Once the NACT Board approves the requirement for an imported athlete(s), the Selection Convenor will then apply to Netball Australia to seek permission to include an imported athlete(s) within the official team entry list. Once Netball Australia approval is granted, the Selection Panel Convenor will follow the Netball Australia procedure for importing athletes from MO for the National Netball Championships
- j) Where the Selection Panel(s) determine it appropriate, Training Partners will be selected in addition to the listed Team members

7.3 Eligibility:

- a) Refer to clause 3 and clause 6.3 above: **and**
- b) In order for athletes to be eligible for selection into the ACT 19s and 17s State Teams they must be:
 - i. Registered and playing in the Netball ACT State League competition and be a 'qualified player' in that competition; **or**
 - ii. Registered and playing in the Netball ACT Junior Championships: **or**
 - iii. A nationally identified athlete that has relocated to the ACT after the NACT State League competition has concluded but *prior* to the relevant National Netball Championship event for which they are trialling; **or**
 - iv. Playing in an international event or competition sanctioned by the official National Body and must have relocated or be intending to relocate to the ACT after the conclusion of the NACT League competition. Information and documentation regarding the relocation (for example, university study) can be requested from the nominating athlete

8. ACT 17 AND UNDER DEVELOPMENT SQUAD

8.1. Objective:

- a) The primary objective of the ACT 17 and Under Development Squad is to provide a high performance environment for developing athletes to maximise and develop their full potential and to increase the depth and calibre of emerging talent within the ACT

8.2. Selection Process:

- a) The 17 and Under Development Squad will follow the selection processes as outlined in this Policy

8.3. Eligibility:

- a) Refer to clause 3 and clause 6.3 above

9. ACTAS/NACT TALENTED ATHLETE PROGRAM AND NACT ACADEMY ASSOCIATE SCHOLARSHIP

9.1. Objectives:

- a) The primary objective of the ACTAS/NACT Talented Athlete Program Squad is to provide a high performance culture for athletes to maximise and develop their full potential by providing an individual ACTAS scholarship program for athletes who are considered capable of national, Suncorp Super Netball (**SSN**), Australian Netball League (**ANL**) selection in current and/or future performance cycles

9.2. Selection Process:

- a) The selection of the ACTAS/NACT Talented Athlete Program and Academy Associate Scholarship will be a paper selection however, Netball ACT maintains the right to implement a physical selection process if required
- b) The PPMG, which comprises of the key program partners and will be represented by the signatories from Netball ACT, ACTAS, and Netball Australia, must be approve the athletes, and the athletes must complete the ACTAS Pre-Scholarship Process prior to scholarships being offered

9.3 Eligibility:

- a) Refer to clause 3.1a, 3.1b, 3.1c and 3.2; and
- b) In order for athletes to be eligible for selection into the ACTAS/NACT Talented Athlete Program or Academy Associate Scholarship they must:
 - i. Have represented the ACT in either the 19's, 17's State Team or been a member of the Canberra GIANTS Development Squad in that same year; or
 - ii. Living in or relocated to the ACT or immediate region and have been nationally identified athlete; **or**

- iii. Be playing in an international event or competition sanctioned by the official National Body and relocated to the ACT; **or**
- iv. Have had an outstanding NACT Senior State League or Netball NSW Premier League (or other equivalent competition) season such that the NACT Technical Direction, the NACT Head Coach and the NACT Talent and Performance Manager consider a recommendation should be made for that athlete to be included in the ACTAS/NACT Talented Athlete Program or Academy Associate Scholarship environment

10. NACT EMERGING TALENTED ATHLETE AND DEVELOPING TALENTED ATHLETE PROGRAMS

10.1. Objectives:

- a) The primary objective of the Emerging Talented Athlete Program is to provide a high performance culture for athletes to maximise and develop their full potential by providing an individual program for athletes who are considered capable of selection into the Australia Netball League (ANL) and/or Netball ACT State Teams in current and/or future performance cycles

