



Nottinghamshire County U15 and U13 Player Development Pathway Programme Selection Policy

Purpose and scope of policy

This selection policy sets out how Nottinghamshire County selectors select athletes into both the U13 and the U15 County Player Development Programmes.

Performance Mission and objectives

Nottinghamshire County Netball are committed to delivering thorough, high intensity training sessions for our high performance athletes to help them to achieve on-court success as individuals.

We aim to recruit and select the right quality of athletes to develop a successful Nottinghamshire County squad, who can feed through to the Loughborough Lightning Academy squads. Although we look for a squad for match days we look at each individual and whether we feel they can be successful on court. Our selection policy is not based on having a number of athletes at each position, but instead having the top highest performing athletes in the system, which may mean that some years we have more players in one position than another.

Eligibility

Athletes may trial for and attend any County Player Development Programme in any county which provides them with a choice and flexibility around other commitments.

To be eligible to be selected into the Nottinghamshire County Player Development Programme the athlete must:

- a) be an England Netball member
- b) meet the selection criteria
- c) be selected via the Nottinghamshire County Netball Trial days or be scouted by trained scouts within Nottinghamshire and invited to trial at the next available training session.

Selection Principles

The following principles are applied when we carry out the selection process:

1. We have an open, transparent and equitable process that gives all athletes a fair chance at selection.
2. Selection is based on what is seen on trial days, and this is in line with the objectives of Nottinghamshire County Netball. This means athletes who have been in the system previous years have no more right or expectation to be re-selected the following year than any other athlete trialling. The selection panel each year has the right to determine whether an athlete is re-selected.
3. The head coach of each section (U15, U13 or intermediates) has the right to invite athletes from outside of the Nottinghamshire County Netball programme to be observed and considered for inclusion. The head coach of the U15s also has the right to invite athletes from within the system to be observed in the next section up and be considered for inclusion.
4. During selection athlete's will be trialled on their individual skills, group work and match play. Their ability to play more than one position may also be taken into consideration.

Selection Process

The process of selection for the Nottinghamshire U15 and U13 Player Development Programme is as follows:

1. Athletes performance at trials (both U13 and U15 Player Development Trials) will be observed and assessed independently by each selector against the selection criteria, which have been agreed by the Nottingham County Netball Player Pathway Coaches in line with the England Netball criteria for observations and selections.
2. The selection panel is made up of coaches from Nottinghamshire who have been on the selectors course. All selectors for the U13s Player Development Programme will then consult with each other alongside the head coach to check and challenge each others observations and to ensure the athlete selection is based on the criteria outlined in the selection policy. This is repeated with the U15s Player Development Programme. Individuals who we feel have almost reached the criteria of the U15 Player Development Programme but only have one / two aspects to work on will be selected into our intermediates programme.
3. Individuals inclusion in the Nottinghamshire County Netball Player Development Squads and Intermediate Squad will be decided on a majority vote by all members of the selection panel. Where there is an equal split or a majority decision can not be reached, the Head Coach of the specific Player Development Pathway (U15 or U13) will make the final decision. In the absence of the head coach, a suitable deputy will be appointed and they will make the final decision.

The Selectors

All selectors will be appointed based upon their competency for the role, and are expected to undertake any CPD for selectors released by England Netball. All selectors will be required to declare any conflicts of interest (e.g. coaching them at club, VNSL franchise or school teacher). Each selector on the panel will only get one vote per athlete at both U15 and U13 Player Development Pathway trials as all selectors are equal, unless there is a split decision when the Head Coaches decision is final.

Additional personnel may be invited to observe and / or provide information to the selection process but will not participate in any voting.

Appeals

Appeals can be submitted by a non-selected athlete on the grounds that:

- a) The process outlined within the policy was not adhered to
- b) The process failed to take into consideration relevant information that has been provided when signing up to trials

An athlete may request an appeal only on the grounds listed above by submitting a written request to the Nottinghamshire County Netball Head Coach who will share the appeal with the Nottinghamshire Chair. The appeal needs to be made within 3 working days of the communication to the athletes regarding the decisions of selection.

