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Last Updated: June 23
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Owner: Guernsey Head Coach

VISION

To improve the standard of Performance Netball At Under 13 and U15 level on the Island of Guernsey with a view to increasing the number of individuals progressing along the England Netball Performance Pathway and to fulfil their individual potential, which may be reaching the top tiers of the Player Pathway, Gaining a place with Superleague Franchise Netball teams and achieving selection to represent England at age group or senior level.

AIM

To establish a clear and concise policy around selection for U13/U15 PDP on the Island of Guernsey that is relevant, up to date and visible to all.

PURPOSE AND SCOPE OF POLICY

This policy sets out:

- How players are selected into the Guernsey U13 & U15 Player Development Programmes
- How players are identified for varying stages of the England Netball Player Pathway.

1. INTRODUCTION

1.1 The Guernsey Netball Association Selection Policy is inclusive of identification and selection across the County Player Pathway Programmes (County Under-15 Player Development programme and County Under-13 Player Development programme 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 Guernsey Netball Association. The Policy will be always available on the county websites, and directly to all athletes entering the selection process.

1.3 The Selection Panel responsible for selecting athletes into the Guernsey Player Pathway Programme is to be agreed by the Guernsey Netball Association Committee.

2. PRINCIPLES OF SELECTION

The following principles will be applied while carrying out the Selection Process:

2.1 The County Selection Policy and Procedures employs an open, transparent and equitable process that gives all athletes a fair chance to challenge for county player pathway programme selection.

2.2 The County Selection Policy and Procedures will be consistent. At all times the provisions of the Policy and Procedures will be applied consistently and rigorously. It is the responsibility of the County Netball Association to ensure this. The County Netball Association may delegate this responsibility in writing to the County Head Selector.

2.3 Selection will be based on merit and the need to achieve the agreed objectives of County Netball Association (Appendix 2)

2.4 No Athlete has the right or expectation to on-going selection for County Player Development programmes, at any time.

2.5 The Selection Panel, as defined in paragraph 4 below, has the right to determine, at its sole discretion, when it will reselect athletes into County Player Pathway Programmes



2.6 Athletes will be subject to deselection if they breach the code of conduct and all other relevant County Netball Association's policies and regulations.

2.7 The Head County Selector has the right to invite athletes from outside the Player Pathway Programmes, to be observed and considered by the Selection Panel for inclusion in the Player Pathway Programme, based upon Selection Criteria set out in Appendix 2.

2.8 The Player Pathway Selection Process is open at every level. This means that new athletes may be invited into a County Player Development Programme at any time if correct procedures are followed. The procedures for County Player Pathway Programme Selection are outlined in detail under paragraph 6 below.

3. ELIGIBILITY

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

- i. Meet the eligibility criteria as set by the CNA (Appendix 4)
- ii. Meet the Selection Criteria (Appendix 2)
- iii. Be clear of any ban under UK Anti-Doping Regulations
- iv. Be selected / screened via the County Netball Association Selection and screening process

4. SELECTION PANEL

4.1 All Selection panel members, including the Chair, will be appointed based upon competency for the role.

4.2 Selection Panel members will be appointed by the Head Coach

4.3 The Selection Panel for County Player Pathway Programmes will consist of the coaches involved in the delivery of the player pathway programmes and independent selectors:

- County Under-15 Player Development programme: County Head Selector, County Under 15 Player Development programme Head Coach, Appointed Other (x1)
- County Under-13 Player Development programme; County Head Selector, County Under 13 Player Development programme Head Coach OR Appointed Other (x1)

4.4 Selectors will have attended the England Netball Athlete Identifier Workshop, or be deemed by the County Player Development Lead to have significant experience and have been briefed by the County Player Development Lead on the selection criteria prior to the selection event

4.6 Ratio of 1 selector per 8-12 players – Each selector collate evidence for the selection panel to make final decisions

4.7 The Selector Panel members are accountable to the County Head Selector and ultimately the County Netball Association for ensuring that the Selection Policy and associated procedures are applied in a fair and appropriate manner.

5. DE-SELECTION AND ATHLETE WITHDRAWAL

5.1 Athletes selected into a County Player Pathway Programme will be able to access a range of training opportunities through their County Player Development programme 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 same Selection Panel outlined above.



5.3 An athlete may choose to withdraw from a County Player Pathway Programme voluntarily. Such a withdrawal must be done in writing to the Head Coach, County Head Selector or County Netball Association directly.

