

GNC Selection Policy

1. **PURPOSE AND SCOPE OF THE POLICY**

1.1 This Selection Policy sets out how netball players are selected into squads by Galmington Netball Club (GNC). GNC intends to provide opportunity for all club members to compete at an appropriate level to their ability. For our younger players to play to a high but appropriate level of netball that best prepares them for the next steps in their netball careers, should they wish to pursue it.

* **Regional League squads** (RL) will be selected to develop players who can compete for a place in the National Premier League 2024, 2 squads for RL3 – one of which can challenge for promotion back into RL2.
* **Somerset League squads** (SL) will be selected to push for promotion or as a minimum, maintain their positions in their current divisions.
1. **PERFORMANCE, MISSION AND OBJECTIVES**

2.1 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 will provide high quality coaching, training and competition facilities and support services to enhance an individual’s development.
* Build a squad/club culture with players understanding the development of GNC over the coming years and their part in it.
* Ensure players understand the expectations of selections and commitment to a squad.
1. **VALUES AND ATTRIBUTES**

3.1 The culture at GNC is fundamentally based on development of the whole player, which
 includes fulfilling physical, mental and social aspirations for those players. We will strive to
 enable all of our players to gain ‘netball skills’ which may extend beyond those performed
 on court – for example officiating skills, leadership attributes and opportunities to
 volunteer.

3.2 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.
1. **SELECTION PANEL**

4.1 Chosen Selectors will make up the GNC selection committee and will review progress of
 squads and player development.

* Regional league: selectors x 3 = Head Regional Coach + 2
* Somerset league: selectors x 6 = Head Somerset coach + 5

4.2 In addition to official selectors, we will have volunteers collecting evidence throughout the
 selection process session which will be reviewed after the trial sessions. The Team Manager
 will also be responsible for weekly selection decisions in conjunction with the selectors
 during the season if squad players are not available. The Selectors are able to co-opt other
 selectors throughout the selection process or season if required.

5. **SELECTION PRINCIPLES**

5.1 Each Selection Committee member will apply the following principles in the course of
 carrying out any selection process:

* Employ an open, transparent and equitable process that gives all players a fair
 chance to show their potential and be selected.
* Selections will be based on GNC club objectives, merit of players based on positional
 responsibilities, adherence to codes of conduct & values and key attributes criteria,
 as referenced in the **Appendix 1 & 2**.

5.2 Squad Combinations will look at the ability of players to perform in more than one
 position alongside each player’s individual skill level, as well as players key attributes which
 may enhance or inhibit team cohesion and dynamics.

6. **SELECTION PROCESS**

6.1 All players must make selectors aware if they would like prior notification if selected into a
 lower squad than the previous season. Individual feedback will be given to these athletes.
 Any players who are selected into a lower squad will have the opportunity to discuss this
 prior to the squads being announced.

* Player performance at designated trials will be assessed independently against their demonstration of the selection criteria set out in Section 5 & 7.
* Selection Events will be communicated by email, social media, website a minimum of a month in advance. Selection policy and registration will be communicated a minimum of 7 days before the response date.
* Players will be those that, in the expert opinion of the relevant Coach and selection team, are capable of achieving the objectives and demonstrating the values outlined.
* **Regional Squads** trials will identify 25-30 players making a Regional long squad, who will progress to a pre-season training programme.
* These players will continue to be assessed throughout pre-season which will form part of the selection into specific squads.
* Players are not guaranteed a place in the final RL squads to be announced by 20th August 2019 and maybe offered a place in a SL squad.
* **Somerset Squads** will be announced via email within 7 days of the final trial session. These squads may still be subject to change as a result of Regional Squad changes and announcements in August.

7. **SELECTION CRITERIA**

7.1 **Technical & Tactical**

* Sound technical skill base and consistency of performance on court.
* Execution of positional specific skills (**Appendix 2**).
* Tactical understanding and can make decisions in difficult and challenging contexts /
 under pressure.
* Displays attack and defence unit skills.
* Demonstrates Game Sense.
* Is creative and innovative within the game.

7.2 **Physical**

* Is able to maintain a high level of performance.
* Consistently displays the desired qualities for their chosen positions (see **Appendix
 2**).
* Can offer more than one position, preferably 2/3 and exhibit strengths in each
 position.

7.3 **Psychological & Behavioural**

* Demonstrates mental toughness, resilience, confidence, is adaptable and perseveres
 in difficult and challenging situations.
* Is coachable and can learn from mistakes by responding to feedback and making
 changes.
* Has a growth mindset and is able to see all opportunities as learning experiences.
* A positive attitude is displayed consistently, and club values are embraced.
* Player displays a competitive approach, is motivated, shows leadership on and off
 the court, is adaptable and supports others.
	1. **Key Squad Considerations**
* Positional balance in squad selection.
* Succession planning.
* 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, and to
 provide any evidence requested).

8. **‘X’ SELECTION POLICY**

8.1 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’

8.2 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**

9.1 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 on either of the grounds listed in this section above
 by submitting a written request to the Lead Selector, or to the Club Chair if more
 appropriate.

