



Team Selection Policy

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1.1 Purpose

The Selection Policy outlines the process undertaken for selections into the following:

- a. Netball Tasmania State 15/U Team
- b. Netball Tasmania State 17/U Team
- c. Netball Tasmania State 19/U Team
- d. Tasmania Wild Open Age Representative Team
- e. Netball Tasmania First Nations Team
- f. Netball Tasmania Marie Little Shield Team

1.2 Responsibility and Oversight

- a. The Performance Pathway Manager (PPM) and High-Performance Coach (HPC) are responsible for overseeing the application and process of the Performance & Pathway Selection Policy. With exception to the Marie Little Shield OAM Team, for which the Participation Manager is responsible.
- b. The Performance Pathway Manager and High-Performance Coach have oversight of compliance by coaches, managers, selectors and athletes for Tasmanian performance programs and teams, excluding the Marie Little Shield Team.

1.3 Implementation

Consistent and conscientious application of the policy, operational process and procedures outlined in this document will help ensure:

- a. transparency for all stakeholders who are involved in the selection process
- b. experience and objectivity in selecting the right athletes in the right program at the right time
- c. clear communication and understanding between all stakeholders
- d. effective planning and execution associated with all aspects of selection
- e. flexibility to respond to selection situations in a fair manner
- f. ongoing review of the selection process to ensure best practice is attained and sustained



Selection for Netball Tasmania teams, squads or programs is based on integrity, objectivity and discretionary application of selection criteria of the relevant selection panel and the provisions of this Policy.

2 State Team Selectors

2.1 Selectors for squads and teams will comprise of:

- a. **Open Age Pathway Events**
 - WILD Head Coach (Chair)
 - NT High Performance Coach
 - Selector
- b. **15, 17 & 19/Under**
 - NT High Performance Coach (Chair)
 - NT 15/U, 17/U, 19/U Head Coach
 - Selector
- c. **First Nations**
 - NT High Performance Coach (Chair)
 - NT First Nations Head Coach
 - Selector
- d. **Marie Little Shield**
 - NT Participation Manager or Delegate (Chair)
 - NT Marie Little Shield Head Coach
 - Selector

2.2 Qualified State selectors for Netball Tasmania program squads and teams outlined in clause 2.1 above are appointed via a recruitment and selection process conducted by an Appointments Panel consisting of the Netball Tasmania



Performance Pathway Manager, the Netball Tasmania High Performance Coach and a third panel member as appointed by the Netball Tasmania CEO.

- 2.3 Selectors and or delegates will have demonstrated pathway coaching experience, hold a minimum Intermediate Accreditation and or have experience as a state player. A minimum of one Selector from the First Nations selection panel must be of First Nations cultural heritage.
- 2.4 The Appointments Panel has the authority to amend the composition of the Selection Panel at their discretion, including the appointment of additional selectors
- 2.5 The NT Performance Pathway Manager will seek the endorsement of the NT CEO for all Selector appointments and this endorsement must be received for the State Selector appointment to be valid.
- 2.6 The NT Selector position descriptions set out the roles and responsibilities for which each Selector appointment is based and may be amended from time to time at the sole discretion of NT.
- 2.7 All Selector positions will be appointed for a period of two years. At the discretion of the Performance Pathway Manager, appointment terms may be for shorter periods of time but not greater.
- 2.8 In the event that one or more of the persons appointed to a Selector role listed in the table above Clause 2.1 is unable to perform their role for any reason whatsoever, the Appointments Panel will appoint an appropriately experienced delegate to perform the role left open and will notify all relevant persons of the same at an appropriate time.
- 2.9 An appointed Selector with a conflict of interest must notify the Performance Pathway Manager of the conflict as soon as they become aware it exists. A Selector that, in the opinion of the Appointments Panel or the Performance Pathway Manager, or CEO, has an unmanageable conflict of interest will remove themselves from the selection.
- 2.10 A Selector may advise the Performance Pathway Manager of another Selectors' conflict of interest in the event that the risk has been overlooked.
- 2.11 The Performance Pathway Manager or a Netball Tasmania delegated officer (as



approved by the CEO) will convene the Selection Panel and serve the role of Selection Panel Convenor. The role of the Selection Panel Convenor is to oversee the selection process, i.e arrange, organise and chair meetings, facilitate discussions and decision making, ensure the Selection Policy is adhered to, liaise with the relevant Netball Tasmania staff and oversee the administrative requirements of all selections. The Selection Panel Convenor will not have any voting rights during the selection process.

