

GNC Selection Policy 2024/2025

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| **1.****Purpose & Scope of the Policy**  | This Selection Policy sets out how netball players are selected into squads by Galmington Netball Club (GNC). All squads will be selected to maintain their positions in their current divisions/leagues and to push for promotion where appropriate. GNC seeks to have teams represented in all Somerset Divisions and Regional Leagues (RL).  |
| **2.** **Performance Mission & Objectives** | GNC’s primary objective is to select squads capable of winning matches and competing at the appropriate level, alongside developing a robust community club culture.GNC intends to provide high quality coaching, training and competition facilities to enhance an individual’s development.GNC seeks to build a squad and club culture where players understand the development of GNC and their part in it. GNC aims to ensure players understand the expectations of them at selections and during the season and that players prioritise their commitment to a squad.  |
| **3.****Values & Attributes** | The culture at GNC is based on the development of the whole player. GNC strives to enable all players to gain ‘netball’ skills which include those performed off court such as officiating skills and volunteering opportunities. We expect every member of the club (including coaches, officials, volunteers) to be accountable for their attitudes/behaviours, and contribute positively to creating a safe and nurturing GNC environment abiding by the club Codes of Conduct. * **See Appendix 1** for Player Key Attributes.
* **See GNC Code of Conduct** which is available at [www.galmington-netball.co.uk/forms-info](http://www.galmington-netball.co.uk/forms-info)
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| **4.****Selection Panel** | All selection panels comprise of previous or existing GNC members who have received internal selection training. No selector will be involved in their own selections or conversations relating to the same. Both RL and Somerset Selection Panels will comprise of 5 selectors. The Lead Coach and Selectors will be responsible for weekly selection decisions, where players are unavailable, in conjunction with the Team Co-ordinator. Alternative Selectors can be appointed throughout the selection process or season if required. These selectors will have the relevant key attributes to meet GNC expectations of selectors and undergo internal selection training.  |
| **5.****Selection Principles** | 1. Selectors will employ an open, transparent and equitable selection process
2. All players will be provided a fair chance to show their potential and be selected. Selectors will endeavour to see players in all their chosen positions however, there are some circumstances where this may not be possible/ suitable. Please note that players are not guaranteed parity of court time. It is in a player’s interest to attend as many trial sessions as possible as court time will not be adjusted according to a player’s availability.
3. Selection decisions will be based on the following:-
4. Assessments against positional criteria
5. Combinations with other players
6. Adherence to GNC Core Values and key attributes
7. GNC club objectives
8. Adherence to code of conduct
9. Attendance and commitment to GNC
10. Previous demonstration (or lack of), the above
11. All players will be assessed and if judged to be appropriate, selected in a GNC squad according to their ability (please note that previous commitment to training and matches may be taken into consideration for existing club members). Selectors will work on the understanding that all trialists will take up any place offered to them unless otherwise communicated as per the instructions detailed in the 2024/25 GNC Trial Sign Up Form.
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| **6.****Selection Process** | * Selection events will be communicated by email and social media a minimum of 3 weeks in advance
* Player performance at trials will be assessed against the selection criteria set out in Section 5&7.
* Selectors will endeavour to select squads of between 9 – 11 players, but reserve the right to increase or decrease this number depending on the relevant circumstances.
* GNC will endeavour to communicate all selection decisions within a week of the final trial. Further information will be provided during the trial process to include specific dates and notice if those dates are not going to be met.
* Prior notification will be given to players that are selected into a lower squad than the previous season unless specified otherwise. Individual feedback will be given to these players if requested.
* Trialists must let Selectors know in advance if they require feedback following the trial process, being mindful of the fact that ongoing feedback is available throughout the course of the season.

Regional Trials * RL trials will be used to determine a RL long squad who will progress to a team selection process.
* If a player is deemed not to be of RL standard they may be asked not to attend further trial dates. A refund will not be offered in these circumstances.
* The team selection process will take place during trials but will also comprise of pre-season (August – first RL fixture)
* Selectors will endeavour to communicate tentative teams after trials, and finalised teams in advance of the first match
* Any player not successful in securing a spot in the RL long squad will have the opportunity to trial for a spot in a Somerset team without any further cost.

