

OXFORDSHIRE NETBALL SELECTION POLICY

<u>Version</u>	<u>Reviewed By</u>	<u>Date</u>	<u>Next Review Date</u>
02	Oxfordshire Performance Lead	August 2023	August 2024

Purpose and scope of policy

This policy sets out how athletes are identified into Oxfordshire Netball Academy Programme.

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

1. PERFORMANCE MISSION

Oxfordshire Netball aspires to be a major feeder to the Central Warriors Academy squads. To achieve that goal, we must develop more performance athletes through our County U15 and U13 Academies.

Oxfordshire Netball aims to identify and select the right quantity and quality of athletes across a range of positions at all stages of the County Performance Pathway through a robust, inclusive, and transparent recruitment system.

2. SELECTION PRINCIPLES

Oxfordshire Netball Selection Policy employs an open, transparent and equitable process that gives all athletes a fair chance for selection.

Selection will be based on merit and the need to achieve the agreed objectives of Oxfordshire Netball.

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

The Selection Panel, as defined in Appendix 3, has the right to determine, at its sole discretion, when it will reselect athletes into their Programmes.

Athletes will, be subject to deselection if they breach the Athletes Code of Conduct and all other relevant Oxfordshire Netball policies and regulations.

The Lead Performance Coach, has the right to Invite athletes from outside the Academy Programmes, to be observed and considered by the Selection Panel for inclusion in the Academy Programme, based upon Selection Criteria set out in Appendix 2.

Regard will be made to the combination and balance of Athletes in the Programme and the ability of Athletes to play in more than one position, alongside each Athlete's individual skill level.

3. Eligibility

Athlete be at the correct age at the time of screening for that season.

- a. Under-13 as of 23.59 on 31st August 2023, school year 8 and below
- b. Under-15 as of 23.59 on 31st August 2023, school year 10 and below

Be affiliated to England Netball & Oxfordshire County.

Play for an affiliated club, playing regular competition at either local or regional level.

To have completed the trial application form prior to the deadline

4. Deselection & Athlete Withdrawal

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

The ongoing failure of any athlete to meet training requirements could result in de-selection. This shall be decided by the same Selection Panel outlined in Appendix 3

An athlete may choose to withdraw from the programme voluntarily. Such a withdrawal must be done in writing to the Head Coach, County Performance Lead or the County Netball

5. Selection Process

Athlete performance at Designated Selection Events will be observed and assessed independently and against the Selection Criteria, as set out in Appendix 2 and agreed by the Oxfordshire Performance Academy Group

Following completion of the Designated Selection Events listed in this Policy, the Coach might consult with other identified coaches and take into account any relevant input from them.

The Nominated athletes will be those, in the expert opinion of the Club / School Coach most able to achieve the objectives.

The Head Coach (U15 & U13 PDP) will meet with the Selection Panel to discuss the nominations and provide the opportunity for them to check and challenge and ensure Selection Decisions are evidence based on the Selection Criteria.

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

If the majority decision cannot be reached by the Selection Panel because the votes are equally split, the matter will be referred to the Chair of Selectors and the Head Coach to make the final decision.

Each athlete selected for County Player Pathway Programme (County U13 & U15 PDP) will get an offer letter as set out in Appendix 5 which cannot be withdrawn before Sunday 8th October.

6. The Selectors

Selection Panel members will be appointed by Oxfordshire Netball Performance Lead.

All Selectors, including the Chair, will be appointed based upon competency for the role, through an open application process, on a four-year cycle, with an annual review.

All selectors will be required to declare any conflicts of interest (for example, being connected to a club that has nominated athletes.

The Selector Panel members, through the Chair of Performance Identifiers, are accountable to the Lead Performance Coach and Oxfordshire Netball for ensuring that this Selection Policy are applied in a fair and appropriate manner.

Any individuals Athlete's inclusion in Oxfordshire Netball Academy Programme is decided on a majority vote by all member of the Selection Panel.

At the discretion of the Oxfordshire Performance Lead, additional personnel may be invited to observe and/or provide information to the selection process, but will not participate in any voting, and will be bound by the principle of confidentiality.

7. Selection Appeal

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

- a. The process outlined within this Policy has not been adhered to
- b. The process failed to take into consideration relevant information
- c. The process failed to take into account relevant information which was available at the time, which the Selectors did not consider

Any appeal shall be made within ten working days of the outcome of the screening made to the athlete.

8. Designated Selection Events

The full process is

The Designated Screening Day / Evening, Open Trials

Final Screening Day

9. Announcement

Invitations into the Oxfordshire Netball Academy Programme will be sent out within seven days of the Final Screening Event.

10. Process Review

Oxfordshire Netball Performance Lead will review the Selection Policy on an annual basis in consultation with the Head Coaches of the Programme and the Chair of the Selection Panel. Proposed changes to the policy must be approved by the Oxfordshire Netball Development Board. This Policy will be made available on the Oxfordshire Website.