10.2. Selection Process:

- a) Selections will be completed through a physical selection process and conducted across two (2) phases. NACT reserves the right to amend the number of phases required for each program based on the number of nominating athletes
- b) The selections will take place at the same time as the ACT 19s and 17s State Team selections or at any other time deemed suitable by NACT. Dates for the selections will be distributed to all District Associations and advertised on the NACT website and NACT official Facebook page
- c) Applications for selection attendance must be completed online by the closing date for nominations in line with the NACT selection timeline. The closing date will be determined annually by NACT and advertised via the NACT website and NACT official Facebook page
- d) Late applications will not be accepted unless submissions in writing outlining extenuating circumstances are received by NACT within 48 hours of the closing date. The reason(s) for the late application must be disclosed and include, where appropriate, relevant documentary evidence. The NACT General Manager together with the Talent Performance Manager and the NACT Head Coach will determine whether the athlete will be permitted to trial
- e) An athlete who moves to the ACT from another State or Territory prior to the final selection, but who has missed the application deadline, may apply to NACT for an exemption. NACT General Manager will determine if the athlete is then permitted to trial and the NACT Board will be notified

- f) Where an athlete fails to attend trials and that athlete believes that exceptional circumstances prevented them from attending, a written application may be made to Netball ACT within 24 hours of the commencement of selection. The reason(s) for non-attendance must be disclosed and include, where appropriate, relevant documentary evidence. The Netball ACT General Manager The NACT General Manager together with the Talent Performance Manager and the NACT Head Coach will determine whether the athlete will be permitted for consideration for selection

10.3. Eligibility:

- a) Refer to clause 3 and 6.3 above, **and:**
- b) In order for athletes to be eligible for selection into the NACT Emerging Talented Athlete and Developing Talented Athlete Program they must be:
 - i. Registered and playing in the Netball ACT State League competition and be a 'qualified player' in that competition; **or**
 - ii. Registered and playing in the Netball ACT Junior Championships: **or**
 - iii. A nationally identified athlete that has relocated to the ACT after the NACT State League competition has concluded but prior to the relevant National Netball Championship event for which they are trialling; **or**
 - iv. Playing in an international event or competition sanctioned by the official National Body and must have relocated or be intending to relocate to the ACT after the conclusion of the NACT League competition. Information and documentation regarding the relocation (for example, university study, family moving) can be requested from the nominating athlete

11. NACT DEVELOP A DIAMOND ACADEMY (YELLOW AND BLUE) PROGRAM

11.1. Objective:

- a) The primary objective of the Develop a Diamond Academy is to provide a high performance culture for athletes to maximise and develop their full potential by providing by providing an individual program for athletes who show potential to progress through the Netball ACT athlete pathway in future performance cycles

11.2. Selection Process:

- a) Selections will be completed through a physical selection process and conducted across three (3) phases. NACT reserves the right to amend the number of phases required for each program based on the number of nominating athletes
- b) Dates for the selections will be distributed to all District Associations and advertised on the NACT website
- c) Applications for selection attendance must be completed online by the closing date for nominations in line with the NACT selection timeline. The closing date will be determined annually by NACT and advertised via the Netball ACT website

- d) Late applications will not be accepted unless submissions in writing outlining the extenuating circumstances are received by NACT within 48 hours of the closing date. The reason(s) for the late application must be disclosed and include, where appropriate, relevant documentary evidence. The NACT General Manager together with the Talent Performance Manager and the NACT Head Coach will determine whether the athlete will be permitted to trial
- e) An athlete who moves to the ACT from another State or Territory prior to the final selection, but who has missed the application deadline, may apply to NACT for an exemption. The NACT General Manager together with the Talent Performance Manager and the NACT Head Coach will determine whether the athlete will be permitted to trial
- f) Where an athlete fails to attend trials and that athlete believes that exceptional circumstances prevented them from attending, a written application may be made to NACT within 24 hours of the commencement of selection. The reason(s) for non-attendance must be disclosed and include, where appropriate, relevant documentary evidence. The NACT General Manager together with the Talent Performance Manager and the NACT Head Coach will determine whether the athlete will be permitted to be considered for selection
- g) Where an athlete is considered, by the NACT Technical Director and/or the NACT Head Coach and the NACT Talent and Performance Manager, to have demonstrated the requisite skills and other selection criteria as outlined at Clause 3 of this Policy, at ACT Junior Championships or in an ACT Schoolgirl environment, the NACT Head Coach and the NACT Talent and Performance Manager can refer that athlete to the NACT General Manager for inclusion in the Develop a Diamond Academy or any other ACTAS program as deemed appropriate by NACT