Somerset Trials * Somerset trials may be split into shorter sessions to select specific teams. Players may be invited to some sessions and not others. As much advance notice will be given, but this may not always be possible, and players should endeavour to be available for all sessions.

Reselections/ re-categorisations * The selection panels will keep under review the need for a reselection or re-categorisation process. This may be a formal or informal process. Prior notification will be provided to all players involved.
* Reselection/recategorisation may be considered where a player’s availability and attendance is contrary to the GNC attendance policy see **Appendix 5**

Match day selections * On court decisions on match days, including substitutions, will be taken by the team captain(s) with support from the Coach/Selectors where applicable. Support will be provided to captains to assist with these decisions.
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| **7.****Selection Criteria** | **Technical & Tactical**: * Skill base and consistency of performance on court
* Execution of positional specific skills (Appendix 2).
* Tactical understanding/ game sense
* The ability to offer more than one position and exhibiting strengths in each

**Physical**:* Ability to maintain a high intensity in performance appropriate for the relevant standard of play

**Psychological*** Demonstration of resilience and adaptability
* Ability to outwit an opponent in match based pressures (or similar)

 **Behavioural:*** Coachability and growth mindset, including responding positively and proactively to feedback
* Consistent demonstration of GNC Club Values

**Key Squad Considerations:*** Positional and experience balance in squad selection

**Other relevant considerations** * A player’s performance being temporarily affected through a personal situation or other extenuating circumstance (it is the responsibility of the player to bring any such personal situation or extenuating circumstance to the panel’s attention prior to selections, and to provide any evidence requested).
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| **8.****‘X’ Policy** | GNC only offer the opportunity to be an ‘X’ player for those wishing to play within the Somerset teams (although RL exposure may be given). If a player wishes to play RL but is unable to commit to being a squad member, they should contact the GNC Selectors in advance of trials via gncselectors@gmail.com. The Selectors will have discretion regarding whether to offer an opportunity to these players. All relevant circumstances will be considered, including the individual’s circumstances, playing ability and squad numbers. These players will be required to attend trials. Players wishing to register as an ‘X’ player are not required to trial and will not be selected into a squad. Whilst we endeavor to ensure ‘X’ players have a fulfilling season of playing and being involved in the club as much as possible, we cannot guarantee how much court time they may get.* Please see ‘Appendix 3’ for full information on the ‘X Policy’

Nb. If circumstances change and you wish to be considered for a squad within the season, please discuss this with a selector. You will also need to pay full membership fees to GNC. |
| **9.****Selection Appeal Process** | Appeals can only be submitted by a player on the grounds that:* The selection process outlined has not been adhered to.
* The selection process adopted for the player failed to take into account relevant information, which was available at the time.

A player may request an appeal by submitting a written request to the Trial Co-ordinator or to the Club Chair if more appropriate. Any appeal shall be made within 72 hours of the squad announcements. |
| **10.****Confidentiality** | All those involved in the selection process must maintain confidentiality and not disclose any information regarding any aspect of the process and/or any nominated or selected player, unless authorised by GNC. GNC requests that players do not disclose squads with those outside of GNC until all squads are finalised and GNC publish squads for the following season. |
| **11.** **Conditions of selection for the player** | For players to be named in the squads officially following the announcements, in addition to the above, players must adhere to certain expectations:1. Attend all training and matches; exceptions may be made in certain circumstances at the discretion of the Coach/Selectors. Please note that should your availability be a cause of concern, this will be considered by the Coach/ Selectors and addressed appropriately in accordance with the GNC attendance policy. 2. Be willing to prioritise GNC and be prepared to play up unless exceptional circumstances apply. Please see **Appendix 5 FAQs** for franchise pathway players. 3. GNC will not select any players who intend to second claim to another club within Somerset County (at any level); this would present a conflict of interest that would be detrimental to GNC. |
| **12.** **Late trialists**  | Should a player not be able to attend trials due to extenuating circumstances, the player must contact the gncselectors@gmail.com and notify the selectors of the relevant circumstances and when they anticipate being able to trial. Selectors will make a decision on each late trialist on a case-by-case basis. They may be offered the opportunity to attend alternative trials including during pre-season. Should players seek to join GNC once the relevant trial process has ended, but before the season has started (before September 2024), they should contact the gncselectors@gmail.com and notify selectors. Those wishing to trial for an RL spot should attend Somerset trials where possible, and if not, pre-season. Those wishing to trial for a Somerset spot should attend pre-season. Should players seek to join GNC once the season has started (after September 2024), they should contact the gncselectors@gmail.com and notify selectors. Selectors will make a decision on each late trialist on a case-by-case basis. Selectors will determine the trial process for late trialists and communicate this to the individual (and existing GNC players where appropriate).  |
| **13.** **Review** | This policy will be reviewed by the Chair and Vice Chair annually and endorsed by the selection panels prior to selections. The policy will be available for any to view on request and will be available on the website. Feedback through Player Reps or a Selector is welcomed. |