Appendix 1 – Glossary of Terms

Athlete	Netball Player
Performance	Netball performed with the Oxfordshire Netball Academy Programmes
Programme	This includes training and competition environment for Academy Athletes
Selection Criteria	Statements relating to skills, attributes and games sense used to select into the Oxfordshire Academy Programme
Selection Panel	Personnel appointed by the Performance Lead as described in Appendix 3, to make selection decisions

Appendix 2 – Selection Criteria (Roles and Responsibilities of Athletes)

Whenever selecting athletes for the Oxfordshire Netball Academy Programme, the Selection Panel shall apply in all screening activities:

Ranking 1	Ranking 2	Ranking 3	Ranking 4
Evidence of Skill or Quality	Demonstrate Consistency	Demonstrate under Pressure	Demonstrate in multiple contexts with consistency

- Movement and Balls Skill Criteria (Page 5)
- Invasion Games; Game Sense Criteria (Page 6)
- Match Play; Roles and Responsibilities Criteria (Page 7)

MOVEMENT & BALLS SKILLS CRITERIA

Catch: one & two handed control	Pass: Release Point, one and two handed passes from both sides	Footwork: Take off, Landing, Jumping, Footwork rule
Movement Skills: Change of Pace, Change of Direction, Multi Directional		

Take Off	<i>Demonstrate efficient technique from a stationary and moving start</i> Straight movement forward and backward Diagonal movement to the left and right
Footwork	Demonstrate efficient running technique. Able to sprint and change of direction. Side step Speed of footwork Speed of recovery

	Working a number of combinations Turning from a sprint movement
Jumping	Demonstrate efficient technique. Able to jump off left or right foot. Able to jump from both feet simultaneously. Able to turn in the air
Landing	Demonstrate safe and balanced technique. Able to land on left or right foot. Able to land on both feet simultaneously. Able to pivot in all directions with outside turn
Ball Handling	Catching 2 and 1 handed Passing 2 handed and 1 handed and variety. With or without defender

GAME SENSE CRITERIA

ATTACK	DEFENCE	BEHAVIOURS
Transition Width/Depth Options / Choices Ball Side Maintaining Possession	Transition Winning Ball Working Together Delay / Deny Opportunity	Thinking Patience Never Give Up Leadership

Match Play Selection Criteria (Roles and Responsibilities of Athletes)

Whenever selecting athletes for the Oxfordshire Netball Academy Programme the Selection Panel shall apply the following in Match Play:

Match Play Roles and Responsibilities Criteria - The ROLES & RESPONSIBILITIES of the playing positions for County Under 15 and Under 13 Player Development programme						
	Movement and Ball Handling	Effectiveness in Position	Transition			
GS	Change direction & change of pace. Lands balanced, turns to goal but may be inconsistent in delivering correct pass accurately. Sound catching technique. May have physical capacity but limited movement skills at present.	Confident from a range of distances. Aiming for 80% & greater volume of shots. Is generally available when CC hit the circle edge. Strong rebound position and take in the air.	Dictates to opponent to limit her availability through the court. Shows signs of working with others in a pair or unit.			
GA	Change direction & change of pace. Lands balanced, turns to goal but may be inconsistent in delivering correct pass accurately. Sound catching technique. May have physical capacity but limited movement skills at present.	Confident from a range of distances. Aiming for 80%. Is generally available when CC hit the circle edge. Is generally available 1st phase on Centre Pass when required. Strong rebound position and take in the air.	Dictates to opponent to limit her availability through the court and may take intercepts. Shows signs of working with others in a pair or unit.			
WA	Change direction & change of pace. Lands balanced, turns to goal but may be inconsistent in delivering correct pass accurately. Sound catching technique. May have physical capacity but limited movement skills at present.	Is generally available 1st phase on Centre Pass when required. Accurate feed and can keep possession. Generally available on circle edge	Dictates to opponent to limit her availability through the court and may take intercepts. Shows signs of working with others in a pair or unit.			
C	Change direction & change of pace. Lands balanced, turns to goal but may be inconsistent in delivering correct pass accurately. Sound catching technique. May have physical capacity but limited movement skills at present.	Deliver Centre pass. Links and connects both attack defence. Accurate feed and can keep possession. Generally available on circle edge.	Shows signs of working effectively with the WD for effective 2 on 1 at the centre pass. Shows signs of working with others in a pair or unit.			
WD	Change direction & change of pace. Lands balanced, turns to goal but may be inconsistent in delivering correct pass accurately. Sound catching technique. May have physical capacity but limited movement skills at present.	Puts pressure on receipt of WA on 1st phase of Centre pass –shows signs of working with WD 2on1. Dictates WA movement in the attacking third and puts pressure on feeds. Takes interceptions off opponent.	Transitions from defence to attack providing option for the initial turnover. Sets up in position to provide an option on a back line pass Shows signs of offering a reset option to maintain possession.			
GD	Change direction & change of pace. Lands balanced, turns to goal but may be inconsistent in delivering correct pass accurately. Sound catching technique. May have physical capacity but limited movement skills at present.	Puts pressure on receipt of GA on 1st phase of Centre pass. Limits shot volume - Strong rebound position Takes interceptions off opponent. Challenges for rebounds Shows signs of switching with GK	Transitions from defence to attack providing option for the initial turnover. Sets up in position to provide an option on a back line pass Shows signs of offering a reset option to maintain possession.			
GK	Change direction & change of pace. Lands balanced, turns to goal but may be inconsistent in delivering correct pass accurately. Sound catching technique. May have physical capacity but limited movement skills at present.	Dictates & restricts GS movement. Limits shot volume –variety of marking the shot. Takes interceptions off opponent. Challenges for rebounds. Shows signs of switching with GD	Transitions from defence to attack providing options including on the transverse line. Delivery of the back line pass with success.			

- County Under-15 Player Development Programme – 20 athletes
- County Under-13 Player Development Programme – 20 athletes

Athletes who are selected must receive an offer from Oxfordshire Netball within 7 days of the final trial date.

Once a Player Pathway Programme Offer has been made by Oxfordshire Netball it cannot be withdrawn, athletes have until the 8th of October 2023 to accept.

Selected athletes must be affiliated to England Netball and Oxfordshire.

The offer must include:

- Exactly which programme has been offered
- The number of sessions, venue, dates, and times
- Cost of the programme
- Date when the acceptance is to be received by
- Link to County website with Selection Policy