



## Somerset County Netball Association ("SCNA")

### Player Development Programme Identification Policy 2022/23

**Date Devised:** August 2022

**Review Date:** August 2023

**Owner:** Somerset Player Development Lead, SCNA

#### **Purpose and scope of policy**

This policy sets out how athletes are identified into the County Player Development Programme.

Appendix 1 contains the Glossary of Defined Terms. Those Terms will be applied throughout this document.

#### **PERFORMANCE MISSION**

- 1.1 SCNA aspires to be a major feeder to the Team Bath Academy squads. To achieve that goal, we must develop more performance athletes who can function both individually and as a leading team. This aspiration provides the beacon to guide all Performance activity and decision-making, including the management & delivery of the identification, and development of athletes within the Pathway Programmes.
- 1.2 The development of a leading county is dependent upon building a Squad of athletes with depth and breadth across all positions on the court and the ability to function as of individual national level athletes in a team environment. (Appendix 4)

#### **2. SELECTION PRINCIPLES**

- 2.1 SCNA's Selection Policy employs an open, transparent and equitable process that gives all athletes a fair chance to challenge for international selection.
- 2.2 Selection will be based on merit and the need to achieve the agreed objectives of SCNA.
- 2.3 No athlete has the right or expectation to on-going selection, at any time.

2.4 The Selection Panel, as defined in Appendix 3, has the right to determine, at its sole discretion, when it will reselect athletes into their Programmes (subject to Team Baths decisions on their High Performance and Academy Programme).

2.5 Athletes will, be subject to deselection if they breach the code of conduct and all other relevant SCNA's policies and regulations.

2.6 The Somerset Player Development Lead, has the right to invite athletes from outside the Player Development Programmes, to be observed and considered by the Selection Panel for inclusion in the Player Development Programme and the Competition Squads, based upon Selection Criteria set out in Appendix 2.

2.7 Acknowledgement is made that in selecting for a team sport, regard will be had to the combinations of athletes in the Academy, the balance of the Squad and the ability of athletes to play in more than one position, alongside the player's individual skill level.

### **3. OBJECTIVES**

3.1 To select U15 and U13 athletes capable of being able to develop and: -

- i. have an impact within Somerset's standing within club/schools competitions and
- ii. have impact in the team Baths Future Academy in Street and Exeter
- iii. have a future impact in Team Bath and/or other franchise pathways as U15, U17, U19 and U21 players

3.2 Selection for competitions may be made based on providing development for future championship success to athletes within the Player Development Programme.

### **4. THE SCOPE OF SELECTION**

4.1 This Selection Policy applies to athletes being selected to the following:

- i. The U15 and U13 Somerset County Player Development Programme and subsequently, through invitation, to participate in the Team Bath Future Academy.

4.2 Squads for competitions from which U13 and U15 teams will be drawn from any of these training Programmes and no athlete has the right to expect that they will be selected simply due to their previous inclusion in either of these Programmes.

### **5. ELIGIBILITY**

5.1 To be eligible for Selection into the Somerset Player Development Programme, an athlete must be:

- i. Meet the eligibility criteria as set by England Netball;
- ii. Clear of any ban under UK Anti-Doping Regulations;
- iii. Meet the Selection Criteria; and
- iv. Be selected / screened via the Somerset County Selection and screening process.

## **6. THE SELECTION PROCESS**

- 6.1 Athlete performance at designated Selection Events will be observed and assessed independently and against the Selection Criteria, as set out in Appendix 2 and agreed by the Somerset P Group.
- 6.2 Following completion of the Designated Selection Events listed in this Policy, the selection panel will discuss all athletes and consider information from other identified coaches and consider any relevant input from them.
- 6.3 The nominated athletes will be those, in the expert opinion of the selection panel most able to achieve the objectives.
- 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 Squad/Programme is decided on a majority vote by all members of the Selection Panel.
- 6.6 If a majority decision cannot be reached by the Selection Panel because the votes are equally split, the matter will be referred to the Performance Lead, the Coach and the appointed selectors to make the final decision.