**Appendix 1 – Key Attributes for Players**

**Appendix 2 – Positional criteria**

**Appendix 3 – X Policy**

**Appendix 4 - De-selection policy**

**Appendix 5 – Attendance policy**

**Appendix 6 - FAQs**

**Appendix 1**

**Key Attributes for Players**

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| **Respect** | Respect the process in training and matches. Respect the officials. Trust yourself and your teammates. |
| **Pride** | Pride in performance and being part of the squad & club. Setting the tone for other current or potential members. |
| **Resilience** | Be resilient in games and training throughout the season. How you choose to react to losses or difficult situations has an impact on the team. We need this resilience to work towards our goals, individually and as a squad. |
| **Coachability** | Having the ability to respond maturely and positively to feedback given, and enhance the development of others as well as yourselves within a competitive or training situation. |
| **Commitment** | To training and matches, to self-development & to GNC as a club. Embrace being part of the squad and the opportunities offered at training. |
| **Accountability**  | Be responsible for your actions, on and off court, and be proactive with ways to improve your performance. Coaches will welcome a question or discussion! |
| **Support** | Support each other, create a supportive environment around you and be part of a group. Support club fundraising/social and support other squads on match days. |

**Appendix 2**

**Positional Criteria**

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| **Position:** | **Roles and Responsibilities:** |
| **Defence** |  | Restrict shooting opportunities for GS | Deliver pass and be available in attack | Gain possession through interceptions and rebounds |
| Restrict possession and dictate circle entry of GA | Support through court attack and be available for back line pass | Gain possession both outside and inside circle including at centre pass |
| **Centre Court** | Effective defence at centre pass | Gain possession by forcing errors, closing off space and intercepting | Support through court attack and be available for back line pass and on attacking line |
|  | Deliver centre pass effectively | Tight defence of opposing centre | Maintain possession - combining with WA to deliver ball to shooters |
| **Attack** | Be available for centre pass | Maintain possession and effective and accurate feeding of circle | Availability on and around the circle edge in relation to team mates |
|  | Accuracy of shot | Available in circle and attacking third | Work in partnership with WA and GS including accurate feeding |
| Availability in circle in a 1:1 situation | Work in partnership with GA, in and out of the circle, including accurate feeding |