- 2.12 The selectors will select the squads and teams by consensus wherever possible. Should the selectors be split on the selection of any squad or team members the designated Chair of that panel will have the determining vote providing due process has been followed.

3 Confidentiality Requirements

- 3.1 The principle of confidentiality by all persons involved in the selection process is paramount. All members of the Selection Panel will be required to maintain confidentiality regarding all information pertaining to selections, allocations and meetings and abide by the applicable Code of Behaviour.
- 3.2 Selectors, Coaches and any other persons providing input will not discuss selection matters outside of official selection meetings, without the express permission of the Netball Tasmania Performance Pathway Manager.
- 3.3 Selection panel members will be required to declare any conflict of interest in relation to the athlete selection process they have been assigned to. A register of conflicts will be managed by the Netball Tasmania Performance Pathway Manager. This conflict register will be available for review by the NT CEO.
- 3.4 Contravention of these confidentiality requirements and principles will lead to removal from the Selection panel and may impact future appointments.



4 Eligibility

4.1 When selecting athletes for any squads/or Teams, the relevant Selection Panels shall apply the eligibility criteria as defined in any relevant Competition Rules and other considerations as set out below:

- a. Be a current financial and registered member of NT (for a minimum of 3 months prior to team selection/announcement)
- b. Be a current resident of Tasmania or have been a resident of Tasmania at some point within the last 12 months prior to selection

5 Selection Criteria

Athlete

When considering athletes, the selectors shall consider the following core criteria alongside specifics required to fulfil the objectives of the program:

5.1 Core playing competencies

- Physical competency
- Technical skill base
- Tactical understanding and ability to read play
- Consistency and accuracy of decision making under pressure
- Achievement and maintenance of fitness levels required for the level of competition
- Ability to sustain intensity throughout entirety of games
- Consistency of performance
- Demonstration of potential to represent at the highest level

5.2 Core Personal competencies

- Responsibility- driven to be the best and committed to own person development
- Resilience- bounces back from adversity, perseveres and adapts
- Awareness- manages own behaviour



- Leadership- leads by example and personifies NT values
- Feedback – receives and provides feedback in a calm and mature manner
- Communication – Demonstrated open and honest communication

5.3 Additional considerations:

- Coachability and potential for development
- Positional versatility and balance within the team
- Ability to add positive benefit to team culture
- Previous performances and past contribution to pathway programs
- Balance of experience and emerging talent
- Whether a player’s performance through the selection period has been affected by extenuating circumstances such as, but not limited to; illness, injury, bereavement, parental leave, work/study commitments or similar

5.4 Consideration may be given to any other factors that the selectors believe to be relevant to the overall assessment of player selection, including National pathway considerations as directed by Netball Australia

6 NT 15/U, 17/U and 19/U Teams

6.1 Objectives

- a. To identify and select a minimum twelve (12) athletes in each of the respective age group to represent Netball Tasmania at the highest level possible.

6.2 Eligibility

- a. Refer to clause 4.
- b. Be female.
- c. The minimum age for 15/U state team is 13 years of age as determined by School Sport Australia.
- d. Athletes eligible for NT 17/U selection who display exceptional performance skills and attributes may be considered for NT 19/U selection. Their overall



wellbeing and readiness for the next level must be prioritized and fully considered by the panel. Consent for the athlete concerned and a parent/caregiver, if that player is under the age of 18 years will be required.

- e. In exceptional circumstances athletes may be considered for selection outside the eligibility and age eligibility criteria, pending approval by Netball Australia

6.3 Selection Criteria

- a. Refer to clause 5.

6.4 Selection Process

The Performance Pathway Manager will establish a selection trial timeline each year to meet the Netball Australia and School Sport Australia (for the 15s) deadlines and program requirements and circulate across the NT network of affiliated associations.