6. THE SELECTION PROCESS

6.1 Athletes will be identified and nominated for County Player Pathway Programme Selection by one of the following possible Nominators (see Definitions);

School and Club Coaches, U12/U14/U16 Island Coaches, GNA Development Officer and Island Head Coach

6.2 Athlete performance at designated Selection Events will be observed and assessed independently and against the Selection Criteria, as set out in Appendix 2

6.3 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.

6.4 The Coach 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.

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

6.6 All athletes involved in the selection process will be informed of their individual selection outcome in writing (either electronically and/or by letter) by Guernsey Netball Association who will have been informed of the Selection Panel's decisions by the County Head Selector.

6.7 At any time, any athlete involved in the selection process may seek further clarification from the County Head Selector or another member of the Selection Panel.

7. DESIGNATED SELECTION EVENTS

The full process is:

7.1 The designated Screening Day / evenings for a long squad set by Guernsey Netball Association

7.2 The designated Screening Day / evenings for final selection (20 athletes) – September 2023

7.3 Any athlete that was not identified at the selection events but has been nominated to the County Player Development Lead will be observed during the county player pathway programme season and may be invited to join the County Player Pathway Programme at this point.

8. GRIEVANCE AND APPEALS PROCESS

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

- the process outlined within this Policy has not been adhered; or
- the process failed to take into consideration relevant information; or
- the process failed to take into account relevant information, which was available at the time, which the Selection Panel did not consider.

8.2 Any appeal against a selection decision into a County Player Pathway Programme shall be made within five working days of the public announcement of the Squad, in writing to the Chair of Guernsey Netball Association. If a resolution cannot be found, the appeal may be escalated to the Performance Department at England Netball.



England Netball will decide only if the selection decision should stand or if another opportunity to attend a County Player Pathway Programme Selection event or activity should be made available to the athlete by Guernsey Netball Association. England Netball's decision on any appeal is final.

Appendix 1 : Glossary of Terms

Term	Definition
Athlete	Netball Players
Programme	This includes on court and off court activities for player pathway athletes
Selection Criteria	Statements relating to skills, attributes and games sense used to select into the County Player Pathway Programmes
Selection Panel	Personnel appointed by Guernsey Netball Association to make selection decisions
County Player Development Programme Head Coach	Qualified coach appointed by the County Netball Association to deliver the County Player Development Programme, directed by England Netball
County Player Development Programme Assistant Coach	Qualified coach appointed by the County Netball Association to support the delivery of the County Player Development Programme, directed by England Netball
County Under-15 Player Development Programme (PDP)	A training environment for athletes usually aged between 14-15, delivered on Island
County Under-13 Player Development Programme (PDP)	A training environment for athletes usually aged between 12-13, delivered on Island
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 Pathway Development Programmes (PDP)	England Netball directed County Under-15 Player Development programme and County Under 13 Player Development programme
County Player Development Lead	To oversee and ensure the effective delivery of County Player Pathway programmes on behalf of the County Netball Association



Nominators	A group of identified individuals who can nominate players to be considered for selection into the PDP programmes.
County Head Selector	An identified trained (AIW) individual with responsibility for the selection and de-selection of athletes into the County Player Pathway Programmes through selection events or activities. Appointed by County Netball Association (or a suitable deputy appointed by the Player Development Lead in the absence of the County Head Selector)

Appendix 2 Selection Criteria (roles and responsibilities of players)

MOVEMENT & BALL SKILLS CRITERIA

Catch	Pass	Footwork	Movement Skills
One handed control Two handed control	Release Point One handed and two handed From both sides	Take Off Landing Jumping Footwork Rule	Change of Pace Change of Direction Multi Directional

Take Off	<p><i>Demonstrate efficient technique from a stationary and moving start</i></p> <ul style="list-style-type: none"> • Straight movement forward and backward • Diagonal movement to the left and right
Footwork	<ul style="list-style-type: none"> • Demonstrate efficient running technique • Able to sprint and change direction • Side step • Speed of footwork • Recovery footwork • Working a number of combinations • Turning from a sprint movement
Jumping	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • Catching 2 and 1 handed. • Passing 2 handed and 1 handed and variety. • With and without a defender