11.3. Eligibility:

- a) Refer to clause 3 and 6.3, **and:**
- b) Be within the age requirements of the Develop a Diamond Academy program which is presently, 14-16 years of age in the year of the program
- c) In order for athletes to be eligible for selection into the NACT Develop a Diamond Academy they must be:
 - i. Registered and playing in the NACT State League competition; **or**
 - ii. Registered and playing in the NACT Junior Championships and/or be a representative of their District Association

12. CONDITIONAL SELECTION

- 12.1 The Selection Panel(s) may make a conditional selection of any particular athlete subject to the athlete meeting further conditions. Those further conditions may include, but are not limited to:
- a) Proving match fitness via training, match play, fitness testing or any such method as determined by the NACT Selection Panel
 - b) Receiving a medical clearance
 - c) Any other condition that, in the opinion of the Selection Panel(s), is reasonable in the circumstances of the particular athlete
- 12.2 The conditional selection of an athlete within the Representative Team and/or Academy Program, must be included within the total number of selected athletes permissible where a maximum number of athletes has been mandated by Netball Australia or NACT.

13. SELECTION APPROVAL PROCESS

- 13.1 The Selection Panel Convenor will submit all Representative Team lists and Academy Program lists to the General Manager for ratification and approval by the NACT Board.
- 13.2 Where there have been exceptions or special considerations applied, the General Manager will provide such documents and explanatory material to the NACT Board to aide the ratification process.
- 13.3 Selection of any Captains, Vice Captains and Leadership Group(s) as required from time to time will be subject to ratification by the General Manager. The NACT Board will be notified of these appointments prior to any publication of the announcements.

14. CONFIDENTIALITY REQUIREMENTS

- 14.1 All members of a Selection Panel(s) will be required to sign a NACT Selectors Panel Member Agreement.
- 14.2 Breach of the Selectors Panel Member Agreement by a Panel member will lead to the termination of that Panel member as a selector.
- 14.3 Contravention of the NACT Selectors Panel Member Agreement will lead to immediate removal from the Selection Panel.
- 14.4 Selection Panel members will be required to declare any perceived or actual conflicts of interests as soon as such conflicts become known so that they may be dealt with by the Selection Panel and the Selection Panel Convenor and registered on the Register of Conflicts if applicable.

15. POST-SELECTION REQUIREMENTS

15.1 Athletes selected to Representative Teams and/or Academy Programs agree to:

- a) Sign and return to NACT and/or the Event Governing Body any further applications, agreements, consents or nomination forms required from time to time by Netball ACT and/or the Event Governing Body
- b) Pay all athlete fees and/or levies' imposed as a result of participation in the program and identified at the time of nominating or selection
- c) Abide and be bound by the requirements of the:
 - i. NACT policies and by-laws
 - ii. Event Governing Body policies and by laws
 - iii. World Anti-Doping Agency and Australian Sports Anti-Doping Authority.
- d) Satisfy the commitments to train and compete at the level required to achieve the individual and team outcomes as specified by NACT. Without limiting this clause, the following may be considered when examining an athlete's satisfaction of this clause:
 - i. Training programs as provided by the respective Head Coaches, Assistant Coach and Strength and Conditioning Coach
 - ii. Athlete education, personnel excellence and wellbeing sessions as scheduled by the respective Head Coaches and/or NACT
 - iii. Travel and accommodation requirements to compete in tournaments and/or events as specified by the Team Manager and/or NACT;
 - iv. Compliance with any reasonable medical requirements or preventative measures to maintain health and well-being and to minimise the risk of injury and ill-health
 - v. Compliance with media and/or community service engagements and events as specified by NACT or Netball Australia

15.2 Athlete records, forms and information will be confidentially maintained by NACT and only disclosed to the relevant NACT program management staff, medical staff and Netball Australia as required in order to maintain the health and wellbeing of the athlete in question. Disclosure of an athlete's confidential information outside of these groups will only be made with that athlete's consent unless it is impractical or unreasonable to obtain that consent.

