

## HAWKS NETBALL CLUB – SELECTION POLICY

Last updated: May 2023

HAWKS Selection Policy 2024.docx

### 1. OBJECTIVE

To have an open and transparent policy for the selection of Hawks Netball Club Victorian Netball League (VNL) teams, training partners and development teams.

Hawks Netball Club will select 2 VNL teams, as per the new VNL structure from 2024:

- Championship – open age
- 23 & Under

In addition, Hawks Netball Club will select:

- 5 Next Generation Players for the 23 & Under team; and/or
- Development Team of mainly 19 & Under aged players with 2-3 age exemptions

These players will train alongside VNL team members to allow an immersive experience and exposure to the demands of VNL training and competition.

### 2. SELECTION PANEL

#### 2.1. Role of the Selector

As a member of any selection panel, a selector has the responsibility to select the team from available candidates. Ensure that the Selection Policy and Guidelines are implemented. Gather and record statistical and other information to support the decisions taken during the selection process.

#### 2.2. Appointment of Selection Panel

The Hawks Netball Club Committee will approve a suitably qualified Selection Panel that adheres to Netball Victoria and Hawks Netball Club policies and guidelines:

- a. Hawks Netball Club Head Coach and Committee Coaching Representative will appoint the selection panel;
- b. All selectors will hold a minimum Netball Australia DEVELOPMENT accreditation;
- c. The selection panel for the final trial will consist of:
  - i. Head Coach
  - ii. Team Coach
  - iii. Independent Selector – where practicable and possible
- d. Selectors must declare any conflict of interest and no person with a conflict of interest may be appointed to the Selection Panel.



## 2.3. Expectations of Selection Panel

Persons holding a position on the Selection Panel should:

- a. Attend all selection days, meetings and activities associated with selections
- b. Ensure all selection material and discussions are kept confidential
- c. Maintain integrity and impartiality throughout the process
- d. To select athletes to be part of the 2 VNL teams and 1 development team
- e. Observe and record data to support decisions
- f. Disclose any potential/perceived conflict of interest to Hawks Netball Club prior to selections

Selector responsibilities:

- a. Be familiar with the relevant Selection Policy and guidelines set by the Head Coach, for the team/squad they are selecting
- b. Be aware of the level and type of competition for which the team is being selected
- c. Ensure the Selection Policy and guidelines are implemented
- d. Gather and record statistical and other information to support the decisions taken during the selection process

## 3. SELECTIONS

3.1. Hawks Netball Club selection trials are open to all eligible athletes.

3.2. Any athlete trialling for the 23 & under team, must be 23 years old or younger as at 31 December of the competition year and turn 16 years old before the start of competition

3.3. Selection dates and all relevant information will be advertised on our website including a link for registration to trial

### 3.4. Attendance

- a. All players are expected to attend at least one selection trial to be considered for selection and any subsequent sessions to which they are invited
- b. Any player who is unable to attend a selection trial, must submit written notification in advance to be considered for exemption, which will be evaluated on a case by case basis by Hawks Netball Club
- c. A player who is absent from a selection trial without apology, may not be considered for further selection, except with the approval of the Hawks Netball Club
- d. The Selection Panel may provide an exemption to clause 3.3c at their discretion

### 3.5. Playing Position

- a. Players will be requested to nominate a minimum of 2 preferred positions during trials

- b. Players will be given the opportunity to play a minimum of 2 nominated positions during the trials
- c. On the request of the Selection Panel, players may be asked to trial in a position not nominated by the player

### 3.6. Participation

- a. It is anticipated that attending players will be viewed at least twice at each selection date

### 3.7. Injury/Illness

- a. A player who is unable to participate in the trial due to injury or illness must advise the Hawks Netball Club Administrator in writing, prior to the commencement of trials as per clause 3.3a
- b. Players can then be considered by the Selection Panel based on previous demonstrated ability as viewed by, or provided in feedback to the Selection Panel member(s)
- c. A player with no previous demonstrated ability cannot be selected for a final position within the team, however they can be invited to train with the squad for selection if approved by the Selection Panel and/or Head Coach

### 3.8. Player Selection Criteria

Selectors are to consider the following criteria:

- a. Athletes current level of skill and fitness
- b. Team balance
- c. Athlete potential
- d. Existing injuries
- e. Past performance
- f. Attendance at trials – must attend unless a medical certificate is supplied

### 3.9. Player Selection Tools

- a. Selectors will use a scale to rank players as defined by the Hawks Netball Club
- b. Additional notes and comments should also be made
- c. Rankings will be collated to assist the decision making of the Selection Panel

### 3.10. Player Selection Decisions

- a. Selection will be finalised by general consensus or the majority vote of the Selection Panel
- b. If no majority is achieved, the Team Coach will have the final vote on any selection decisions

## 4. NOTIFICATION TO ATHLETES

- 4.1. Players will receive notification of either Successful or Unsuccessful selection to the team or the next stage of selections via email
- 4.2. Team announcements will be posted on Hawks Netball social media platforms in accordance with Netball Victoria's re-signing and recruitment guidelines

- 4.3. Formal signing of players will not occur until the official date set by Netball Victoria
- 4.4. All player information will be held in strict confidence and will be administered by the Hawks Netball Club Committee

## **5. REQUEST FOR FEEDBACK**

- 5.1. Subject to this Selection Policy, there is no right of appeal against any decision by the Selection Panel, however players can request feedback only if they have been unsuccessful after reaching the final selection trial
- 5.2. Players are required to submit their feedback requests, in writing, within 7 days of the unsuccessful selection date
- 5.3. The Hawks Netball Club Administrator will refer this request to the Selection Panel for review and response
- 5.4. The Selection Panel will assess the request and provide feedback to the Hawks Netball Club Administrator
- 5.5. The Hawks Netball Club will forward the feedback to the player who has made the request, within 7 days of receipt of the request