- a. Trials will be conducted in at least two (2) phases (i.e. State Squad Selections and Final Team Selections), with additional phases added if required.
- b. Registration for selection must be submitted by the registration closing date. The closing date will be determined by NT.
- c. Eligible athletes must attend a minimum of one phase of the trial process, those unable to attend both phases are required to submit an application for exemption.
- d. No late registrations will be accepted.
- e. Exemption:
 - i. Athletes may apply for an exemption from trials in exceptional circumstances as determined by the Netball Tasmania Performance Pathway Manager. Appropriate supporting documentation will be required.
 - ii. Where an athlete fails to attend a trial, without notification they will no longer be considered for selection.
 - iii. NT may grant athletes' who have been identified by Netball Australia or NT an exemption from trial phases.
 - iv. In the event an exemption to attend one of the phases is approved, the Selection Panel will take into account performances from previous events over the last 12 months prior. Selectors will consider previous performances at events over the previous 12 months and other relevant



competitive performances as agreed by the PPM and HPC.

7 NT WILD Team

7.1 Objectives

- a. To identify and select a minimum twelve (12) athletes (subject to Competition Rules) to represent Netball Tasmania at the highest level possible.

7.2 Eligibility

- a. Refer to clause 4.
- b. Be female.
- c. Reside in Tasmania or have been a resident in Tasmania at some point in the last 24 months.
- d. In exceptional circumstances athletes may be considered for selection outside the eligibility and age eligibility criteria, pending approval by Netball Australia

7.3 Selection Criteria

- a. Refer to clause 5.

7.4 Selection Process

The Performance Pathway Manager will establish a selection trial timeline each year to meet the Netball Australia deadlines and program requirements and circulate across the NT network of associations.

- a. Selections will be conducted in at least two (2) phases (i.e. Squad Selections and Final Team Selections), with additional phases added if required.
- b. Registration for selection must be submitted by the registration closing date. The closing date will be determined by NT.
- c. Eligible athletes must attend a minimum of one phase of the trial process, those unable to attend both phases are required to submit an application for exemption.
- d. No late registrations will be accepted.



- e. Exemption:
- i. Athletes may apply for an exemption from trials in exceptional circumstances as determined by the NTPPM. Appropriate supporting documentation will be required.
 - ii. Where an athlete fails to attend a trial or selection event, without notification they will no longer be considered for selection.
 - iii. NT may grant athletes' who have been identified by Netball Australia or NT an exemption from trial phases.
 - iv. In the event an exemption to attend one of the phases is approved, the Selection Panel will take into account performances from previous events over the last 12 months prior as agreed by the PPM and HPC.

8 NT Marie Little Shield Team

8.1 Objective

To identify and select up to twelve (12) players in this cohort to represent Netball Tasmania at the highest level possible.

8.2 Eligibility

- a. Refer to clause 4.
- b. Be female.
- c. Have an intellectual disability that meets the requirements of Sports Inclusion Australia.
- d. Be aged 16 years of age or older by 31 December of the competition year.
- e. Where possible, be a member of Sports Inclusion Australia.

8.3 Selection Criteria

Whenever selecting players for the NT Marie Little Shield Team, selectors shall apply the competencies, personal attributes and other considerations specific to this program as outlined in clause 5.

8.4 Selection Process



The Participation Manager will establish a selection trial timeline each year to meet the Netball Australia deadlines and program requirements and circulate across the NT network of associations.

- a. Selections will be conducted in one (1) phase with additional phases added if required.
- b. Registration to trial must be submitted by the closing date. The closing date will be determined by NT and circulated
- c. Where a player fails to attend a trial and that player believes that exceptional circumstances prevented them from attending, a written application may be made to NT within 24 hours of the commencement of selection. The reason(s) for nonattendance must be disclosed and include, where appropriate, relevant documentary evidence. The Participation Manager will determine if the player is to be permitted to be considered for selection.

9 NT First Nations Team

9.1 Objectives

- a. To identify and select a minimum twelve (12) athletes (subject to Competition Rules) to represent Netball Tasmania at the highest level possible.