16. REPLACEMENT OF SELECTED ATHLETES

16.1 Grounds for replacement:

- a) Injury or Illness: An athlete who is injured or ill may be assessed by a doctor nominated or agreed to by NACT who will assess the athlete's fitness to play and/or train in conjunction with the relevant Head Coach and Team

Physiotherapist. The Selection Panel Convenor is to be notified of all such injuries or illness

- b) Breach of Discipline: An athlete may be considered for replacement due to a breach of discipline, including failure to observe any relevant NACT policies, the NACT Code of Behaviour or any NACT Athlete Agreement. The respective Head Coach and/or Team Manager will immediately advise the Talent and Performance Manager of such breaches and the Talent and Performance Manager will initiate an appropriate disciplinary response in consultation with the General Manger and respective Head Coach
- c) Breach of Anti-Doping Policy: Any athlete who breaches the Netball Australia Anti-Doping Policy will automatically be removed from the NACT Representative Team and/or Academy Program and will be replaced. All penalties relating to these breaches will be as per the Netball Australia Anti-Doping Policy. The Talent and Performance Manger will report such breaches to the General Manager immediately and if required, to the relevant law enforcement agency. A copy of the Netball Australia Anti-Doping Policy is annexed to this Policy as **Annexure 4**

16.2 Replacement process:

- a) If a selected athlete is unable to continue or is removed as a representative of any Development Squad or Representative Team, the procedure for a replacement athlete is as follows:
 - i. The Selection Panel Convenor will be advised and the Panel consulted
 - ii. Consideration will first be given to identified athletes from within the ACT 17 Team, ACT 17 and Under Development Program and/or Academy Programs
 - iii. Consideration will then be given to other identified athletes from the selection process if required
 - iv. The Selection Panel(s) will then fill this position with the athlete deemed most suitable
- b) The relevant procedures for the replacement of athletes as stated within the Netball Australia Competition Regulations will be complied with by NACT

16.3 An athlete selected for replacement must meet the eligibility criteria as set out in this Policy.

16.4 In the event no athlete is deemed suitable the position may:

- a) remain vacant for the duration of the program; or
- b) be filled at a later stage at the discretion of the Selection Panel and approved by the NACT General Manager

17. FORMAL ANNOUNCEMENT OF REPRESENTATIVE TEAMS AND/OR ACADEMY PROGRAMS

- 17.1 Once selections and Team/Squad lists are ratified by the NACT General Manager and approved by the NACT Board and a deemed period of time has expired:
- a) Successful and unsuccessful athletes will be advised of the outcome of selection prior to any public announcement
 - b) The formal announcement process (which includes the announcement to selected and non-selected athletes and any public announcement) will be determined and agreed by the NACT Talent and Performance Manager, and the NACT General Manger, and implemented by the NACT Marketing and Communications Manager

18. APPEAL PROCESS

- 18.1 An eligible athlete that is unsuccessful and is not selected as part of the Representative Team and/or Academy Program pursuant to this Policy may appeal their non-selection as set out in this section.
- 18.2 The sole ground of appeal available to a non-selected athlete is the failure of the Selection Panel(s) members to apply the selection criteria as set out in this Policy. Any appeal must be lodged in writing within 14 days of the publication of the Representative Team and/or Academy Program list on the NACT website. The appeal must cite the parts of this Policy that the athlete alleges were not complied with.
- 18.3 Any appeal under this clause will proceed in accordance with NACT's Appeals Policy a copy of which is annexed to the Policy at **Annexure 5**.

