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NETBALL ACT

POLICY DOCUMENT

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| POLICY NAME: | Capital Darters Athlete Selection Policy |
| DATE APPROVED: | 16 November 2020 |
| DATE UPDATED: | 2 June 2022 |
| NEXT REVIEW DATE: | 15 September 2023 |
| RESPONSIBLE OFFICER: | Manager High Performance Pathways |

1. INTRODUCTION

- 1.1 In 2022 Netball ACT (**NACT**) has entered a team into the Australian Netball Championships (**ANC**) as the Capital Darters. The ANC program will offer chosen athletes from the ACT and other Member Organisations (**MO's**) exposure to an elite high-performance program with a focus on athlete development. The Capital Darters will provide a tangible pathway for selected athletes into Suncorp Super Netball (**SSN**), whilst also providing ACT and emerging athletes invaluable elite competition.
- 1.2 This selection policy (the Policy) provides the eligibility criteria and selection requirements for NACT athletes to be selected into the Capital Darters for the 2022 ANC. The application of the Policy, operational procedures and processes outlined in this Policy ensures:
- Alignment and consistency across all levels of the NACT High Performance programs
 - Transparency of the selection criteria and processes
 - Improved planning and execution of all aspects of the selection strategy
 - 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 NACT in any given season
 - Appointment of high quality and experienced selectors to support all levels of the NACT High Performance Athlete Pathway
 - Development and advancement opportunities for selectors at each level of the NACT High Performance Athlete Pathway

2. DEFINITIONS

“Assistant Coach” means an individual appointed by NACT to assist with overseeing, developing, and implementing the Capital Darters program and reports into the Head Coach.

“Australian Netball Championships (ANC)” is the underpinning competition to the SSN league and aims to bridge the gap between State League competitions run by Member Organisations and SSN. The ANC is a key competition that supports the national high-performance system for athletes, umpires and coaches and provides all Member Organisations the opportunity to participate.

“Capital Darters Training Partners” refers to the athletes who following team selection, will be offered a place to train with the Capital Darters and may be called upon as a replacement player during the competition.

“Capital Darters Team” refers to the athletes selected in the official team entered in the ANC competition.

“Conflict of Interest” refers to a situation in which a member of the Selection Panel has competing interests or loyalties regarding an athlete(s) that may impact upon their decision making.

“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 appointed by NACT to oversee, develop, and implement the Capital Darters program.

“Manager High Performance Pathways” refers to the NACT employee who is appointed as the NACT employee 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.

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

“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.

“Netball Australia Member Organisation” means an entity recognised under Rule 5.1 of the Netball Australia Constitution to administer netball in its State or Territory.

“Policy” means the Netball ACT Capital Darters Athlete Selection Policy as amended by NACT from time to time.

“Selection Panel” refers to individuals who, by merit of the position they hold and through the Selection Panel Terms of Reference, are responsible for making selection decisions.

“Team Manager” means an individual appointed by NACT to oversee the program logistics, team communication and match day manager functions within the Capital Darters program.

“Team Physiotherapist” means an individual appointed by NACT to oversee the injury prevention and injury management of the Capital Darters program.

3. SELECTION POLICY OBJECTIVE/INTENT

- 3.1 The Capital Darters program primary objectives are to select squads and a team as determined by NACT in preparation for the ANC competition that:
- a) Provide the best opportunity for team success in the ANC competition
 - b) Extend NACT athlete pathways to provide opportunities at all levels of the sport
 - c) Prepare developing elite athletes and coaches for the SSN competition

4. ELIGIBILITY CRITERIA

- 4.1 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 to the Capital Darters athletes must;
 - i. Be a current financial member of a Netball Australia Member Organisation;
or
 - ii. Be a member of an SSN franchise or an SSN Training Partner;
and
 - iii. Have not breached NA Anti-Doping Policy unless the athlete has already been sanctioned by the breach and completed the sanction imposed; and
 - iv. Have not by their actions or omissions brought themselves or netball into disrepute;

5. SELECTION PANELS

- 5.1 NACT shall appoint the Selection Panel(s) for the Capital Darters
- 5.2 NACT reserves the right to vary the composition of the Panels from time to time, at its discretion.
- 5.3 The ANC Selection Panel for the Capital Darters shall comprise:
 - a) Capital Darters Head Coach
 - a) Capital Darters Assistant Coach
 - b) Up to two (2) independent selector(s), as required at the discretion of NACT
- 5.4 The Manager High Performance Pathways will appoint the Selection Panels and will have the discretion to appoint 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 Capital Darters 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 Capital Darters 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 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 NACT Head Coach, 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:
- a) Previous domestic and national performances
 - b) Current domestic and national performances
 - c) Current level of skill and physical ability
 - d) Current or potential injury or condition which will impair, inhibit or prevent the participants performance to the requisite level
 - e) Composition and balance of team including but not limited to position coverage
 - f) 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 copy 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 ANC Teams and Squads are set by Netball Australia each year. The Capital Darters Selection Panel Convenor will establish a selection timeline each year that complies with the deadlines and requirements set by Netball Australia.

