

## POLICY DOCUMENT

<b>POLICY NAME:</b>	Pathway Selection Policy
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<b>RESPONSIBLE OFFICER:</b>	Netball ACT Head Coach

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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 recruit from local District and State League Representative Teams to provide the highest level of competition and a training environment that supports the National Athlete Pathway.

This policy provides the eligibility criteria and selection requirements for athletes to be selected into the NACT Pathway Programs. The NACT Pathway programs consist of academy programs and representative teams including those listed below:

- Netball ACT Academy
- Capital Spirit Academy
- Capital Darters Academy
- 17U & 19U State team
- Marie Little Shield team
- First Nations team

This policy will aim to provide:

- a) Alignment and consistency across all levels of NACT Pathway Programs
- b) Prioritisation and enhancement of opportunities for ACT athletes
- c) Transparency in the selection criteria and selection process
- d) Improved planning and execution of all aspects of the selection process
- e) Facilitation of analysis and review of the selection process to ensure quality, consistency and stability in all selection decisions made by NACT
- 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

**"ACT Eligible"** refers to an athlete who first represented ACT at National Netball Championships (NNC), Marie Little Shield (MLS), First Nations (FN) or the Australian Netball Championships (ANC)

**"Competition Rules"** refers to the rules

**"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

**"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

**"Import Athlete"** refers to an athlete who a current member of a Member Organisation but is given approval from Netball Australia to play for a Member Organisation other than their own

**"Member Association"** 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 4 of the ACT Netball Association Incorporated Constitution

**"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 Netball Championships, or equivalent, SSN (Suncorp SuperNetball) 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, 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 Head Coach"** means an individual employed by NACT and appointed to oversee, support and, where required, coach NACT Representative Teams and/or Academy Programs

**"Netball ACT Member"** means any person, organisation or association granted membership that is defined to the NACT Association in accordance with clause 4 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 to represent the ACT at the National Netball Championships, Marie Little Shield, First Nations Tournament and Australian Netball Championships (ANC) or equivalent and like competitions managed by Netball Australia and/or affiliate Member Organisations

**"Selection Panel"** refers to individuals who are responsible for making selection decisions. Membership for the selection panel is set out in clause 5 of this policy.

**"Surrounding Regions"** refers to the residential address of an athlete which must be within 100km radius of Canberra.

**"Training Partner(s)"** refers to athletes listed as Training Partners to supplement and bolster the training environment of those athletes selected into representative teams. Training Partners may be eligible for selection into the Team in the event a replacement athlete is required.

### 3. SELECTION POLICY OBJECTIVE

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

- a) Provide the best opportunity for team success in the competition in which the team is participating
- b) Extend NACT athlete pathways to provide opportunities at all levels of the sport
- c) Prepare developing athletes and coaches to progress through the NACT and Netball Australia pathways
- d) Provide opportunities for athletes, coaches and support staff to be exposed and have access to 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 by the relevant Competition Rules and by the following criteria:

1. To be eligible for selection athletes must:
  - 1.1. Be a current financial member of NACT or a Member Organisation; and
  - 1.2. Have not breached any of the Netball Australia Integrity Framework policies, unless the athlete has already been sanctioned by the breach and has completed the sanction imposed; and
  - 1.3. Have not by their actions or omissions brought themselves or netball into disrepute

- 1.4. Ensure that all debt and current financial fees are paid
2.
  - 2.1. Born and reside in the ACT or surrounding region or;
  - 2.2. Reside in the ACT or surrounding region or;
  - 2.3. Be an ACT eligible athlete and reside interstate
3. NA allows the provision of import players for representative teams. NACT is committed to keeping the number of import players in representative teams to a minimum.

## 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) NACT Head Coach
  - b) Representative Team or Academy Program Head Coach(es)
  - c) Up to two (2) independent selectors, as required at the discretion of NACT, one of which may be a First Nations Representative for providing cultural oversight
- 5.4 The NACT Head Coach 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 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 staff and overseeing the administrative requirements of the selection process.
- 5.6 All final selection decisions will be made based on the majority decision 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 team's 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.
- 5.7 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, at the request of the Selection Panel Convenor, or at the request of the NACT CEO.
- 5.8 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**.

5.9 It is a condition of the selection process that all Selection Panel members, the Selection Panel Convenor, the NACT Head Coach, the Performance Pathways Coordinator, 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. CONFLICT OF INTEREST MANAGEMENT

6.1. 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 is to be signed by the selector with the conflict of interest and the Selection Panel Convenor and is to be recorded and filed

## 7. SELECTION CRITERIA

7.1 In exercising their discretion, selectors may consider the following selection criteria:

- i. Previous domestic and national performances
- ii. Current domestic and national performances
- iii. Current level of skill and physical ability
- iv. Current or potential injury or condition which could prevent the participant from performing at the requisite level
- v. Composition and balance of team including not limited to position coverage

7.2 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 are met.