19. INTERPRETATION

- 19.1 In this Policy, unless the context requires otherwise:
- a) Words suggesting the singular include the plural and vice versa
 - b) References to any document (including this Policy) include references to that document as amended, consolidated, supplemented, novated or replaced
 - c) References to this Policy include references to this Policy and its Annexures
 - d) Headings are for convenience only and must be ignored in interpreting this Policy
 - e) References to any organisation or body include references to its respective successors, permitted assigns and substitutes, administrators and any Related Body-Corporate
 - f) References to any person include references to any individual, company, body corporate, association or partnership as relevant

20. POWER TO AMEND

- 20.1 This Policy can be amended or rescinded at any time by NACT in the event NACT is of the opinion such amendment is necessary as a result of any change to Netball Australia guidelines or relevant policies, to give effect to the Policy following discovery of a drafting error or oversight, or for any other reason determined to be in the best interest of netball in the ACT by NACT.
- 20.2 All amendments will be published on the NACT website and athletes will be taken to be notified of the amendment upon publication.
- 20.3 NACT is not and shall not be liable in any way to any one as a result of any such amendment or application of this Policy.

ANNEXURE ONE (1) – Example Selectors Panel Members Agreement

Confidentiality by all persons involved in the selection process is paramount to the integrity of the selections and all members of the Selection Panel including the Selection Panel Convenor are required to sign a NACT Selectors Panel Member Agreement.

1. RECITALS

- a. In the course of the tenure with NACT as a Selector, selectors should ensure the integrity of the selection process and confidentiality of athlete assessments and recommendations are maintained at all times
- b. Selectors must not comment to players, parents or other people who are not part of the selection panel about an athlete's assessment
- c. Improper use or disclosure of that information may severely damage the integrity of NACT selection process and its functions
- d. Selectors will not discuss selection matters with anyone other than a co selector outside official selection meetings, Contravention of the Confidentiality Agreement will lead to removal from the selection panel
- e. Selection panel members will be required to declare any conflict of interest in relation to the athlete selection process they have been assigned to

2. NON-DISCLOSURE

I _____ agree to respect the confidentiality of information and documents to which I have access in the course of or arising from my official duties with NACT. I will not, during my position or after the termination or ceasing of my position, directly or indirectly use or disclose any confidential information for any unauthorised purpose, including for benefit to myself or any other person. I must only release information:

- a. For purposes solely and directly related to furthering NACT's objectives and to a person who is aware that the information must be kept confidential within NACT
- b. That is used or disclosed in the proper course of performing my duties for NACT

As a NACT selector, I will ensure secure custody of confidential information in my control or possession, and use my best endeavours to prevent the use or disclosure of confidential information by any person.

If I am uncertain about whether information is confidential information, I will immediately consult with the Selection Panel Convenor. Until I receive an answer, I agree to treat that information as confidential information.

It is a requirement of my position that I abide by the conditions as set out in the Netball Australia Code of Conduct. It is my responsibility to be aware of these conditions.

I understand the role of a Selection Panel Member is as follows:

- a. To ensure the best players are selected for NACT Academy Structure and Representative Teams

- b. To ensure the fairness and integrity of the selection process
- c. To work cooperatively with other members of the selection panel
- d. To ensure that all players receive a fair opportunity to have their skills assessed
- e. To adhere to the confidentiality requirements in relation to player and team selection information
- f. To provide a selection report to the NACT Board of Directors
- g. To work with the best interest of Netball in the ACT and NACT in mind

I understand a breach of confidentiality may result in disciplinary action, including the immediate termination of my position as a NACT Selector.

NACT Selector Signature: _____

Date: _____

Witness Signature: _____

Date: _____

ANNEXURE TWO (2) – NACT Social Media Policy

1. Purpose

This policy is intended to protect the interests of Netball ACT; its Districts; their members and associated stakeholders by defining the requirements expected in the use of social media.

Netball ACT embraces the use of online social media and recognises its importance as a corporate communications tool and an opportunity to build an engaged community of netball fans in the ACT, Australia and around the globe.

The appropriate and responsible use of all social media platforms such as Twitter and Facebook offers athletes, teams and netball organisations the opportunity to connect with fans and become more real and accessible than ever before.

