

Kent County Netball Association

Player Pathway Programmes

Selection Policy



Aim

This policy sets out how Athletes are selected into the Kent Netball Under 15 and Under 13 Player Development Programmes.

Appendix 1 contains the Glossary of Defined Terms. Those Terms will be applied throughout this document.

Objective

Kent County Netball Association (KCNA) aspires to be a major feeder to the London Pulse PDP squads). To achieve that goal, we must develop more performance athletes who can function both individually and as a leading team. This aspiration provides the beacon to guide all Performance activity and decision- making, including the management & delivery of the identification, and development of athletes within the Academy Programmes.

Scope of Selection

This Selection Policy applies to athletes being selected to the U15 and U13 Kent County Player Development Programme and subsequently, through invitation, to participate in the London Pulse Programme.

1. Introduction

1.1 The KCNA Selection Policy is inclusive of identification and selection across the County Player Pathway Programme (U15 and U13 Player Development Programmes and associated activity).

1.2 The Selection Policy and the associated procedures will be transparent and accessible. At all times the Policy and Procedures will be widely communicated and adhered to and made available to all members of the County Netball Association. The Policy will be always available on the county website, and directly to all athletes entering the selection process.

2. Selection Principles

2.1 The County Selection Policy and Procedures will be equitable. No athlete will receive less favourable treatment on the grounds of social class, colour, race, ethnic origin, creed or disability, or will be disadvantaged by conditions or requirements that cannot be shown to be relevant to performance.

2.2 The County Selection Policy and Procedures will be consistent. At all times the provision of the Policy and Procedures will be applied consistently and rigorously.

2.3 The purpose of the County Selection Policy and Procedures is to ensure that the right athletes can be selected onto the England Netball Player Pathway and be provided with training through the Player Development Programmes (PDP) to fulfil their individual potential.

2.4 The County Player Pathway Selection Process is open at every level. This means that athletes may be invited to be observed and considered by the Selection Panel for inclusion in the PDP at any time if correct procedures are followed and based upon Selection Criteria (as set out in Appendix 2). The procedures for County Player Development Programme Selection are outlined in detail in Section 4

2.5 The selection of athletes into County Player Pathway Programmes shall be determined by a Selection panel, and County Player Development Programmes shall consist of the number of athletes the selectors deem appropriate, in direct relation to the number of England Netball recognised programmes they deliver.

2.6 Acknowledgement is made that in selecting for a team sport, regard will be had to the combinations of athletes in the Academies, the balance of the squad and the ability of athletes to play in more than one position, alongside the player's individual skill level.

2.7 No Athlete has the right or expectation to on-going selection, at any time.

2.8 Competition squads for U13 and U15 events will be drawn from any of these training Programmes and no athlete has the right to expect that they will be selected simply due to their inclusion in either of these Programmes.

3. Eligibility

3.1 To be eligible for Selection into the County Player Pathway, an athlete must:

- Meet the eligibility criteria as set out by KCNA
- Meet the Selection Criteria
- Be selected / screened via the Kent Selection & Screening process
- Be clear of any ban under UK Anti-Doping regulations

4. The Selection Process

4.1 Athlete performance at designated Selection Events will be observed and assessed independently and against the Selection Criteria (as set out in Appendix 2).

4.2 Following completion of the designated Selection Events listed in this Policy, the Player Development Lead might consult with other identified coaches and take into account any relevant input from them.

4.3 Individual athlete's inclusion in the relevant Programme is decided on a majority vote by all members of the Selection Panel.

4.4 If a majority vote cannot be reached by the Selection Panel because the votes are equally split, the matter will be referred to the County Player Development Lead and (age group relevant) PDP Head Coaches to make the final decision.

4.5 All athletes involved in the selection process will be informed of their individual selection outcome in writing (either electronically and/or by letter) by a nominated member of the County Performance Working Group who will have been informed of the Selection Panel's decision. Any unsuccessful athletes may seek written feedback from the Selection Panel to aid their development and chance of future selection.

4.6 At any time, any athlete involved in the selection process may seek further clarification from the County Player Development Lead or Academy Co-ordinator.