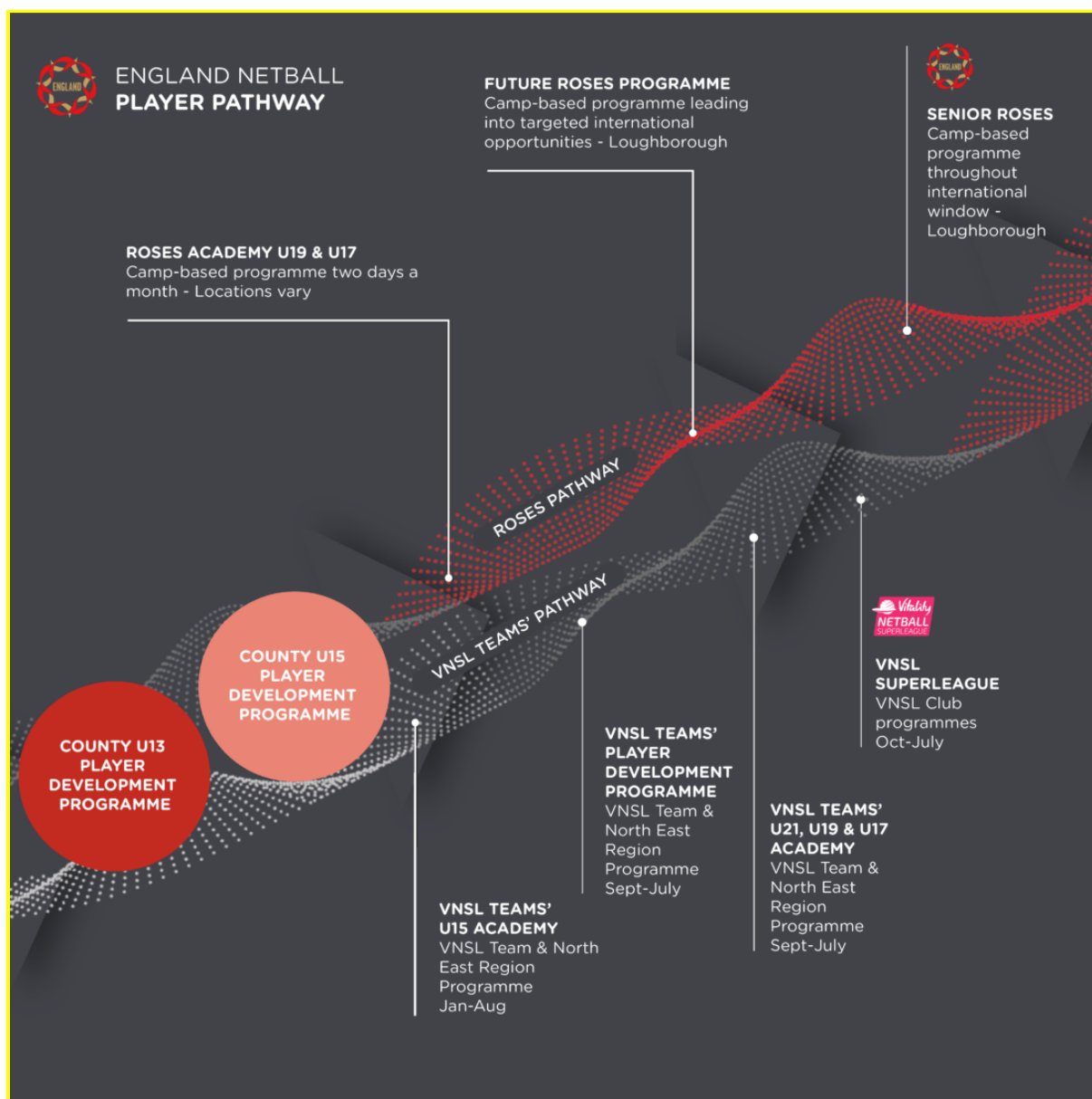
GAME SENSE CRITERIA

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: 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	<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 hits the circle edge. 	<ul style="list-style-type: none"> • Dictates 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 on 1st phase. • Delivery of the back line pass with success.





Appendix 4 Eligibility criteria

1. 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 years 8 and below
 - b. Under-15 as of 23:59 on 31st August 2023, school year 10 and below
2. Be affiliated to England Netball and have active membership to England Netball prior to the selection event.
3. To have completed the trial application form prior to the deadline
 - a. If injured or unavailable for the set date, still complete an application form and then follow up with an email to the County Player Development Lead (coach@guernseynetball.gg) with a request for an alternative date.
 - b. The County Player Development Lead reserves the right to decline an alternative date if it falls outside of the scope of their annual plan.