



## Netball ACT

### Pathway Selection Policy

Authorised Netball ACT Board of Directors – 22 September 2020

Version 1

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## 1. INTRODUCTION

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 Pathway Programs are recruited from local District and State League Representative Teams, with the aim to provide the highest level of competition and a training environment that supports the National Athlete Pathway.

This selection policy (the Policy) provides the eligibility criteria and selection requirements for athletes to be selected into the NACT Pathway Programs. The application of the Policy, operational procedures and processes outlined in this Policy ensures:

- a) Alignment and consistency across all levels of the NACT Pathway Programs
- b) Transparency of the selection criteria and processes
- c) Improved planning and execution of all aspects 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 levels of the NACT Athlete Pathway
- g) Development and advancement opportunities for selectors at each level of the NACT Athlete Pathway

## 2. DEFINITIONS

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

**“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 Operations and Sport (GMOS)”** refers to the NACT employee who is appointed as the General Manager Operations and Sport and who is responsible for the translation and implementation of strategy and the operational management of netball in the ACT and will be referred to within this document as the ‘Selection Panel Convenor’.

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

**“Netball ACT Chief Executive Officer (CEO)”** refers to the NACT employee who is appointed as the CEO and who is responsible for the translation and implementation of strategy and the overall management of netball in the ACT

**“Netball ACT Member”** means any person, organisation or association granted membership to the NACT Association in accordance with clause 6 of the NACT Constitution. “Membership” has a corresponding meaning

**“Netball ACT Selectors Panel Member Agreement”** means an agreement compiled by NACT which defines the role of members of a NACT Selectors Panel and which includes a confidentiality undertaking

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

**“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, Marie Little Shield 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 NACT Board through the Selection Panel Terms of Reference, are responsible for making selection decisions

**“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. SELECTION POLICY OBJECTIVE/INTENT**

3.1 The primary objectives of this policy are to select Representative Teams and Academy Programs as determined by NACT that:

- a) Provide the best opportunity for team success in the National Netball Championship or Marie Little Shield competition(s)
- b) Extend NACT athlete pathways to provide opportunities at all levels of the sport
- c) Prepare developing athletes and coaches to process through the NACT and Netball Australia pathways
- d) Provide opportunities for athletes, coaches and support staff to be exposed and have access to the high-performance environments.

#### **4. ELIGIBILITY CRITERIA**

- 4.1 Subject to this Policy, whenever selecting athletes for any Representative Teams or Academy Programs 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 NACT; **and**
    - ii. Have not breached the Netball Australia Integrity Framework Policy unless the athlete has already been sanctioned by the breach and completed the sanction imposed; and
    - iii. Have not by their actions or omissions brought themselves or netball into disrepute.
- 4.2 Notwithstanding the eligibility requirements as set out above, the NACT Board shall have the power to waive clause 3.1 a) i, ii and iii at its discretion.

#### **5. SELECTION PANELS**

- 5.1 NACT shall appoint the Selection Panel(s) for the Representative Teams and Academy Programs
- 5.2 NACT reserves the right to vary the composition of the Panels from time to time, at its discretion.
- 5.3 The Selection Panels shall comprise of the following appointed positions:
  - a) The Capital Spirit / ACTAS Head Coach
  - b) Representative Team or Academy Program Head Coach(s)
  - c) Up to two (2) independent selector(s), as required at the discretion of NACT
- 5.4 The GMOS or representative (as approved by the NACT CEO) will convene the Selection Panels and will be referred to as the Selection Panel Convenor.
- 5.5 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 will make the final decision (except where there is an acknowledged conflict of interest and a decision will be required by the remaining Selection Panel members) after consultation with all members of the Selection Panel. The final selection of the Team and Training Partners is deemed to be a selection made by the Selection Panel.

- 5.6 The 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 Convenor. This Register of Conflicts will be available for review by the NACT CEO and, if requested, by the NACT Board.
- 5.7 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 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 Convenor. 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.
- 5.8 The role of the Selection Panel Convenor 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 and SCL staff and overseeing the administrative requirements of the selection process.
- 5.9 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 CEO.
- 5.10 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, will be required to sign a NACT Selectors Panel Member Agreement upon their appointment to the Selection Panel. An example NACT Selectors Panel Member Agreement is annexed to this Policy as **Annexure 1**.
- 5.11 It is a condition of the selection process that all Selection Panel members, the Selection Panel Convenor, the GMOS, the NACT CEO and the NACT Board will keep confidential all aspects of the selection process including, but not limited to, appointment of the Selection Panel and individual athlete selection per the NACT Selectors Panel Member Agreement.