## **7. THE SELECTION PANEL**

- 7.1 All Athlete Identifiers will be appointed based upon competency for the role.
- 7.2 Selection Panel members will be appointed by the Somerset Player Development Lead.
- 7.3 The Selector Panel members, are accountable to the Somerset Player Development Lead and ultimately SCNA for ensuring that the Selection Policy and associated procedures are applied in a fair and appropriate manner.

## **8. SELECTION APPEAL**

- 8.1 Appeals can only be submitted by a non-selected athlete on the grounds that: -
  - i. the process outlined within this Policy has not been adhered; or
  - ii. the process failed to take into consideration relevant information; or
  - iii. 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 shall be made within three working days of the public announcement of the Squad, in writing to the Chair of SCNA.

## **9. DESIGNATED SELECTION EVENTS**

- 9.1 The full process is: -

- i. The designated Screening Day for a long squad set by SCNA can;
- ii. Future screening day for final selection of the Long Squad.

**10. ANNOUNCEMENT & NOTICE**

10.1 Provisional invitations into the Somerset Player Development Programmes will be made within 7 days after the screening event.

**11. PROCESS REVIEW**

11.1 The Somerset Player Development Lead will review the Selection Policy on an annual basis in consultation with the existing Development Programme coaches. Proposed changes to the Policy must be approved by SCNA. This Policy (including any final variations or amendments) will be made available on the Somerset website.

EXAMPLE

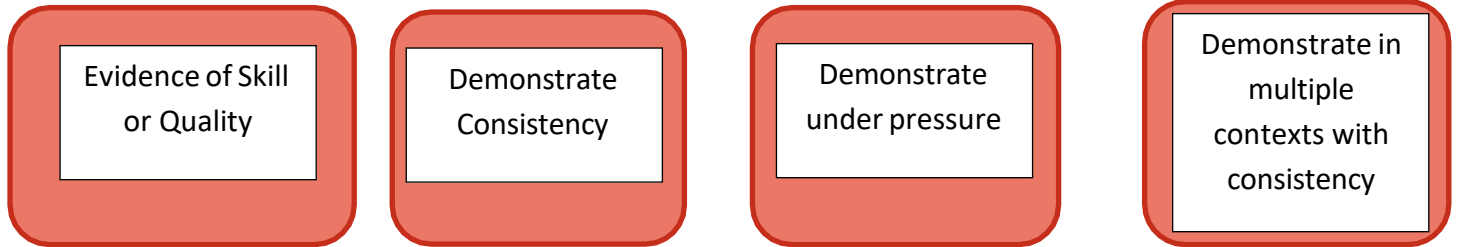
## Appendix 1

### Glossary of Terms

Abbreviation	Term	Definition
	Athlete	Netball Players
	Coach	The Head Coach [or age group Lead Coach for all age group academies and squads]
	Performance	Netball performed within the Somerset County Development Programmes
	Programme	This includes the training and competition environment for Academy athletes
	Competition Squads	Athletes selected for an identified competition as set out by the Somerset Player Development Group
	Selection Criteria	Statements relating to skills, attributes and games sense used to select into the Somerset Player Development Programme
	Performance Identifier Panel	Personnel appointed by the Performance Lead as described in Appendix 4 , to make Selection Decisions.
	SCNA	Somerset County Netball Association

## Appendix 2: Selection Criteria (roles and responsibilities of players)

Whenever selecting Players for the Somerset Player Development Programme and Competition Teams, the Selection Panel shall apply in all Screening activities:



- Movement and Ball Skills Criteria (Page 6)
- Invasion Games: Game sense Criteria (page 6)
- Match Play: Roles and Responsibilities Criteria (page 7 & 8)

### MOVEMENT & BALL SKILLS CRITERIA

Catch : one handed control	Pass: Release Point , one handed and two handed	Footwork : Take Off, Landing, Jumping , Footwork Rule
Movement Skills: Change of Pace, Change of Direction, Multi Directional		

