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GNC U16 RL Selection Policy 2023/2024

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| **1.**  **Purpose & Scope of the Policy** | This Selection Policy sets out how netball players are selected into the U16 RL squad by Galmington Netball Club (GNC). |
| **2.**  **Performance Mission & Objectives** | GNC’s primary objective is to select a squad 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) |
| **4.**  **Selection Panel** | The selection panel comprises of   * Jacqui Manning (U16 RL Coach) * Sarah Morrison (U14 Coach) * Abbie Barker (GNC Senior Selector and Team Manager)   The U16 RL Coach and Selectors will be responsible for weekly selection decisions. |
| **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 |
| **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. * The U16 RL squad will be between 9 -11 players in size, with the potential for additional players to form part of a ‘long squad’ * GNC will 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. * The first trial will be used as a screening trial for all new trialists (those who are not currently a GNC junior). The second trial will be for all trialists (new and existing GNC members)     Match day selections   * On court decisions on match days, including substitutions, will be taken by coach |
| **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). |
| **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.  2. Be willing to prioritise GNC and be prepared to play up unless exceptional circumstances apply. Please see **Appendix 4 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 [galmingtonncjuniors@gmail.com](mailto:galmingtonncjuniors@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.  Should players seek to join GNC once the season has started (after September 2023), they should contact the [galmingtonncjuniors@gmail.com](mailto:galmingtonncjuniors@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 - De-selection 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 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 |
| **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**

**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 or exceptional circumstances? | Should a player not be able to attend trials due to extenuating circumstances, the player must contact the galmingtonncjuniors@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 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 [galmingtonncjuniors@gmail.com](mailto:galmingtonncjuniors@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? | Following trials 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. |
| 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. |
| 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. |