**Appendix 3**

**GNC ‘X’ Policy**

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| **Purpose** | This policy has been created in the interest of clarifying the role of ‘X’ players within GNC, and with a will to maintain a positive experience for each and every member. We endeavor to ensure that all players feel a valued part of the club community, while simultaneously striving to compete at the highest level possible.  |
| **Values** | ‘X’ players are to uphold the overarching values of the club and an individual as set out in the GNC Selection Policy, failure to do so could jeopardise future selection opportunities.GNC expects all ‘X’ players to engage fully when attending training/matches. To maintain a level of communication with the coaches/squad captain and to be open-minded and adaptable, both socially and in their style of play.  |
| **Training** | ‘X’ players are currently invited to all training sessions and are required to pay a weekly training fee if they attend.GNC recognises that it would enhance the cohesion and structure of training if ‘X’ players were allocated a squad to train with which linked to games they were playing in the following weekend.Coaches will commit to making a weekly professional judgement – based on the positional requirements; the status of matches to be played; recent playing time; performance level of the players to be considered; combinations and versatility within the squads; potential injury risks; regional allowances; squad dynamics; and the opportunity provided to the relevant player/s. |
| **Availability** | ‘X’ players will be added to a Whatsapp group where their availability will be regularly ascertained by the Team Co-ordinator. Please note it is not possible to specify that you will play for RL teams only.  |
| **Selection** | In the event of a squad requiring an extra player - it will be at the discretion of the Coach/Selectors and Team Co-ordinator to make a balanced decision on who is the best player to fill the position required, as referenced in the main bulk of the selection policy. This decision will examine opportunities for players in the squads below and the ‘X’ players who are available, conversations with selectors and occasionally squad captains to ascertain the most effective use of the ‘X’ player for GNC. The Team Co-ordinator only will invite players to join a squad on match days. Nb. If there are any grievances these can be communicated to the player representatives and voiced at the following committee meeting. |
| **‘X’ Player categorisation following injury/illness** | Where players are named within a team but sustain a long term injury/ illness which rules them out for more than three games, they will need to be re-categorised as an ‘X’ player. A conversation will be had by Selectors with these players to establish whether, once fit, they will be able to rejoin their previous team. This will be dependent on a variety of factors including the length of injury/illness and whether any reselection has already taken place. Selectors are able to exercise their discretion when making this decision.  |

**Appendix 4**

**De-Selection Policy**

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| **Purpose** | This policy has been created in the interest of clarifying the process of de-selection within GNC, and with a will to maintain a positive experience for each and every member. We endeavor to ensure that all players feel a valued part of the club community, while simultaneously striving to compete at the highest level possible.  |
| **Principles of De-Selection/ Withdrawal**  | It is possible for players to be de-selected from a GNC team during the course of the season or decide themselves that they no longer wish to participate. The following reasons may give rise to a player being considered for de-selection: 1. Poor attendance
2. Poor attitude/ contravention of GNC values
3. Lack of progress in relation to performance and any relevant feedback
4. Serious breaches of the GNC code of conduct
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| **Process**  | Players may be deselected in accordance with a club wide reselection process or on an individual basis. Prior notification of any reselection process will be provided. If a player is being considered for de-selection on an individual basis, they will be spoken to informally in the first instance by the Selectors. If no improvement is forthcoming a formal email giving specific feedback and confirming de-selection will be sent. The decision to deselect will be made by the panel of Selectors.  |
| **Appeals process**  | There are only two grounds for appeal, these are that the deselection was not made in accordance with the appropriate policy or that there was unreasonable bias or conflict of interest towards a player. Any appeal must be made within 72 hours of the deselection decision and must be address to the Club Chair.  |

**Appendix 5**

**Attendance Policy**

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| **Purpose**  | This policy has been created in the interest of clarifying the expectations regarding attendance for those selected into a GNC squad. Please note this policy does not apply to ‘X’ players. As a club we recognise the importance of attendance at both training and matches, and that this helps to create a cohesive environment, with the best opportunity for success and players to reach their potential.  |
| **Expectations**  | It is understood that there are times where attendance is not possible due to a pre-existing commitment (e.g. a wedding), or an unforeseen situation (e.g. illness). However, if a player is selected into a GNC squad, it is expected that attendance at training and matches are a priority. As such, players are expected to maintain an attendance of 75% at all times. Players are expected to: * Communicate via the trial form if they have any pre-existing commitments which would affect attendance for training and/or matches for the 2024/25 season
* Once selected into a team, inform/reiterate to the captain and team manager these commitments
* Inform the captain and team manager throughout the season of any new important commitments. It is paramount that this is done as soon as they are known as to allow relevant forward planning of squads.
* In the event of illness or other unforeseen circumstance that prevents a player from training or attending matches, inform the captain and team manager (where relevant).