5. De-selection and athlete withdrawal

5.1 Athletes selected into a County PDP will be able to access a range of training opportunities through their Academy as determined by the England Netball Roses Development Framework.

5.2 The ongoing failure of any athlete to meet training requirements could result in de-selection. This shall be decided by the relevant PDP Head Coach, Assistant Coach and Player Development Lead.

5.3 Athletes will be subject to de-selection if they breach the Athlete Agreement and all other relevant KCNA policies and regulations.

5.4 Any athlete may choose to withdraw from a County PDP voluntarily. Such a withdrawal must be done in writing to the Head Coach, and County Player Development Lead or County Academy Co-ordinator.

6. Grievance and Appeals Process

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

- Selection was not made according to the Selection Policy
- There was unreasonable bias or conflict of interest against an athlete in more than one member of the Selection Panel
- The process failed to take into account relevant information which was available at the time

6.2 Any appeal against a selection decision into a County Performance Programme must in the first instance be referred in writing to the County Player Development Lead. Any appeal against a selection decision that cannot be resolved by communication with the County Performance Group may be referred to the County Netball Association. If a resolution cannot be found, the appeal may be escalated to the Performance Department at England Netball. Refer to KCNA's Grievance & Appeals Policy.

7. Designated Selection Events

7.1 Process

- The designated screening day / evenings for an initial selection set by KCNA
- The designated screen day / evenings for final selection
- Other designated screening events as identified by the Kent Performance Group

7.2 Any athlete that was not observed at the selection events but has been identified / nominated members of the Kent Performance Group will be observed during the County Player Development programme and may be invited to join Programme (based on Selection Criteria).

8. Process Review

8.1 The County Player Development Lead will review the Selection Policy on an annual basis in consultation with the Academy Co-ordinator. Proposed changes to the Policy will be approved by KCNA.

APPENDIX 1: GLOSSARY OF DEFINED TERMS

Academy Co-ordinator

Responsible for the co-ordination and administration of County Player Development Selection events and programmes, and assist the County Player Development Lead with delivery of the Player Development Programme.

Competition Squads

Athletes selected for an identified competition as set out by the Kent Performance Group

County Netball Association (CNA)

An autonomous member's organisation, affiliated to England Netball. Where an agreement exists, CNAs act as the Player Pathway delivery partner to England Netball for the County Player Development Programmes

County Player Development Programme Selection event or activity

An event or activity whereby an athlete can be observed by a Selection Panel to make an assessment on their suitability to enter, remain or move up the Player Pathway. This event or activity may take a variety of different forms.

County Player Development Lead

An experienced and trained volunteer, appointed by the County Netball Association to oversee and ensure the effective delivery of Kent County Player Development programmes. Responsible for County Coaches and Selectors and representing the County Netball Association at Regional and National level.

County Player Development Programme (PDP)

Individualised training environment for athletes usually aged between 12-13 (U13) and 14-15 (U15), delivered between September and May

County Player Development Programme Head Coach

Qualified coach appointed by the County Netball Association to deliver the County Player Development Programme

County Player Development Programme Assistant Coach

Qualified coach appointed by the County Netball Association to support the delivery of the County Player Development Programme

Performance

Netball performed within the Kent Player Development Programmes (PDP). This includes the training and competition environment for athletes in the PDP.

Performance Group

Personnel appointed by MCNA to lead Player Pathway activity within the county. Led by the County Player Development Lead and consisting of PDP Coaches and Selectors.

Selection Criteria

Statements relating to skills, attributes and games sense used to select into the Kent U15 & U13 Player Development Programmes

Selection Panel

Personnel appointed by the Player Development Lead as described to make selection decisions.

APPENDIX 2: SELECTION CRITERIA

Whenever selecting Players for the County Player Pathway Programme, the Selection Panel shall apply in all Screening activities:

1. Evidence of Skill or Quality
2. Demonstrate Consistency
3. Demonstrate Under Pressure
4. Demonstrate in Multiple Context with Consistency

When selecting athletes for the England Netball Player Pathway programmes, at any level the Selection Panel shall apply the core playing competencies, personal qualities and other considerations listed below.