- 7.2 Athletes seeking to be considered by the Capital Darters 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 The Capital Darters Team and Training Partners will be a paper selection process. NACT maintains the right to implement a face-to-face or physical selection process if required.
- 7.4 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 Capital Darters Team and Training Partners.
- 7.5 The Capital Darters Selection Panel will select 12 athletes into the Capital Darters Team.
- 7.6 The Capital Darters Selection Panel will select up to four (4) Training Partners.
- 7.7 NACT will advise athletes of their selection into the Capital Darters Team and/or Training Partners and confirm acceptance of the position with the athlete.
- 7.8 Where an athlete fails to attend any physical trials of the selection process 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 prior to or 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 Capital Darters Selection Panel will determine whether that athlete will be included for consideration.
- 7.9 NACT will advise Netball Australia of the Capital Darters Team List.

8. CONDITIONAL SELECTION

- 8.1 The Capital Darters Selection Panel 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 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 particular athlete
- 8.2 The conditional selection of an athlete within the Capital Darters must be included within the total number of selected athletes permissible in accordance with clauses 7.5 to 7.8.

9. SELECTION APPROVAL PROCESS

- 9.1 The NACT Head Coach will submit the Capital Darters to the NACT CEO for ratification, prior to the final selection being announced.
- 9.2 Selection of the Captains, Vice Captains and Leadership Group will be subject to ratification from the NACT CEO.

10. POST – SELECTION REQUIREMENTS

- 10.1 Athletes selected to the Capital Darters Team and Training Partners 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 the 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 Lead Coaches and Strength and Conditioning Coach
 - ii. Athlete education, personal excellence and wellbeing sessions as scheduled by the 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 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
- 10.2 Athlete records, forms and information will be confidentially maintained by NACT and only disclosed to NACT, 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.

11. REPLACEMENT OF SELECTED ATHLETES

11.1 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 ANC Head Coach and Team Physiotherapist. The ANC 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 NACT Head Coach of such breaches, and they will initiate an appropriate disciplinary response in consultation with the NACT CEO and Head Coach.
- c) **Breach of Anti-Doping Policy:** Any athlete who breaches the Netball Australia Anti-Doping Policy will automatically be removed from the Capital Darters Team and will be replaced. All penalties relating to these breaches will be as per the Netball Australia Anti-Doping Policy. The NACT Head Coach will report such breaches to NACT immediately and, if required, to the relevant law enforcement agency. A link to the Netball Australia Anti-Doping Policy is annexed to this Policy as **Annexure 4**.

11.2 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 NACT Head Coach will be advised, and the NACT will be consulted
 - ii. Consideration will first be given to the Capital Darters Training Partners
 - iii. Consideration will then be given to other identified athletes from the selection process, if required
 - iv. The Capital Darters Head Coach 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 ANC Operations Manual and/or Competition Regulations will be complied with by NACT.

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

11.4 In the event no athlete is deemed suitable, the position may:

- a) remain vacant for the duration of the Capital Darters program; or
- b) be filled at a later stage at the discretion of the Capital Darters Head Coach and approved by the NACT.

12. FORMAL ANNOUNCEMENT OF SQUADS AND TEAM

- 12.1 Once selections are ratified by the CEO, the NACT Board will be advised. Once this has occurred 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 announcement to selected and non-selected athletes) and public announcements will be determined and agreed by the NACT.

13. APPEAL PROCESS

- 13.1 An eligible athlete that is unsuccessful and is not selected as part of the Capital Darters Team pursuant to this Policy may appeal their non-selection as set out in this section.
- 13.2 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.

14. INTERPRETATION

- 14.1 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

15. POWER TO AMEND

- 15.1 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.

- 15.2 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.
- 15.3 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 Capital Darters Athlete 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 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 and Cyber Safety Policy

Netball ACT Social Media and Cyber Safety Policy- [Click Here](#)

[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. The Board of Netball ACT adopts the Netball Australia Anti-Doping Policy.

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