Along with those benefits are associated risks to the reputation of the organisation, its members and followers and individuals who might interact with the organisation through social media channels.

2. Definition of Social Media

Social media includes, but is not limited to, the generation or sharing of content by an individual. It can include (but is not limited to) such activities as:

- Maintaining a profile page on social or business networking sites (such as LinkedIn, Facebook, Shutterfly, Twitter or MySpace)
- Content sharing include Pinterest, Flickr, Instagram, (photo sharing) and YouTube (video sharing)
- Commenting on blogs for personal or business reasons
- Leaving product or service reviews on retailer sites, or customer review sites;
- Taking part in online votes and polls
- Taking part in conversations on public and private web forums (message boards);
- Editing a Wikipedia or other editable page

Netball ACT and its Districts have long histories and are highly respected organisations. It is important that Netball ACT and the affiliated District's reputation is not tarnished by anyone using social media tools inappropriately, particularly in relation to any content that might reference the organisation.

3. Intent of the Policy

Appropriate use of social media relies on good judgment and common sense. The immediate, public and permanent nature of social networking expose the organisation, competitions, teams and athletes to a degree of risk.

The policy has been developed to provide clarity on how we conduct ourselves in the emerging and ever evolving world of online social media. The guidelines contained in this policy are intended to help empower staff, Districts, players and people in the netball community to participate in this new frontier, but to do it sensibly and in a way that best represents the netball brand.

The policy also outlines our individual and collective responsibilities when using social media. This mostly comes down to personal good judgment about what material appears online, and in what context.

4. Who does the policy apply to?

This policy applies to Netball ACT and its affiliated District members, staff or any individual representing themselves or passing themselves off as being a member of Netball ACT or an affiliated District.

When someone clearly identifies their association with Netball ACT or an affiliated District, and/or discusses their involvement in the organisation in areas defined as social media, they are expected to behave and express themselves appropriately, and in ways that are consistent with Netball ACT's stated values and policies:

- a. Enjoyment
- b. Access for all
- c. Honesty and integrity
- d. Professionalism
- e. Accountable and transparent
- f. Team work and cooperation

5. Where does it apply?

This policy covers all forms of social media.

This policy aims to provide some guiding principles to follow when using social media. This policy does not apply to the personal use of social media platforms by Netball ACT and its affiliated Districts members or staff where the member or staff makes no reference to Netball ACT and its affiliated Districts, its programs, competitions or related issues.

6. Guiding Principles

Due to the unique nature of sporting groups such as Netball ACT, the boundaries between a member's profession, volunteer time and social life can often be blurred. It is therefore essential that members make a clear distinction between what they do in a professional capacity and what they do, think or say in their capacity as a volunteer and member of Netball ACT and its affiliated Districts.

Netball ACT considers all members of Netball ACT and affiliated Districts as its representatives.

Honesty is always the best policy, especially online. It is important that Netball ACT's members think of the web as a permanent record of online actions and opinions.

When using the Internet for professional or personal pursuits, all members must respect Netball ACT and its affiliates Districts brand and fellow members and follow the guidelines in place to ensure Netball ACT and its affiliated Districts intellectual property, its relationships with sponsors and stakeholders and the rights of its members are not compromised, or the organisation is brought into disrepute.

7. Usage

For Netball ACT and its affiliated District members and staff using social media, you must ensure you:

- a. Do not divulge personal information about yourself or others in your posts to social media channels (for example, email addresses, private addresses or phone numbers)
- b. Represent your own views and not impersonate or falsely represent any other person
- c. Are not abusive and do not harass or threaten others
- d. Do not make defamatory or libellous comments
- e. Do not use insulting, provocative or hateful language
- f. Do not use obscene or offensive language
- g. Do not post material that infringes the intellectual property rights of others

For Netball ACT and its affiliated District representative teams using social media, you must ensure you:

- a. Do not interfere with work commitments
- b. Abide by all existing policies and workplace rules and regulations

Furthermore, Netball ACT and its affiliated District members and staff may not use Netball ACT and its affiliated Districts brand to endorse or promote any product, opinion, cause or political candidate; and it must be abundantly clear to all readers that any and all opinions shared are those of the individual, and do not represent or reflect the views of Netball ACT and its affiliated Districts.