9.2 Any appeal shall be made within 72 hours of the squad announcements.

10. **CONFIDENTIALITY**

10.1 All those involved in the nomination and 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.

10.2 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 THE SELECTION OF THE PLAYER**

 11.1 For players to be named in the squads officially following the announcements, players must
 adhere to certain expectations:

* **CLUB FIRST** policy: This season players are expected to attend training and matches
 for their squad. If you are unable to attend training or be available you must notify
 your captain/coach/team manager in ample time. A minimum of one week for
 matches and 3 days before training, except in extenuating circumstances.
* A ‘3 strikes’ policy, for failure to communicate availability or adhere to the selection
 policy will result in a conversation between the individual, coach and captain with
 regards to their squad selection.
* Players will be asked on occasions to play and fulfil a role within other squads based
 on their squad availability. Players are reminded that they play for the club first.
* 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.

* Players must adhere to the club expectations and highlighted player responsibilities
 at all times to maintain their position in the squad.

11.2 Selection is reliant on honesty and integrity of all players; we would openly welcome
 discussions with any coaches or selectors regarding selection, individual commitment or any
 other relevant issues etc.

12. **REVIEW**

 12.1 This policy will be reviewed by members of the selection committee on an annual basis and
 reviewed at Club committee to ensure any immediate feedback is acted upon and relevant
 adjustments are made in preparation for potential reselections following the first 6 weeks of
 the season. The policy will be available for any to view on request and in time will be
 available on the website too. Feedback through the GNC Players Forum or a Head Selector

 would be welcomed.

**Appendix 1 – Key Attributes for Players**

**Appendix 2 – Positional criteria**

**Appendix 3 – X Policy**

**Appendix 4 - 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 are responsible to inform the Team Manager of their availability at least a week in advance throughout the season if they intend to play competitive league matches.  |
| **Selection** | In the event of a squad requiring an extra player - it will be at the discretion of the Team Manager and Head Coaches 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 Manager 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. |

**Appendix 4**

**Frequently Asked Questions**

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| How much time will I get on court at trials? | Playing rotations are partially arranged in advance to ensure players have the opportunity to play in one or more of the selected positions and maximise the court time. To ensure this happens it is the player’s responsibility to register their information prior to the trial deadline. In some circumstances Selectors may have conversations with players if they feel another position would benefit their development. Players not registering in time may not have equal court time or get to play in their favoured positions. Players may also be asked to play out of position to ensure that there are 14 players on court. This will be taken into account when gathering stats and evidence.  |
| What happens if I am not available for trials due to injury/pregnancy or exceptional circumstances? | Should a player not be able to attend the trials due to extenuating circumstances, the player may remain in contention for selection attending a trial on an alternative date as arranged with selectors e.g. pre-season.  A trial fee will still have to be paid. Please notify the lead selector ASAP if this applies to you.   |
| I am unable to attend training regularly and will miss several matches, what does this mean? | A conversation will be held between the individual/coach/captain regarding squad position, which could result in another player taking your squad place. GNC asks players committing to selections that they are making a commitment to GNC for the coming season. |
| How will I know the ongoing player/squad development expectations over the season? | Regional players will be given individual and squad targets, focusing both on and off court qualities, with opportunity to discuss these with coaches.Somerset squads will be given squad targets regarding seasonal objectives. Specific informal feedback will be provided at training and matches. |
| I am worried I may be selected into a lower division squad than last year. | Please speak to a selector at trials so you can be notified prior to any announcement if you have been selected into a lower squad. A selector will provide you with specific feedback built up over the trial period based on evidence collected. There will always be changes to current squads with injuries & new players joining GNC for the following season. |
| How will I know which positions I will be expected to play? | Selectors will look at the positional choice preferences chosen by each player on their trial submission. Selectors will make decisions on combinations to allow positional interchange across the court.Coaches will ensure squads and individual players understand all potential combinations, this will be dependent on player availability. |
| 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. |
| How will selectors make decisions? | This will be based on evidence at trials using this policy and selectors discussions. The opinion of the majority of selectors will decide squad place, if necessary the Lead Selector will have the final say. |
| What happens if I get injured in the season? | Keep Selectors/ Coaches/Team Manager and Captain in the loop with rehab and expected return date. Decisions will be made with regards to league rules and the individual will be informed and the process regarding their return to match play. |
| What happens if The Team Manager asks me to play up into a higher squad but I want to play with my squad? | These decisions will always be made looking at all the fixtures, fielding the strongest squads for the club based on players available, importance of games and player development.  Players are expected to adopt the Club First policy. See section 11 of the Selection Policy. |
| What happens if there too many players for spaces? | The selectors will contact players to examine other competitive opportunities for the individual and provide feedback to support development. |
| Will squad combinations, dynamics and court time get reviewed during the season? | Selectors will meet to review how squads are performing and bonding in the initial stages of the season. Squads are fluid and subject to change in line with League rules. |
| I can’t commit to matches at weekends or training regularly. | If you feel this is you, please speak to a selector prior to trials and or read the ‘X’ policy and the appropriate appendices. |