7.3 The Selection Panel may also, if relevant, have regard to an athlete's conduct in reference to the NACT Social Media and Cyber Safety Policy. A link to this Policy is annexed to this Policy as **Annexure 2**. The Selection Panel may also have regard to the athlete's attitude, demonstrated commitment and any previous disciplinary action.

## 8. SELECTION PROCESS

8.1 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.

8.2 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.

8.3 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 NACT Head Coach will determine whether the athlete's late application will be accepted and whether the athlete will be considered for selection. The athlete will be notified of the outcome.

8.4 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 NACT Head Coach will determine whether the athlete will be considered in the selection process without participating in physical trials.

8.5 Representative Team Selection Process:

**U17 and U19 State Teams**

- i. Following the initial announcement of the State Squad, the Selection Panel will select up to 12 athletes into each of the 17 and under and 19 and under ACT State Teams.
- ii. 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.
- iii. Selection will consist of a physical trial and will be conducted across two (2) phases for 17U and one (1) phase for 19U. NACT reserves the right to amend the number of phases required for each age group based on the number of nominating athletes or availability of athletes.

**Marie Little Shield and First Nation Teams**

- iv. The Selection Panel will select up to 10 athletes into the ACT Marie Little Shield Team and the First Nations Team.
- v. Selection may consist of a physical trial and/or paper selection. NACT reserves the right to amend the selection process of the Marie Little Shield and First Nations team. If required, NACT will provide information on the selection process and events on the athlete nomination form

8.6 **Academy Program Selection Process:**

- a) The Selection Panel will select athletes of standard into the Netball ACT Academy Program.
- b) The Selection Panel will select athletes of standard into the Capital Spirit Academy program.

- c) The selection Panel will select athletes of standard into the Capital Darters Academy program
- d) Selections for Netball ACT Academy Programs will take place across ACT Junior Championships.
- e) Selections for Capital Spirit Academy program will occur across the NNC campaign of the same year.
- f) Selection for Capital Darters Academy program occurs at the end of the year. This is a paper selection.
- g) NACT reserves the right to amend the selection process of the Academy Programs. If required, NACT will provide information on the selection process and events on the athlete nomination form.

8.7 The NACT CEO is to confirm the selection process has been followed, so that the NACT Board can endorse selection outcomes.

8.8 NACT will advise athletes of their selection into the Representative Team or Academy Program and confirm acceptance of the position with the athlete.

8.9 Announcement of academy and teams. Once selections are endorsed, successful and unsuccessful athletes will be advised of the outcome of selection prior to any public announcement.

## **9. CONDITIONAL SELECTION**

9.1 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 must be included within the total number of selected athletes permissible in accordance with clause 7.5.

## **10. POST-SELECTION REQUIREMENTS**

10.1 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 for selection
- c) Abide by 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 Sport Integrity Australia
  - iv. Netball Australia Integrity Framework and associated policies
- 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 NACT 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.

10.2 Athlete records, forms and information will be confidentially maintained by NACT and only disclosed to the 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 or where it is required or authorised under an Australian law.

## **11. REPLACEMENT OF SELECTED ATHLETES**

11.1 Once athletes are selected the following circumstances in which an athlete can be removed and replaced are as follows:

- a) Injury or Illness: An athlete who is injured or ill may be assessed by a doctor nominated or agreed to by the NACT Head Coach who will assess the athlete's fitness to play and/or train in conjunction with the relevant Head Coach and Team Physiotherapist.
- 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 or any NACT Athlete Agreement. The Head Coach and/or Team Manager will immediately advise of NACT Head Coach of such breaches and they will initiate an appropriate disciplinary response in consultation with the NACT CEO.
- 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 NACT Head Coach will report such breaches to the NACT CEO immediately and, if required, to the relevant enforcement agency. A link to the Netball Australia Integrity Framework Policy is annexed to this policy as Annexure 3.

#### 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 Selection Panel will be consulted
  - ii. Consideration will be given to any selected Training Partners or Development Squad Athletes
  - iii. Consideration will be given to other identified athletes from the selection process, if required
  - iv. Consideration will be given to an import or an over-age ACT eligible athlete if required
- b) The Selection Panel will then fill this position with the athlete deemed most suitable. 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.

11.1 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 program; or
- b) be filled at a later stage at the discretion of the Selection Panel and as approved by the NACT Head Coach

## 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 and selection process 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 to which is annexed to this Policy at Annexure 4.

## 13. POWER TO AMEND

13.1 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.

13.2 All amendments will be published on the NACT website.

13.3 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 endeavor's 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 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 MEDIA AND CYBER SAFETY POLICY**

[https://act.netball.com.au/sites/act/files/2020-09/NACTSocialMediaandCyberPolicyV1\\_0.pdf](https://act.netball.com.au/sites/act/files/2020-09/NACTSocialMediaandCyberPolicyV1_0.pdf)

## **ANNEXURE THREE (3) – NETBALL AUSTRALIA INTEGRITY FRAMEWORK POLICIES**

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

## **ANNEXURE FOUR (4) – NETBALL ACT APPEALS BY-LAW**

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