8. Branding and Intellectual Property (IP)

It is important that any trademarks belonging to Netball ACT or any District are not used in personal content such as websites, Facebook pages and Twitter accounts, without the prior consent of Netball ACT or the District.

Requests to use these logos should be directed to the General Manager, Netball ACT or the President of the corresponding District.

Trademarks include:

- a. Netball ACT and District logos (including but not limited to the organisations logo and logos that are designed for specific events from time to time)
- b. Netball ACT and District associated slogans
- c. Images depicting members, volunteers, staff and/or equipment, where they can be identified as being part of the Netball ACT or the District, except with the permission of those individuals and within other stated guidelines
- d. Other Netball ACT and District iconic imagery or official uniforms

9. Use of Official Organisation Social Media Presence of Profiles

When creating a new website, social networking page or forum for staff or members use, care should be taken to ensure the appropriate person at the District, Netball ACT or Netball Australia has given written consent to create the page or forum.

Similarly, appropriate permissions must be obtained for the use of logos or images. Images of minor children may not be replicated on any site without the written permission of the child's parent and/or guardian.

For official Netball ACT and affiliated District blogs, social pages and online forums:

- a. Posts must not contain, nor link to, pornographic or indecent content
- b. Some hosted sites may sell the right to advertise on their sites through 'pop up' content, which may be of a questionable nature. This type of hosted site should not be used for online forums or social pages as the nature of the 'pop up' content cannot be controlled

Netball ACT and its affiliated District employees must not use Netball ACT or the Districts online pages to promote personal projects and all materials published or used must respect the copyright of third parties.

10. Consideration Towards Other when using Social Networking Sites

Netball ACT and affiliated District members and staff must recognise that it may not be appropriate to share certain photographs, videos and comments. In certain situations, Netball ACT and affiliated District members or staff could potentially breach the privacy act or inadvertently make Netball ACT or the District liable for breach of copyright.

Netball ACT and affiliated District members or staff should be considerate to others in such circumstances and should not post information when they have been asked not to or consent has not been sought and given. They must also remove information about another person if that person asks them to do so.

Netball ACT and affiliated District staff should not be seen to be in a position to be in photographs, videos or other social media content that might be considered controversial for Netball ACT or the affiliated Districts if it can in any way be linked to their role in Netball ACT or the affiliated District, including:

- a. Being at a Netball ACT or affiliated District event or representing Netball ACT or affiliated District at an event
- b. Being in uniform whether public or private

Under no circumstance should offensive comments be made about Netball ACT and District members or staff online.

11. Breach of Policy

Netball ACT and its affiliated Districts continually monitor online activity in relation to the organisation and its members. Detected breaches of this policy should be reported to the General Manager – Netball ACT or the corresponding District President.

Depending on the severity of the breach, Netball ACT and the affiliated Districts will deal with the offence through its internal policies and process (e.g. Netball ACT Staff Handbook and Working Guidelines, Athlete Code of Conduct etc.) or via the Netball ACT By-Law 04/06 - Disciplinary Matters. Inappropriate use of social media could fall into the category of:

- a. Acted in a manner unbecoming of a Member or prejudicial to the objects and interest of Netball ACT and/or netball: or
- b. Brought Netball ACT or netball into disrepute

In such circumstances where a breach is deemed to have occurred, Netball ACT may impose sanctions which include but are not limited to:

- a. A reprimand
- b. A direction to make verbal or written apology
- c. Placing the individual on a bond
- d. Imposing a fine
- e. Imposing a ban on taking part in any Netball ACT related activity
- f. Suspension from participation in a match or matches

12. Consultation and Advice

This policy has been developed to provide guidance for Netball ACT and its affiliated District members and staff in a new area of social interaction. Netball ACT and its affiliated District members or staff who are unsure of their rights, liabilities or actions online and seek clarification, should contact the General Manager – Netball ACT.