9.2 Eligibility

- a. Refer to clause 4 and relevant Netball Australia Competition Rules.
- b. Be female.
- c. In exceptional circumstances athletes may be considered for selection outside the eligibility and age eligibility criteria, pending approval by Netball Australia

9.3 Selection Criteria

- a. Refer to clause 6.



9.4 Selection Process

The Performance Pathway Manager will establish a selection trial timeline each year to meet the Netball Australia deadlines and program requirements and circulate across the NT network of associations.

- a. Selections will be conducted in at least two (2) phases (i.e. Squad Selections and Final Team Selections), with additional phases added if required.
- b. Registration for selection must be submitted by the registration closing date. The closing date will be determined by NT.
- c. Eligible athletes must attend a minimum of one phase of the trial process, those unable to attend both phases are required to submit an application for exemption.
- d. No late registrations will be accepted.
- e. Exemption:
 - i. Athletes may apply for an exemption from trials in exceptional circumstances as determined by the NTPPM. Appropriate supporting documentation will be required.
 - ii. Where an athlete fails to attend a trial or selection event, without notification they will no longer be considered for selection.
 - iii. NT may grant athletes' who have been identified by Netball Australia or NT an exemption from trial phases.
 - iv. In the event an exemption to attend one of the phases is approved, the Selection Panel will take into account performances from previous events over the last 12 months prior as agreed by the PPM and HPC.

10 Approval and Announcement of Programs and Teams

10.1 All programs and teams selected by the selection panels are subject to ratification by the NT Chief Executive Officer.

10.2 The Pathway Performance Manager and the Participation Manager will submit the selections to the Chief Executive Officer for ratification

10.3 Successful and unsuccessful Athletes may be advised of selection outcomes



prior to public announcement. Such advice is subject to strict confidentiality obligations for the purpose of ensuring each athlete receives wellbeing support.

10.4 Once selections are ratified:

- a. Netball Tasmania Board will be advised; and
- b. Formal announcement will be made via the Netball Tasmania Website and / or media release.

11 Replacement of Selected Athletes

11.1 Grounds for Replacement

- a. Illness or Injury:
 - i. An athlete who is ill or injured should be assessed by a doctor or medical practitioner nominated or agreed to by NT.
 - ii. A final decision on the withdrawal of an athlete/ will be made following discussion between the Head Coach, team physiotherapist, treating medical practitioner, athlete/, parent (if under 18) and delegated Performance & Pathway personnel.
 - iii. The Selection Panel will be consulted of final medical outcomes to determine if the athlete/ is to continue in the selection process or as the member of a team.
- b. Breach of Discipline:
 - i. An athlete may be considered for replacement due to a breach of discipline, including failure to observe any relevant Netball Australia or NT policy.
 - ii. The Head Coach, Team Manager or other appointed Official will immediately advise the Performance Pathway Manager of the situation.
 - iii. The Performance Pathway Manager/Participation Manager will initiate an appropriate disciplinary process in consultation with the Head Coach and CEO.

11.2 Replacement Process

If a selected athlete is unable to continue or is to be removed as a representative of any program or team, the procedure for a replacement is as follows:



- a. The Selection Panel convenor will be advised and Selection Panel consulted.
- b. Consideration will then be given to assessment of identified athletes from the trials process.
- c. The Selection Panel will recommend an athlete deemed most suitable to fill the position to the PPM and HPC for a final decision
- d. In the event of a replacement player needing to be selected the relevant selection panel, PPM and HPC are not obliged to select the replacement player from the nominated training partners for that particular team. This is to ensure maximum flexibility for selectors and coaches with regards to like for like positions and player attributes.

12 Child Safe Statement

In netball, we want our Children and Young People to feel safe, included, encouraged, and supported – essentially, ensuring they enjoy themselves, so they keep participating. To make sure we create this environment, Netball Tasmania requires everyone involved in netball to abide by Child Safe Practices and certain behavioural standards when it comes to dealing with Children and Young People.

The [Netball Australia Safeguarding Children and Young People Policy](#) and associated [Child Safe Commitment Statement](#) was developed to amplify the safety of children in netball from all forms of abuse, harm and neglect. The policy ensures that everyone involved in netball is aware of their rights and responsibilities in relation to children. It sets the standards of behaviour expected from those involved in netball, as well as behaviours that are not acceptable.