



University of Birmingham Netball Club Selection Policy

1 Purpose and Aims

- 1.1 This Selection Policy sets out how netball athletes are selected by the University of Birmingham Netball Club (“Netball Club”) into squads for the purpose of competition in British Universities and Colleges Sport (“BUCS”) and Birmingham Netball League (“BNL”).
- 1.2 Selection for BUCS and BNL squads can happen at various points in the season and will be based upon the competitive needs of a successful Netball Club for the season. The Netball Club aspires to develop athletes to fulfil their potential with the Performance Programme aiming to develop athletes that can progress into the NSL and into international squads. Across all our teams, our primary aim is to select squads that are capable of winning fixtures both in the BUCS leagues and in BNL.

2 Eligibility

- 2.1 To be eligible for selection, athletes must be formally enrolled as a student at the University of Birmingham and have paid membership fees to the Netball Club for the year.

3 Selection Principles

- 3.1 The following principles will be applied when carrying out the selection process:
 - 3.1.1 Selectors will employ an open, transparent and equitable process that gives all athletes a fair chance of selection
 - 3.1.2 Selection will be based on merit and the need to achieve the objectives of the Netball Club for that season
 - 3.1.3 No athlete should have the right to, or expectation of on-going selection for the Netball Club
 - 3.1.4 Given the ‘team’ nature of netball, regard will be made not only to the individual athlete’s skill and performance level, but also to the combination and balance of athletes in the squad, and the ability of athletes to play in more than one position

4 Selection Process

- 4.1 The process of selection into one of the squads is as follows:
 - 4.1.1 The Netball Club will seek to ensure that athletes are seen multiple times during their trial slot, and in both of their nominated positions
 - 4.1.2 Athletes are graded independently by each selector on a 1-5 scale, with 5 being the highest grade
 - 4.1.3 The selection panel will meet to discuss the trialling athletes after the trial has concluded. They will check and challenge each other’s views, and ensure athlete selection decisions are evidence-based - taking into account the selection criteria outlined in this policy



- 4.1.4 Any individual athlete's selection will be decided on a majority vote by all members of the selection panel. Where it has not been possible to reach a majority, the relevant Head Coach of that particular squad will have the deciding vote. If further escalation is required, the Head of Netball will have the final selection decision
- 4.1.5 All those involved in the selection process must keep confidential and not disclose any information regarding any aspect of the selection process, nor comment publicly on any trialling athlete, unless authorised by the Head of Netball

5 Selectors

- 5.1 A range of selectors will be appointed to observe and assess athletes and to provide feedback. All selectors will be appointed based upon their competency for the role and their knowledge of the requirements of netball. They will be required to commit to delivering best practice in the field of athlete selection and to their ongoing learning and development.
- 5.2 All selectors will be required to declare any conflicts of interest (for example, coaching an athlete outside of the environment) to the Head of Netball as and when the conflicts arise. Where possible, UoB Netball will seek to ensure that any selectors with a direct conflict of interest shall not be a voting member of the selection panel.
- 5.3 At the discretion of the Head of Netball, 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.

6 Selection Appeals

- 6.1 Appeals can only be submitted by a non-selected (or de-selected) athlete on the grounds that:
 - 6.1.1 The selection process (stated above) has not been adhered to; or
 - 6.1.2 The athlete has reason to believe that those involved in the decision-making were unreasonably biased
- 6.2 An appeal must be made by email to the Head of Netball (details available on the Netball Club website) within 48 hours of the athlete receiving formal selection notification email.
- 6.3 A written response shall be given via email within 5 working days.
- 6.4 If there is any reason to believe that an athlete has breached any related terms and conditions or policies, then the Netball Club, at its sole discretion, may exclude any athlete from participating in the selection process.

7 Removal, Replacement and De-Selection

- 7.1 An athlete may be replaced, removed, or de-selected from a squad in the event of:



- 7.1.1 Gross misconduct (as defined in the UoB policies) or breaching the code of conduct / club constitution including competition regulations (e.g. BUCS and BNL)
 - 7.1.2 Non-compliance in training
 - 7.1.3 No longer being available to participate in the squad for which they were selected
 - 7.1.4 An inability to compete to the best of their ability due to an injury and/or illness
- 7.2 At least 7 days prior to the intended de-selection, the athlete will be informed of the risk of de-selection and the reasons for that risk. They will be presented with the opportunity to attend a de-selection meeting with the relevant Head Coach of that squad to discuss the reasonings and put into place a plan to action them if required (at the Head Coach's discretion).

8 Selection Criteria

- 8.1 Alongside the stated selection principles, the selectors will ensure opinions are supported by evidence:
- 8.1.1 Availability of the athlete to fully participate in the squad or competition
 - 8.1.2 Coachability: the athlete understands expectations and can apply learning and make changes
 - 8.1.3 The ability of the athlete to operate effectively within a team
 - 8.1.4 Current and projected state of fitness, health and wellbeing
 - 8.1.5 Positional balance and combinations within the team
 - 8.1.6 Succession planning
- 8.2 Consideration may also be given to any other such factors that the selectors consider in its sole discretion to be relevant and appropriate to the overall assessment of a particular athlete.

9 Review Process

- 9.1 The University's Head of Netball will review this Selection Policy on an annual basis in consultation with the University. Proposed changes to this Selection Policy must be approved by the University. Any amendments to this Selection Policy must be given in writing to the athletes, Head Coaches and other selectors. This policy (including any final variations or amendments) will be made available on the Netball Club website and made available to all athletes on request.



Appendix 1

Position-specific Selection Criteria

Goal Shooter:

- Movement and ball handling
- Effectiveness in position – working with GA
- Transition into defence and defence of the backline

Goal Attack:

- Movement and ball handling (including availability)
- Effectiveness in position – working with the GA
- Transition into defence and defence of the backline

Wing Attack:

- Movement and ball handling
- Effectiveness in position – feeding the circle and availability 1st and 2nd phase CPA
- Transition into defence and defence of the centre pass

Centre:

- Movement and ball handling – feeding the circle
- Effectiveness in position – availability through court
- Defence through court

Wing Defence:

- Movement and ball handling
- Effectiveness in position – 1v1 and 2v1 defence
- Availability on through court attack

Goal Defence:

- Movement and ball handling
- Effectiveness in position – restrict GA, work with GK, marking the shot
- Availability on through court attack

Goal Keeper:

- Movement and ball handling
- Effectiveness in position – restrict shooting opportunities, work with GD, defence of the shot
- Delivery of the back line and support through court