- Movement and Ball Skills Criteria
- Invasion Games: Game sense Criteria
- Match Play: Roles and Responsibilities Criteria

Movement & Ball Skills Criteria U13 & U15		
Catch : one and two handed control	Pass: Release Point, one handed and two handed	Footwork: Take Off, Landing, Jumping, Footwork Rule
Movement Skills: Change of Pace, Change of Direction, Multi Directional		

Game Sense Criteria U13 & U15		
Attack	Defence	Behaviours
<ul style="list-style-type: none"> • Transition • Width / Depth • Options / Choices • Ball Side • Maintaining Possession 	<ul style="list-style-type: none"> • Transition • Winning Ball • Working Together • Delay / Deny Opportunity 	<ul style="list-style-type: none"> • Thinking • Patience • Never Give up • Leadership

Roles and responsibilities of the playing positions for U13 and U15 age groups

Under 13 should be **aspiring to** hit criteria in all areas

Under 15 should be **hitting criteria** in Ball Handling & Transition Areas and aspiring to hit criteria in Effectiveness in Position area

GS	Movement and Ball Handling	<ul style="list-style-type: none"> Change direction & change of pace. Lands balanced, turns to goal May be inconsistent in delivering correct pass accurately. Sound catching technique. 	Effectiveness in Position	<ul style="list-style-type: none"> Confident from a range of distances. Aiming for $\geq 80\%$. Is generally available when CC hit the circle edge. 	Transition	<ul style="list-style-type: none"> Dictates to opponent to limit her availability through the court.
GA		<ul style="list-style-type: none"> Change direction & change of pace. Lands balanced, turns to goal May be inconsistent in delivering correct pass accurately. Sound catching technique 		<ul style="list-style-type: none"> Confident from a range of distances. Aiming for $\geq 80\%$. Is generally available when CC hit the circle edge. Is generally available 1st phase on Centre Pass when required. 		<ul style="list-style-type: none"> Dictates to opponent to limit her availability through the court.
WA		<ul style="list-style-type: none"> Change direction & change of pace. Lands balanced, turns to goal May be inconsistent in delivering correct pass accurately. Sound catching technique 		<ul style="list-style-type: none"> Is generally available 1st phase on Centre Pass when required. Accurate feed and can keep possession. Generally available on circle edge. 		<ul style="list-style-type: none"> Dictates to opponent to limit her availability through the court and may take interceptions.
C		<ul style="list-style-type: none"> Change direction & change of pace. Lands balanced, turns to goal May be inconsistent in delivering correct pass accurately. Sound catching technique 		<ul style="list-style-type: none"> Deliver Centre pass. Links and connects both attack defence. Accurate feed and possession. Generally available on circle edge. 		<ul style="list-style-type: none"> Shows signs of working effectively with the WD for effective 2 on 1 at the centre pass.
WD		<ul style="list-style-type: none"> Change direction & change of pace. Lands balanced, turns to goal May be inconsistent in delivering correct pass accurately. Sound catching technique 		<ul style="list-style-type: none"> Puts pressure on receipt of WA on 1st phase of Centre pass. Dictates WA movement in the attacking third and puts pressure on feeds. Takes interceptions off opponent. 		<ul style="list-style-type: none"> Transitions from defence to attack providing option for the initial turnover
GD		<ul style="list-style-type: none"> Change direction & change of pace. Lands balanced, turns to goal May be inconsistent in delivering correct pass accurately. Sound catching technique 		<ul style="list-style-type: none"> Puts pressure on receipt of GA on 1st phase of Centre pass. Limits shot volume. Takes interceptions off opponent. Challenges for rebounds 		<ul style="list-style-type: none"> Transitions from defence to attack providing option for the initial turnover.
GK		<ul style="list-style-type: none"> Change direction & change of pace. Lands balanced, turns to goal May be inconsistent in delivering correct pass accurately. Sound catching technique 		<ul style="list-style-type: none"> Dictates & restricts GS movement. Limits shot volume. Takes interceptions off opponent. Challenges for rebounds 		<ul style="list-style-type: none"> Transitions from defence to attack providing option 1st phase. Delivery of the back line pass with success.