### 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 Selection Criteria (roles and responsibilities of players)**

Whenever selecting Players for the Somerset Player Development Programme the Selection Panel shall apply the following in Match Play :



	Criteria to support the Roles and Responsibilities	Generic Skills and attributes for all playing positions
GK	<ul style="list-style-type: none"> <li>• Pressure on the shot</li> <li>• Attempting to win the rebound</li> <li>• High release and a variety of passes with accuracy</li> <li>• Able to adjust body angle to see ball and player</li> </ul>	<p>Movement Skills:</p> <ul style="list-style-type: none"> <li>• Sprint</li> <li>• Change of Direction</li> <li>• Change of Pace: ability to move in multi directions – back to go forward/forward to go back</li> </ul> <p>Balanced Footwork Able to turn fully</p> <p>Ability to go and go again (Re offer)</p> <p>High Release Accurate Pass with dominant hand</p> <p>Able to apply some defensive pressure by using stage 1 &amp; 2. Possibly some indication of stage 3</p> <p>In addition:</p> <ul style="list-style-type: none"> <li>• Willing to learn</li> <li>• Resilience</li> <li>• Thinker/Decision making</li> <li>• Confident</li> <li>• Take risks</li> </ul> <p><b>**This may not be apparent at an early stage but could be seen within a 'taking risks' context</b></p>
GD	<ul style="list-style-type: none"> <li>• Pressure on the shot</li> <li>• Attempting to win the rebound</li> <li>• High release and a variety of passes with accuracy</li> <li>• Sprint, Change of direction, Change of pace when attacking through court.</li> <li>• Spatial awareness - balance in relation to other players when attacking</li> <li>• Available to reset in relation to the WD on attacking third line</li> <li>• Able to adjust body angle to see ball and player</li> </ul>	
WD	<ul style="list-style-type: none"> <li>• Sprint, Change of direction, Change of pace when attacking through court.</li> <li>• High release and a variety of passes with accuracy</li> <li>• Spatial awareness balance in relation to other players when attacking</li> <li>• Available to reset in relation to the WD on attacking third line Able to adjust body angle to see ball and player</li> </ul>	
C	<ul style="list-style-type: none"> <li>• Movement on and off the circle edge in relation to the WA</li> <li>• Ball placement into the shooters</li> <li>• Spatial awareness in attacking through court</li> <li>• Sprint, Change of direction, Change of pace when attacking through court.</li> <li>• High release and a variety of passes with accuracy</li> </ul>	
WA	<ul style="list-style-type: none"> <li>• Movement on and off the circle edge in relation to the C</li> <li>• Ball placement into the shooters</li> <li>• Spatial awareness in attacking through court</li> <li>• Sprint, Change of direction, Change of space when attacking through court and receiving the CP.</li> <li>• High release and a variety of passes with accuracy</li> <li>• Aware of the GA at the Centre Pass</li> <li>• Can gain depth during phase 2 of the CP if does not receive the CP at phase 1</li> </ul>	
GA	<ul style="list-style-type: none"> <li>• High shooting technique with 85% accuracy and volume</li> <li>• Aware of the other shooter</li> <li>• Attempt to win the rebound</li> <li>• Awareness of the WA at the C</li> <li>• Gain depth in phase 2 of the CP if ball not received in phase 1</li> </ul>	
GS	<ul style="list-style-type: none"> <li>• High shooting technique with 85% accuracy and volume</li> <li>• Aware of the other shooter</li> <li>• Attempt to win the rebound</li> <li>• Awareness of the WA at the C</li> <li>• Gain depth in phase 2 of the CP if ball not received in phase 1</li> </ul>	



### **Appendix 3: Membership of Selection Panels for the Somerset Screening**

Ratio of 1 selector per 8-10 players

- Somerset Player Development Lead
- 2021/22 Head U15 and Head U13 Academy Squads (previous year)
- 2022/23 Head U15 and U13 Academy Squads
- 60% Invited selectors from within Somerset County Boundary

EXAMPLE

EXAMPLE