Announcement of decision regarding selection

Parents / carers of athletes that have been selected will be communicated to by email within 1 week of selections. Announcements of the names and clubs of the athletes selected will then be placed on the Performance section of the Nottinghamshire County Netball website.

Notifications of any athletes selected for tournament days or match days against the other East Midland Counties will be made via email at least a week prior to the matchday.

Injury and Replacement

An athlete may be removed from the Nottinghamshire County Netball Player Development Programme if:

- a) they stop attending training sessions, or do not attend regularly enough with unexplained absences from training
- b) not compliant during training sessions
- c) failure to reach the performance expectations of the Nottinghamshire County Netball Pathway coaches
- d) an inability to compete to the best of her ability due to injury and / or illness

Prior to confirmation of de-selection the athlete along with their parent / carer will be presented with the opportunity to attend a de-selection meeting with Nottinghamshire County Netball Player Development Coaches (overall head coach from the U15s alongside the head coach from their own section. If they are part of the U15 pathway, then the second coach from the U15 pathway will attend the meeting alongside the U15 head coach). This is to allow the athlete an opportunity to explain the absences from training / the non-compliance alongside giving the coaches the opportunity to show why they are looking to de-select the athlete.

An athlete must keep their coaches informed of their training fitness, injury status or illness that could affect training or competition at any time. If the athlete is unable to compete due to injury / illness their parent / carer will be invited to a discussion with a Nottinghamshire County Netball Player Development Coach. Once the discussion has occurred, a joint decision will be made as to whether the athlete stays in the programme working on the areas they are able to without antagonising the injury, or whether they are de-selected from the programme.

Selection Criteria

When selecting athletes for Nottinghamshire County Netball Player Development Programme the following selection criteria will be taken into consideration. The selectors will be asked to grade the athletes 1-3 against all criteria at each part of the selection, with 3 being the highest grading.

The selection is based on two sections; The first section is a skills test and the second section involves match play.

In both parts of the selection day the selectors expect to see:

- a) Evidence of skill and quality that the athlete possesses both in basic expected movements and ball handling
- b) Consistently demonstrating the skill or quality both in the skills session and in match play
- c) Demonstrate the high level of quality can continue even when placed under pressure

The movement and game sense skills expected at both U15 and U13 Player Development Programme trials:

Footwork	Demonstrate efficient running techniques Able to land effectively both with and without the ball Able to side step, jog and sprint effectively Ability to change direction and turn without doing footwork
Ball Handling	Catch both 1 and 2 handed Complete a variety of passes both 1 and 2 handed Able to catch a ball from left and right hand side Able to use their knowledge to make the correct choice of pass Able to complete all of these with and without a defender

	Able to hold the ball high even under pressured situations to give a high release point for next pass
Take off and Landing	Demonstrate an effective technique at take off both from a stationary and a moving start Demonstrate safe and balanced landing technique Able to land on left foot and right foot without doing footwork Able to land on both feet simultaneously Able to pivot or turn in all directions upon landing U15: Able to show they will risk turning in the air before landing
Attack	Transition from defence to attack quickly Able to use all space available on court to help the team attack Use width / depth Offer options when team on attack Making good choices with the ball and choosing the correct option when on the ball Maintain possession alongside their team
Defence	Transition from attack to defence quickly Look to win ball Commitment to stage 1 and 2 defence Working with the rest of their team to defend full court Deny their opponents opportunity on court

Alongside these selection criteria other factors that may also be taken into consideration (which can be seen from what is demonstrated on the day):

1. Athletes willingness to learn and their confidence in taking risks
2. Ability to operate effectively within a team
3. State of fitness, health and wellbeing
4. Their understanding of the expectations of them in each part of selections and applying what is asked to make changes (coachability)
5. Any extenuating circumstances such as illness, injury or similar which may have compromised their current form.
6. Their behaviours shown on court; able to think for themselves, patience with other players and potential for leadership on court

Confidentiality

All those involved in the nomination and selection process will keep information regarding any aspect of the process and / or nominated athletes confidential and will not disclose any information.