## **6. SELECTION CRITERIA**

- 6.1 In exercising their discretion, selectors may select based on the following selection criteria:
- h) Previous domestic and national performances
  - i) Current domestic and national performances
  - j) Current level of skill and physical ability
  - k) Current or potential injury or condition which will impair, inhibit, or prevent the participants performance to the requisite level
  - l) Composition and balance of team including but not limited to position coverage
  - m) Other factors considered by the selectors to be important
- 6.2 Consideration may also be given to any other factors the Selection Panel considers are relevant and appropriate to the overall assessment of an athlete to ensure the Selection Policy objectives and intent is met.



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

## 7. SELECTION PROCESS

- 7.1 Deadlines for selections of all Representative Teams and Academy Programs are set by NACT each year. The Selection Panel Convenor will establish a selection timeline each year that complies with the deadlines and requirements within this Policy and the Event Governing Body requirements.
- 7.2 Athletes seeking to be considered by the Selection Panel must submit an online nomination by the advised closing date. The closing date will be determined annually by NACT and will be advertised via the NACT website
- 7.3 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 GMOS will determine whether the athlete will be permitted to trial.
- 7.4 Where an athlete fails to attend one or all physical trials 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 GMOS will determine whether the athlete will be permitted to trial.
- 7.5 As stated elsewhere in this Policy, Selection Panel members will take into consideration an athlete's previous and current performance at identified netball competitions and events when selecting Representative Teams and Academy Programs.
- 7.6 Representative Team Selection Process:
- a) The Selection Panel will select 12 athletes into the 17 and Under and 19 and Under ACT State Teams.
  - b) The Selection Panel will select up to 12 athletes into the ACT Marie Little Shield Team.
  - c) At the discretion of the Selection Panel, Training Partners or a Development Squad may be formed to assist with increasing the depth and calibre of emerging talent within the ACT.
  - d) Selections will comprise of a physical trial 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
- 7.7 Academy Program Selection Process:
- a) The Selection Panel will select up to 40 athletes to the Netball ACT Academy Program
  - b) The Selection Panel will select up to 20 athletes to The Capital Spirit Academy Program

- c) Selections for Academy Programs will take place across three (3) rounds of the HCF State League competition and/or at the first Junior Representative Carnival of the year. Information on the selection events will be provided on the athlete nomination form.
  - d) NACT reserves the right to amend the selection process of the Academy Programs. If required to do so will provide information on the selection process and events on the athlete nomination form.
- 7.8 The GMOS will submit the Representative Team or Academy Program to the NACT CEO for ratification, prior to the final selection being announced.
- 7.9 NACT will advise athletes of their selection into the Representative Team or Academy Program and confirm acceptance of the position with the athlete.

## **8. CONDITIONAL SELECTION**

- 8.1 The Selection Panel may make a conditional selection of any 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 Selection Panel
  - b) Receiving or providing a medical clearance
  - c) Any other condition that, in the opinion of the Selection Panel, is reasonable in the circumstances of the athlete. The conditional selection of an athlete within the Representative Team or Academy Program must be included within the total number of selected athletes permissible in accordance with clause 7.6 a), 7.6 b), 7.7a) or 7.7b).

## **9. POST-SELECTION REQUIREMENTS**

- 9.1 Athletes selected into a Representative Team or Academy Program agree to:
- a) Sign and return to NACT and/or the Event Governing Body any further applications, agreements, consents, or nomination forms as required from time to time by NACT 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 Head Coach and Strength and Conditioning Coach
    - ii. Athlete education, personal excellence and wellbeing sessions as scheduled by the Head Coach 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 wellbeing and to minimise the risk of injury and illness



- v. Compliance with media and/or community service engagements and events as specified by NACT, or Netball Australia
- 9.2 Athlete records, forms and information will be confidentially maintained by NACT and only disclosed to Head Coach, Team Manager, Medical Staff and Netball Australia as required 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.