For the avoidance of doubt, wherever possible players are expected to attend training and matches during periods of injury. Players are not expected to attend where illness prevents them from doing so, or would cause a risk to other players (i.e. through the spread of a contagious illness).  |
| **Attendance monitoring**  | Attendance data will be available to players, captains, selectors, and coaches throughout the season. Should a player’s attendance fall below 75%, selectors may take further action. Action may include a conversation to understand reasoning; reduced court time, and if necessary, de-selection in line with the GNC De-Selection Policy. GNC is committed to providing a safe and inclusive environment for all and will consider attendance on a case-by-case basis, taking into consideration personal or extenuating circumstances. Should you wish to discuss your attendance with selectors, please email gncselectors@gmail.com. |

**Appendix 6**

**Frequently Asked Questions**

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| How much time will I get on court at trials? | Playing rotations are often arranged in advance to ensure players have the opportunity to play in one or more of their chosen positions. In some circumstances Selectors may play a player in a position other than their chosen positions should they consider that this would aid the player’s development. Players that are able to attend less trials are likely to have less court time than those available for all trials. Players are not guaranteed parity of court time and Selectors have discretion over this. There may also be times where players are asked to play out of position to ensure there are 14 players on court and we would encourage all trialist to remain open minded throughout the process.  |
| What happens if I am not available for trials due to injury/pregnancy or exceptional circumstances? | Should a player not be able to attend trials due to extenuating circumstances, the player must contact the gncselectors@gmail.com and notify the selectors of the relevant circumstances and when they anticipate being able to trial. Selection panels will make a decision on each late trialist on a case-by-case basis.  |
| I am only able to make one trial, can I still be considered? | In order to be considered for the May/June/July trial process, all trialist must be available for at least 2 of the specified trial dates. Should a player be unable to attend two sessions they should contact gncselectors@gmail.com where a decision will be made about whether they are able to trial late.  |
| I am unable to attend training regularly and will miss several matches, what does this mean? | GNC asks all players taking up a position in a squad to commit to training and match play for the entirety of the season. Should you be unable to do so please contact gncselectors@gmail.com where a conversation will be had with you. Please note that attendance will be monitored throughout the season. Poor attendance (below 75%) may result in a conversation between the player and Selectors.  |
| How will I know which positions I will be expected to play? | When squads are announced, selectors will communicate the position(s) players have been selected into. It is important to be mindful that flexibility is always required, particularly on match days due to injury/illness.  |
| I don’t want to take the squad position I have been given after squads are announced what do I do? | If during the course of trials you decide GNC isn’t the club for you, please speak to a selector ASAP.  Please remember your trial fee is non-refundable.After trials please speak to a selector to minimise disruption and distress to other GNC members. In this instance selectors will review squads and make necessary adjustments. |
| Will I be able to play a whole game each week? | GNC is operating a squad policy across the whole club. All players will be expected to take time off the court to allow interchanges for all squad members. Each player will be asked to have time off court and will be expected to positively support their team during this period. |
| Will I be asked to play up throughout the season? | Some players will be offered the opportunity to play for a team higher than their selected team throughout the season. Although players are not guaranteed to be asked to ‘play up’ we would encourage all players to seize these opportunities as and when they arise.  |
| I want to be an ‘X’ player but I only want to play Regional games, is this an option?  | GNC does not offer the option to be an ‘X’ player exclusively for the RL teams. GNC expects ‘X’ players to be willing to play in a variety of teams predominately in the Somerset leagues. It is possible that the opportunity will arise to play at RL level, should it be appropriate, but this is not guaranteed. Please have a conversation with RL selectors via GNCselectors@gmail.com, if you are in this position.  |
| What happens if I get injured or ill during the season? | Somerset players In the event that a player sustains a long-term injury or illness which means that they are unavailable for three consecutive matches, they should bring this to the attention of Selectors as soon as possible. Based on SCNA rules, this may require the player to be re-categorised as an ‘X’ Player. In accordance with the ‘X Player’ policy, a conversation will be had between the Player and Selectors to ascertain whether, once fit, they will be able to rejoin their previous team. Please see the GNC ‘X’ Player policy for further information. Regional players In the event a player sustains a long-term injury or illness which means that they are unavailable for three consecutive matches, they should bring this to the attention of Selectors as soon as possible. A conversation will be had between the Player and Selectors to ascertain whether, once fit, they will be able to rejoin their previous team. NSW rules will be followed in relation to this process.  |
| What happens if I am part of a franchise pathway which affects my availability? | Should you find yourself in this position, you should bring this to the attention of Selectors as soon as possible. A discussion will be had with you and a plan put in place. Please note that whilst GNC strives to accommodate players within the pathway programmes, if your availability is severely impacted, you may not be able to be named in a GNC squad.  |