ANNEXURE THREE (3) – Netball Australia Member Protection Policy

In accordance with the ACT Netball Association Limited (“Netball ACT”) Constitution, the following By Law is adopted by the Board of Netball ACT. The Board of Netball ACT adopts the Netball Australia Member Protection Policy.

Netball Australia Member Protection Policy – [Click Here](#)

ANNEXURE FOUR (4) - Netball Australia Anti-Doping Policy

In accordance with the ACT Netball Association Limited (“Netball Australia”) Constitution, the following By Law is adopted by the Board of Netball ACT.

Netball Australia Anti-Doping Policy – [Click Here](#)

ANNEXURE FIVE (5) – Appeals Policy

NETBALL ACT – BY LAW 05/06 - APPEALS

In accordance with the ACT Netball Association Limited (“Netball ACT”) Constitution, the following By Law is adopted by the Board of Netball ACT.

This Appeals By Law sets out the procedure for dealing with appeals to decisions of Netball ACT in regards to matters under the Netball ACT Constitution.

This By Law shall not apply to any incident or matter to which the member protection regulation of Netball ACT applies. Any member protection related matter should be dealt with in accordance with the disciplinary procedure set out in the member protection regulation of Netball ACT.

Establishment of Appeals Sub Committee

1. The Board shall establish a Appeals Sub Committee – By Law 02/06 - to deal with all appeals to decisions by Netball ACT in regards to matters under the Netball ACT Constitution.

Composition of Appeals Sub Committee

2. An Appeals Sub Committee of 3 persons shall be appointed by the Board for the purpose of hearing appeals to decisions by Netball ACT in regards to matters under the Netball ACT Constitution. The Board shall also appoint a member of the Appeals Sub Committee as Chair.
3. No Netball ACT Director or employee shall be a member of the Appeals Sub Committee.
4. Three (3) members of the Appeals Sub Committee shall constitute a quorum.
5. 5 A vacancy on the Appeals Sub Committee shall be filled by the Board.

Appeals from decisions of Netball ACT

6.
 - 6.1 A member of Netball Act may appeal a decision of Netball ACT to the Netball ACT Appeals Board.
 - 6.2 Any appeal made in accordance with this By Law must be made to the Chairman, Appeals Sub Committee, Netball ACT within 14 days of the decision by Netball ACT.
 - 6.3 A fee of \$100 must be paid to the Chairman, Appeals Sub Committee, Netball ACT at the time of lodging the notice of appeal. The amount is to be paid by cash, cheque or money order and made payable to Netball ACT. If the appeal is successful the fee will be refunded.
7. The Chair of the Appeals Sub Committee shall, as soon as practicable upon receipt of an appeal by a member convene an Appeals Sub Committee hearing not later than 28 days after receipt of the appeal.

Appeal Sub Committee Procedures

8. At a hearing of the Appeals Sub Committee held in accordance with clause 7, the Appeals Sub Committee shall:
 - (a) give to the Member every opportunity to be heard
 - (b) give due consideration to any written statement submitted by the Member; and
 - (c) by resolution determine whether the appeal is upheld or dismissed

9. Netball ACT and the Member shall not be entitled to legal representation at the hearing of the Appeals Sub Committee.
10. The Appeals Sub Committee shall hear and determine the appeal in whatever manner it considers appropriate in the circumstances (including by way of teleconference, video conference or otherwise) provided that it does so in accordance with the principles of natural justice. The purpose of the hearing shall be to determine whether the appeal is upheld or dismissed.
11. If the Appeals Sub Committee considers that the appeal is upheld than it will recommend to the Board of Netball ACT appropriate action and return the fee. The Board of Netball ACT will consider the recommendation within 14 days of it being forwarded to the President, Netball ACT.
12. If the Appeals Sub Committee considers that the appeal be dismissed, the matter shall be dismissed and the fee forfeited.
13. Each party shall be responsible for their own costs associated with the Appeals Sub Committee hearing. The Appeals Sub Committee has no power to award costs to a party.