## 10. REPLACEMENT OF SELECTED ATHLETES

### 10.1 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 the 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 (refer Annexure 3) or any NACT Athlete Agreement. The Head Coach and/or Team Manager will immediately advise the GMOS of such breaches and they will initiate an appropriate disciplinary response in consultation with the NACT CEO and Head Coach
- c) Breach of Integrity Framework Policy: Any athlete who breaches the Netball Australia Integrity Framework Policy will automatically be removed from the Representative Team and/or Academy Program and will be replaced. All penalties relating to these breaches will be as per the Netball Australia Policy. The GMOS will report such breaches to the NACT CEO immediately and, if required, to the relevant law enforcement agency. A link to the Netball Australia Integrity Framework Policy is annexed to this Policy as **Annexure 4**

### 10.2 Replacement process:

- a) If a selected athlete is unable to continue or is removed as a representative of the Team, the procedure for a replacement athlete is as follows:
  - i. The GMOS will be advised, and the Selection Panel will be consulted
  - ii. Consideration will first be given to any selected Training Partners or Development Squad Athletes
  - iii. Consideration will then be given to other identified athletes from the selection process, if required
  - iv. The Selection Panel will then fill this position with the athlete deemed most suitable
- b) The relevant procedures for the replacement of athletes as stated within the Event Governing Body Manual and/or Competition Regulations will be complied with by NACT.

### 10.3 An athlete selected for replacement must meet the eligibility criteria listed at Clause 4.

### 10.4 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 GMOS

## **11. FORMAL ANNOUNCEMENT OF REPRESENTATIVE TEAMS AND ACADEMY PROGRAMS**

- 11.1 Once selections are ratified, the NACT Board will be advised. 24 hours post this notification, successful and unsuccessful athletes will be advised of the outcome of selection prior to any public announcement

## **12. APPEAL PROCESS**

- 12.1 An eligible athlete that is unsuccessful and is not selected as part of a Representative Team or Academy Program pursuant to this Policy may appeal their non-selection as set out in this section.
- 12.2 The sole ground of appeal available for a non-selected athlete is the failure by the Selection Panel members to apply the selection criteria as set out in this Policy. Any appeal must be lodged in writing within 14 days of the individual athlete notification via email. The appeal must cite the parts of this Policy that the athlete alleges were not complied with.
- 12.3 Any appeal under this clause will proceed in accordance with NACT's Appeals Policy a link of which is annexed to this Policy at **Annexure 5**.

## **13. INTERPRETATION**

- 13.1 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

## **14. POWER TO AMEND**

- 14.1 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.
- 14.2 All amendments will be published on the NACT website (athletes will be taken to be notified of the amendment upon publication) or having received amendments directly from NACT.
- 14.3 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 generally.

## **ANNEXURE ONE (1) – Example Selection Panel Member 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 the following NACT Selectors Panel Member Agreement.

### **1. RECITALS**

- a) In the course of the tenure with NACT as a selector, Panel Members 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 persons 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 processes 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 or Undertaking 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 appointment/position or after the termination or ceasing of my appointment/position, directly or indirectly use or disclose any confidential information for any unauthorised purpose, including for the 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 and who has also signed a Confidentiality Agreement or Undertaking
- 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 as well as the content of, and requirements set out in, the NACT Pathway Selection Policy. It is my responsibility to be aware of these conditions and the content of these documents.

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

- a) To ensure the best players are selected for the representative NACT squads and 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) – Netball ACT Social and Cyber Media Policy**

<https://act.netball.com.au/sites/act/files/2020-09/NACTSocialMediaandCyberPolicyV1.pdf>

**ANNEXURE THREE (3) – Netball Australia Member Protection Policy**

[https://netball.com.au/sites/default/files/2019-07/Member-Protection-Policy-and-Attachments\\_FINAL-APRIL-2017.pdf](https://netball.com.au/sites/default/files/2019-07/Member-Protection-Policy-and-Attachments_FINAL-APRIL-2017.pdf)

**ANNEXURE FOUR (4) – Netball Australia Integrity Framework Policies**

<https://netball.com.au/integrity-framework-policies>

**ANNEXURE FIVE (5) – Netball ACT Appeals By-Law**

<https://act.netball.com.au/sites/act/files/2020-01/By-Law-05-06-Appeals.pdf>